

Dong Nai, May 14, 2026

INFORMATION DISCLOSURE OF MEETING DOCUMENT PATH
ANNUAL GENERAL MEETING OF SHAREHOLDERS YEAR 2026

Dear:

- The State Securities Commission of Viet Nam;
- HaNoi Stock Exchange;
- Shareholders of Tin Nghia Corporation.

I. Information disclosure organization:

1. Organization name: **Tin Nghia Corporation.**
2. Headquarters address: No. 96, Ha Huy Giap Street, Tran Bien Ward, Dong Nai City.
3. Telephone: 0251.3822486 Fax: 0251.3823747

II. Information disclosure content:

Tin Nghia Corporation is pleased to announce information about the path to access documents of the Annual General Meeting of Shareholders in 2026.

Please see the information at the link:

<https://tinnghiacorp.com.vn/en/shareholders-meeting/>

We commit that the information disclosed above is true and take full responsibility before the law for the content of the disclosed information.

Sincerely.

Recipients:

- As above;
- BOD, Control Board (for reporting);
- Board of Directors;
- Save: Board of Directors Document, Document Department.

AUTHORIZED BY THE CHAIRMAN OF BOD
PERSON IN CHARGE OF INFORMATION
DISCLOSURE
DEPUTY GENERAL DIRECTOR



Nguyen Cao Nhon



DOCUMENT LIST
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
TIN NGHIA CORPORATION

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1	Notice of Invitation to the 2026 Annual General Meeting of Shareholders.	
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6	Report of the Board of Directors of Tin Nghia Corporation on business performance in 2025 and the plan for 2026.	
7	Report of the Board of Directors of Tin Nghia Corporation on the review of activities for Term II (2021–2026) and the orientation for Term III (2026–2031).	
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10	Proposal for Approval of the audited Financial Statements for 2025. Audited Consolidated Financial Statements and Separate Financial Statements for 2025.	
11	Proposal on the profit distribution plan for 2025.	
12	Proposal on the business plan targets for 2026 and the expected dividend payout ratio for 2026.	
13	Proposal on the finalization of remuneration, salaries and bonuses for 2025 and the proposed remuneration, salaries and bonuses for 2026 of the Board of Directors and the Board of Supervisors.	

No.	Description	Notes
14	Proposal on the selection of the auditor for the 2026 Financial Statements.	
15	Proposal on amendments and supplements to the Charter of Tin Nghia Corporation.	
16	Proposal on approval of amendments and supplements to the Internal Governance Regulations of Tin Nghia Corporation.	
17	Proposal on approval of amendments and supplements to the Operating Regulations of the Board of Directors of Tin Nghia Corporation.	
18	Regulations on nomination, self-nomination and election of members of the Board of Directors and the Board of Supervisors of Tin Nghia Corporation for Term III (2026–2031).	
19	Notice on nomination and self-nomination of candidates for election to the Board of Directors and the Board of Supervisors of Tin Nghia Corporation for Term III (2026–2031).	
20	Draft Resolution of the 2026 Annual General Meeting of Shareholders.	



TIN NGHIA CORPORATION

Head Office: No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai City

Tel: (0251) 3822 486 Fax: (0251) 3823747 Website: tinnghiacorp.com.vn

Enterprise Code: 3600283394

NOTICE OF ONLINE MEETING ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

To: Shareholders of Tin Nghia Corporation

The Board of Directors of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation") respectfully invites Shareholders to attend the 2026 Annual General Meeting of Shareholders as follows:

- **Time:** 07:00 A.M., Thursday, 04/06/2026.
- **Venue:** Head Office of Tin Nghia Corporation – Address: No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai City.
- **Meeting format:** Online meeting (Shareholders are kindly requested to register for attendance and exercise voting rights via the online platform/e-voting).
- **Agenda:** (As attached).
- **Meeting Documents:** Meeting documents are posted on the website of Tin Nghia Corporation at <https://tinnghiacorp.com.vn/dai-hoi-co-dong/> from **14/05/2026**.
- **Meeting documents:** Available on the Company's website at: <https://ezgsm.fpts.com.vn> from **02/06/2026**.
- **Proxy for Attendance:** In case a Shareholder authorizes another person to attend the Meeting, please register the proxy online at: <https://ezgsm.fpts.com.vn> and submit the duly signed Power of Attorney (in the form generated by the system) or in accordance with the Civil Code to the address below **no later than 02/06/2026**.

(Note: The Power of Attorney must clearly state the name of the authorized individual or organization and the number of shares authorized. It must be the original document with a handwritten signature. For proxies granted by institutional shareholders, the Power of Attorney must bear the official seal of the authorizing organization).
- **Voting:** Shareholders shall exercise their voting rights via the website: <https://ezgsm.fpts.com.vn> (the e-voting period is specified in detail in the **Working Regulations**).

- Address for submitting questions and support inquiries:

Contact person: Ms. Duong Thi Loan Anh – Assistant Department

Address: No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai City.

Email: info@tinnghiacorp.com.vn

Tel: (0251) 3 822 486 - Ext 120

- Login information for the online General Meeting system at:
<https://ezgsm.fpts.com.vn>

Username: Provided in the invitation letter sent to each shareholder.

Password: Provided in the invitation letter sent to each shareholder.

Sincerely,



**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



Dang Thi Thanh Ha

AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

	Agenda
7h00' - 7h30'	I. Registration for the Meeting <ol style="list-style-type: none"> Shareholders log in to attend the meeting online. Verification of shareholders' attendance eligibility and procedures.
7h30' - 7h45'	II. Opening Formalities: <ol style="list-style-type: none"> Opening remarks and introduction of participants. Report on the verification of the number and ownership ratio of attending shareholders and the quorum for the 2026 Annual General Meeting of Shareholders.
7h45' - 11h00'	III. Agenda of the Meeting: <ol style="list-style-type: none"> Introduction and approval of the Presiding Committee, the Secretariat, and the Vote Counting Committee. Approval of the meeting agenda. Approval of the Working Regulations of the Meeting. Presentation and approval of Reports and Proposals: <ol style="list-style-type: none"> Report of the Board of Directors of Tin Nghia Corporation on business performance in 2025 and the plan for 2026. Report of the Board of Directors on the review of Term II (2021–2026) and orientation for Term III (2026–2031). Report of the Board of Supervisors on performance in 2025 and the supervision plan for 2026. Report of the Board of Supervisors on the review of Term II (2021–2026) and orientation for Term III (2026–2031). Proposal for approval of the audited Financial Statements for 2025. Proposal on the profit distribution plan for 2025. Proposal on business plan targets for 2026 and the expected dividend payout ratio for 2026.

	<p>4.8. Proposal on the finalization of remuneration, salaries and bonuses for 2025 and the proposed plan for 2026 of the Board of Directors and the Board of Supervisors.</p> <p>4.9. Proposal on the selection of the auditor for the 2026 Financial Statements.</p> <p>4.10. Proposal on amendments and supplements to the Charter of Tin Nghia Corporation.</p> <p>4.11. Proposal on approval of amendments and supplements to the Internal Governance Regulations.</p> <p>4.12. Proposal on approval of amendments and supplements to the Operating Regulations of the Board of Directors.</p> <p>5. Discussion and voting on each matter.</p> <p>6. Approval of matters relating to the election of members of the Board of Directors and the Board of Supervisors for Term III (2026–2031):</p> <p>6.1. Regulations on nomination, self-nomination and election of members of the Board of Directors and the Board of Supervisors for Term III (2026–2031).</p> <p>6.2. Proposal on the number and list of candidates for election to the Board of Directors and the Board of Supervisors for Term III (2026–2031).</p> <p>7. Discussion and voting on the Regulations and Proposals.</p> <p>8. Conduct of election.</p> <p>9. Vote counting and announcement of election results.</p> <p>10. First meeting of the Board of Directors to elect the Chairperson; first meeting of the Board of Supervisors to elect the Head of the Board of Supervisors.</p> <p>11. Announcement of vote-counting results for the election of the Chairperson and the Head of the Board of Supervisors.</p> <p>12. Introduction of the Board of Directors and the Board of Supervisors for Term III to the Meeting.</p>
11h00'-11h40'	<p>IV. Closing of the Meeting</p> <p>1. Approval of the Minutes of the Meeting.</p> <p>2. Approval of the Meeting Resolution.</p> <p>3. Voting to adopt the Minutes and the Resolution of the 2026 Annual General Meeting of Shareholders.</p> <p>4. Closing of the Meeting.</p>

PROXY

Re: Attendance at the 2026 Annual General Meeting of Shareholders



To: The Board of Directors of Tin Nghia Corporation.

1. Principal (Shareholder):

Name of shareholder (individual/organization):

Legal identification document (for individual/organization):

Issued on:...../...../

Place of issue:

Permanent/Registered address:

Tel: Email:

Legal representative (for institutional shareholder):

Total number of shares owned:

2. Proxy (Authorized Representative):

2.1. Name of individual/organization:

Legal identification document (for individual/organization):

Issued on:...../...../

Place of issue:

Permanent/Registered address:

Tel: Email:

Email (*):

Authorized representative to attend the General Meeting of Shareholders (1):

Or:

2.2. Authorization to a member of the Board of Directors (“BOD”) of Tin Nghia Corporation as follows: (Please tick (X) one of the following):

- | | | |
|--------------------------|------------------------------|--|
| <input type="checkbox"/> | Ms. Dang Thi Thanh Ha | – Chairwoman of the BOD. |
| <input type="checkbox"/> | Mr. Tran Trung Tuan | – Member of the BOD – General Director. |
| <input type="checkbox"/> | Mr. Nguyen Cao Nhon | – Member of the BOD – Deputy General Director. |

2.3. Number of shares authorized:

- ☐ All ☐ Partial (2):

3. Scope and content of authorization: The Proxy is authorized to represent the Principal to attend the online General Meeting of Shareholders and to exercise all rights and

(1) To be completed only if the Proxy is an organization;

(2) Specify the number of shares authorized.

(*) : Mandatory for the Proxy to receive the login credentials (username and password) for online participation.

obligations of the Principal at the Meeting corresponding to the number of shares authorized. We take full responsibility for this authorization and undertake to comply with all applicable laws and the Charter of Tin Nghia Corporation.

The Proxy shall only perform duties within the scope of this Power of Attorney and shall not re-authorize any third party. This Power of Attorney shall be effective from the date of signing until the closing of the 2026 Annual General Meeting of Shareholders of Tin Nghia Corporation./.

Date: / / 2026

Principal

((Signature, full name, seal (if any))

Proxy

(Signature, full name, seal (if any))

(1) To be completed only if the Proxy is an organization;

(2) Specify the number of shares authorized.

() : Mandatory for the Proxy to receive the login credentials (username and password) for online participation.*

PROPOSAL**Regarding the approval of the composition of the Presidium, the Secretariat,
and the Vote Counting Committee for voting and election**

To: The 2026 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 on amendments and supplements to a number of articles of the Law on Enterprises;

Pursuant to the Charter of Tin Nghia Corporation Joint Stock Company (hereinafter referred to as “Tin Nghia Corporation”),

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the composition of the Presidium, the Secretariat, and the Vote Counting Committee for voting and election as follows:

No.	Full name	Title	Remarks
I. PRESIDIUM			
1	Ms. Dang Thi Thanh Ha	Chairwoman of the Board of Directors	Chairwoman of the Presidium
2	Mr. Tran Trung Tuan	Member of the Board of Directors, General Director	Member
3	Mr. Tang Tran Tan Khai	Head of the Supervisory Board	Member
II. SECRETARIAT			
1	Ms. Le Kim Thao	Member of the Supervisory Board	Head
2	Ms. Phung Phuong Tam	Legal officer – Assistant Department	Member

No.	Full name	Title	Remarks
III. VOTE COUNTING COMMITTEE FOR VOTING AND ELECTION			
1	Ms. Nguyen Thi Thuy Van	Chief Accountant	Head
2	Ms. Nguyen Nhu Huynh	Accounting and Finance Department	Member
3	Ms. Thiem Toan Bich	Assistant Department	Member

Respectfully submitted to the General Meeting for consideration and approval as a basis for implementation./.

Recipients: 

- As above;
- Archived at: AGM Records, BOD Office.

**ON BEHALF OF
THE BOARD OF DIRECTORS**



Đặng Thị Thanh Hà

Dong Nai, May 11, 2026.

WORKING REGULATIONS
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026
TIN NGHIA CORPORATION

Chapter I
GENERAL PROVISIONS

Article 1. Scope and subjects of application

1. This Regulation applies to the organization of the Annual General Meeting of Shareholders in 2026 (hereinafter referred to as the "Meeting") of Tin Nghia Corporation (hereinafter referred to as "**Tin Nghia Corporation**" or the "**Corporation**").

2. This Regulation specifically stipulates the rights and obligations of participants attending the Meeting, as well as the conditions and procedures for conducting the Meeting.

3. Shareholders and participants attending the Meeting are responsible for complying with the provisions set forth in this Regulation.

Chapter II
CONDITIONS FOR ATTENDING THE MEETING, RIGHTS AND
OBLIGATIONS OF SHAREHOLDERS AND MEETING PARTICIPANTS

Article 2. Conditions for attending the Meeting

1. All shareholders whose names are included in the list of shareholders finalized as of **05/5/2026** shall have the right to attend the Meeting online via the Electronic Voting System or authorize their proxy to attend on their behalf. In cases where more than one authorized representative is appointed in accordance with the law to attend, the number of shares represented by each representative must be clearly specified.

2. When attending online, shareholders and authorized representatives attending the Meeting should note the following:

a) Technical requirements: An electronic device connected to the internet is required (e.g., computer, tablet, mobile phone, or other internet-enabled electronic devices).

b) Method of participation: Access the provided link and log in using the

prescribed credentials to attend the online Meeting and perform electronic voting.

c) Method of recording attendance at the online General Meeting of Shareholders: A participant shall be recognized by the Electronic Voting System as attending the online General Meeting of Shareholders when the participant accesses the system using the credentials provided in the meeting invitation and completes the **“Confirmation of attendance at the online General Meeting of Shareholders”** on the Electronic Voting System.

Article 3. Rights of shareholders attending the Meeting

1. To be publicly informed by the Organizing Committee of the Meeting about the contents of the Meeting agenda.

2. To participate in discussions and vote on matters within the authority of the Meeting in accordance with the provisions of the Law on Enterprises.

3. The voting value of the Electronic Voting Ballot shall correspond to the number of voting shares owned or represented by proxy by such person.

Điều 4. Obligations of shareholders eligible to attend the Meeting

1. Shareholders and authorized representatives attending the Meeting are required to have an internet-connected electronic device, access the provided link, and log in using the information supplied by the Corporation to attend the online Meeting and perform electronic voting.

2. To keep confidential the login names, passwords, and other identification factors provided by the Corporation to ensure that only shareholders have the right to perform voting on the system. All voting results performed by shareholders through the login names and passwords officially provided by the Corporation shall be deemed as the shareholders' expressed intention. The Corporation shall not be responsible for any disputes (if any) among shareholders related to the re-authentication of electronic voting through shareholders' access accounts. Shareholders shall bear full responsibility before the law and the Corporation for the electronic voting results carried out through their access accounts on the system.

3. To comply with the provisions of this Regulation, follow the direction of the Presidium, and respect the results of the Meeting.

Article 5. Committee for verification of eligibility to conduct the Meeting

1. The Committee for verification of eligibility to conduct the Meeting shall be established by the Organizing Committee of the Meeting.

2. The Committee for verification of eligibility to conduct the Meeting shall be responsible for:

a) Verifying the eligibility of shareholders to attend the Meeting, determining validity in accordance with the law, and reconciling with the List of shareholders entitled to attend the Meeting finalized as of 05/5/2026.

b) Reporting to the Meeting and taking responsibility for the results of verifying the eligibility conditions for conducting the General Meeting of Shareholders before

the Meeting is officially convened.

3. The Committee for verification of eligibility to conduct the Meeting has the right to establish supporting units to assist in fulfilling its duties.

Article 6. Vote counting committee for voting and election

1. The Vote counting committee for voting and election (hereinafter referred to as the "Vote counting committee") consists of 03 members nominated by the Organizing Committee and approved by the General Meeting of Shareholders.

2. The Vote counting committee shall have the following duties:

a) To prepare vote counting minutes and be responsible to the Presidium and the General Meeting of Shareholders in performing its duties.

b) To accurately determine the voting results of shareholders on matters requiring approval at the Meeting.

c) To conduct vote counting for elections, prepare minutes determining the election results of members of the Board of Directors and members of the Board of Supervisors for Term III (2026 – 2031).

d) To report the vote counting results to the Meeting.

Article 7. Rights and obligations of the Presidium

1. The Presidium consists of one Chairperson and several members approved by the Meeting through voting and is responsible for presiding over the Meeting.

2. The rights and obligations of the Presidium:

a) To conduct the activities of the Meeting in accordance with the agenda approved by the Meeting. To carry out tasks deemed necessary to conduct the Meeting in an orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attending shareholders.

b) To submit drafts of necessary contents to the Meeting for voting.

c) To guide participants and the Meeting in discussions.

d) To respond to issues raised by the Meeting or designate appropriate persons to respond.

e) Decisions of the Presidium regarding procedural matters or events arising outside the Meeting agenda shall be final.

f) At any time, the Presidium may postpone the Meeting to another time in accordance with the provisions of the Law on Enterprises and the Charter of the Corporation if it determines that:

- There are attendees who obstruct or disturb order, posing a risk that the Meeting cannot be conducted in a fair and lawful manner; or

- Communication facilities at the Meeting venue do not ensure that attending shareholders can participate, discuss, and vote.

Article 8. Secretariat

1. The Secretariat consists of one Head and several members nominated by the Board of Directors and approved by the Meeting through voting.
2. The Secretariat shall perform supporting tasks as assigned by the Presidium:
 - a) To fully and accurately record all contents of the Meeting.
 - b) To assist the Presidium in announcing the Minutes and the Draft Resolution of the Meeting, and notifications of the Presidium sent to shareholders when required.
 - c) To receive and review registration forms for comments from attending participants and submit them to the Presidium for decision.

Chapter III

PROCEDURES FOR CONDUCTING THE MEETING

Article 9. Conditions for conducting the Meeting

1. The General Meeting of Shareholders shall be conducted when the number of attending shareholders and authorized representatives represents more than 50% of the total voting shares according to the list of shareholders finalized as of 05/5/2026.
2. In case the first Meeting does not meet the conditions for conducting the Meeting as stipulated in Clause 1 of this Article, the notice of invitation for the second Meeting shall be sent within 30 days from the scheduled date of the first Meeting. The second General Meeting of Shareholders shall be conducted when the number of attending shareholders represents at least 33% of the total voting shares.
3. In case the second Meeting does not meet the conditions for conducting the Meeting as stipulated in Clause 2 of this Article, the notice of invitation for the third Meeting shall be sent within 20 days from the scheduled date of the second Meeting. The third General Meeting of Shareholders shall be conducted regardless of the total voting shares of attending shareholders.
4. The attendance ratio of shareholders attending the General Meeting of Shareholders in the online format shall be determined when participants complete the "Confirmation of attendance at the online General Meeting of Shareholders" on the Electronic Voting System in accordance with Point c, Clause 2, Article 2 of this Regulation.

Article 10. Discussion at the Meeting

1. Principles:
 - a) Discussions shall only be conducted within the allotted time and within the scope of matters presented in the Meeting agenda.
 - b) Only shareholders and authorized representatives attending the Meeting are entitled to participate in discussions.

c) Shareholders and authorized representatives attending the Meeting who wish to raise opinions shall register the discussion contents in the prescribed manner as follows:

- Submit questions in the Discussion section on the online Meeting interface via the link: <https://ezgsm.fpts.com.vn> or send emails (Questions shall be considered valid when sent from the email address registered in the shareholder list provided by the Vietnam Securities Depository and Clearing Corporation or from the email address registered by the shareholder in the Meeting registration form or proxy authorization that has been submitted in hard copy to the Corporation) to the following address: info@tinnghiacorp.com.vn (prior to the discussion session) .

- The Secretariat shall arrange the questions submitted by participants and forward them to the Presidium.

2. Responses to opinions of shareholders and authorized representatives:

a) Based on the questions forwarded by the Secretariat, the Chairperson or members designated by the Chairperson shall respond to the opinions of shareholders or authorized representatives.

b) In case of time limitations, questions that cannot be answered directly at the Meeting shall be responded to by the Corporation later via email or written response.

Article 11. Electronic voting for approval and election at the Meeting

1. Principles:

All matters in the agenda and contents of the Meeting must be discussed and voted on publicly at the Meeting. Shareholders and authorized representatives shall cast votes electronically via the link: <https://ezgsm.fpts.com.vn>.

2. Electronic voting:

a) Shareholders and authorized representatives shall select one of three voting options: "Agree", "Disagree" or "No opinion" for each matter submitted for voting at the Meeting as set up in the Electronic Voting System.

b) Proceed to confirm the vote so that the Electronic Voting System records the voting results.

3. Other regulations when conducting electronic voting:

a) In case shareholders or authorized representatives do not vote on all matters according to the Meeting agenda, the matters not voted on shall be deemed as shareholders or authorized representatives not casting votes on those matters.

b) In case matters arise outside the agenda previously sent, shareholders or authorized representatives may cast additional votes. If shareholders or authorized representatives do not vote on such arising matters, it shall be deemed that they have not cast votes on those arising matter.

c) Shareholders or authorized representatives may change their voting results (but may not cancel voting results), including voting results for additional matters arising outside the Meeting agenda. The online system shall only record vote counting results

based on the final voting results at the time of closing electronic voting for each vote counting session as stipulated in Clause 4 of this Article.

d) Shareholders or authorized representatives may access the Electronic Voting System (as instructed in the Meeting Invitation) and cast votes 24 hours a day, except in cases of system maintenance or other reasons beyond the control of the Corporation. After the voting period ends, the system shall not record any additional electronic voting results from participants.

4. Time for electronic voting:

a) The first voting contents (including the Meeting Agenda; Working Regulations of the Meeting; approval of the composition of the Presidium, Secretariat, and Vote Counting Committee for voting and election): Shareholders and authorized representatives shall cast votes from **10h00' on 02/6/2026** until before the Meeting approves the first voting contents.

b) The second voting contents (including Reports of the Board of Directors, the Board of Supervisors and Proposals): Shareholders and authorized representatives shall cast votes from **10h00' on 02/6/2026** until before the Meeting approves the second voting contents.

c) The third voting contents (including the Regulations on nomination, self-nomination and election of Members of the Board of Directors, Members of the Board of Supervisors and the Proposal on the number and list of candidates for election): Shareholders and authorized representatives shall cast votes from **10h00' on 02/6/2026** until before the Meeting approves the third voting contents.

d) Election contents: Participants shall elect members of the Board of Directors and members of the Board of Supervisors of Tin Nghia Corporation for Term III (2026 – 2031) from **10h00' on 02/6/2026** until before the Meeting approves the election contents.

e) The fourth voting contents (Approval of the Minutes and Resolution of the Meeting): Shareholders and authorized representatives shall cast votes from **10h00' on 02/6/2026** until before the Meeting approves the fourth voting contents.

5. Method of election voting (as specifically stipulated in the Election Regulations).

6. Cases of invalid voting ballots:

a) Blank voting ballots;

b) Ballots marking two or more options for a matter requiring voting;

7. Recording voting results:

The Vote Counting Committee shall review, compile and report to the Presidium the vote counting results for each matter according to the Meeting agenda. The voting results shall be announced by the Presidium immediately before the closing of the Meeting.

Article 12. Approval of the Minutes and Resolution of the General Meeting

of Shareholders

1. Matters approved at the Meeting must be consented to by shareholders representing more than 50% of the total voting shares of all shareholders and authorized representatives attending and voting at the Meeting, except for matters specified in Clause 2 of this Article.

2. For decisions on matters specified in Clause 1, Article 148 of the current Law on Enterprises and Clause 1, Article 20 of the Charter of the Corporation, approval must be obtained from at least 65% of the total voting shares of all shareholders and authorized representatives attending and voting at the Meeting.

Article 13. Minutes and Resolution of the General Meeting of Shareholders

1. All contents of the Meeting must be recorded by the Secretariat in the Meeting Minutes.

2. The Minutes and Resolution of the Meeting must be completed and approved before the closing of the Meeting and shall be kept at Tin Nghia Corporation.

Chapter IV

IMPLEMENTATION PROVISIONS

Article 14. Implementation provisions

1. This Regulation consists of 04 Chapters and 14 Articles, and shall officially take effect and be applied at the Annual General Meeting of Shareholders in 2026 of Tin Nghia Corporation after being approved by shareholders representing more than 50% of the total voting shares of shareholders and authorized representatives attending and voting at the Meeting.

2. Shareholders, authorized representatives, and members of the Organizing Committee of the Annual General Meeting of Shareholders in 2026 of Tin Nghia Corporation shall be responsible for implementing this Regulation.

Recipients:

- As above;
- Filed at: AGM Records, BOD Office.

**ON BEHALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**



Dang Thi Thanh Ha

No: 105/BC-HĐQT

Dong Nai, May 14, 2026

**REPORT
2025 BUSINESS PERFORMANCE RESULTS
AND 2026 PLAN**

To: The 2026 Annual General Meeting of Shareholders.

I. 2025 BUSINESS PERFORMANCE RESULTS.

The Vietnamese economy in 2025 operated against a backdrop of global instability, unpredictability, geopolitical tensions, and a strengthening USD, which exerted rapid exchange rate pressure on emerging markets. Instability in economic policies, particularly international trade policies, pressured consumer spending, investment, and created uncertainty in the growth of the world's leading economies. Although exports grew positively, they continued to face numerous difficulties and risks stemming from market volatility, U.S. tariff policies, and protectionist barriers, while exchange rate pressure increased the cost of imported inputs.

In the context of the U.S. implementing reciprocal tariff policies against various economies, which reduced global aggregate consumer demand, the Corporation's business operations were also affected, with key business sectors facing difficulties, specifically:

- Coffee export sector: Affected by the war situation and U.S. tariff policies, coffee prices fluctuated continuously and were difficult to forecast.

- Petroleum business sector: The Russia-Ukraine military conflict continues, and the U.S. has imposed new sanctions on major Russian producers. Petroleum prices have been unpredictable, affecting domestic supply and remuneration levels; at times, the remuneration was only 50 VND - 100 VND/liter, which was insufficient to cover costs.

- The industrial real estate sector faced difficulties as investors remained concerned about U.S. tariff policies toward various countries, limiting investment attraction.

As a business operating in the fields of industrial zone infrastructure investment, logistics services, coffee export, and petroleum trading, Tin Nghia Corporation could not avoid the impacts of global economic and political conditions on its business operations.

During the year, the Corporation executed divestments and asset transfers; therefore, the 2025 business results include income from these activities.

1. 2025 business performance results.

1.1. Business results of the Corporation according to the separate financial statements.

Indicator	Unit	2025 Plan	2025 Actual	% Comparison 2025 Actual	
				Plan	Same period
Total revenue	Billion VND	7,600	9,397	123.6%	122.4%
Profit after tax	Billion VND	622	499	80.2%	202.0%
Key products					
- Coffee	tons	70,000	63,435	90.6%	96.6%
- Industrial zone infrastructure leasing	ha	18.5	19.1	103.3%	85.1%

In 2025, the Corporation's business operations achieved positive results, specifically as follows:

- Coffee sales volume for the year was 63,435 tons, reaching 91% of the plan and 97% compared to the same period last year. Revenue from coffee trading was 8,023 billion VND, accounting for 85% of total revenue.

- Industrial Zone infrastructure leasing: In 2025, we engaged and worked with 27 delegations at the industrial zones, including 16 foreign delegations. We signed sublease agreements for 19.1 hectares of land (including 8.1 hectares at An Phuoc Industrial Zone and 11 hectares at Nhon Trach 3 Industrial Zone), reaching 103% of the plan. Revenue from industrial zone operations in 2025 reached 390 billion VND.

- Regarding profit: Profit after tax in 2025 for the Parent Company reached 499 billion VND, equal to 80% of the plan and twice as high as the same period last year. Profit did not meet the plan due to the payment of VAT for the Cu Lao Tan Van Tourist and Service Area Project (53.5 billion VND) for the 2009 period, as per the Government Inspectorate's Conclusion, and payments made pursuant to Judgment No. 09/2026/HS-ST dated January 20, 2026, of the People's Court of Dong Nai province regarding the liability to reimburse the Dong Nai Provincial Party Committee for damages (125.2 billion VND).

Excluding the factors arising from the two issues above, the actual profit in 2025 for the Corporation was 677.4 billion VND, exceeding the profit plan assigned by the General Meeting of Shareholders by 9%. The profit achieved during the year includes 331 billion VND in profit from the divestment at Tin Nghia - A Chau Investment Joint Stock Company Investment Joint Stock Company.

1.2. Consolidated business results of the entire Corporation according to the 2025 financial statements.

Indicator	Unit	2025 Plan	2025 Actual	% Comparison 2025 Actual	
				Plan	Same period
Consolidated total revenue	Billion VND	11,700	14,323	122.4%	118.1%
Profit after tax	Billion VND	672	833	124.0%	196.3%
Dividend (*)	%	12	12	100%	109.1%

(*) The 2025 dividend is projected.

The 2025 consolidated business performance results of the Corporation exceeded the plan, specifically as follows:

- Total consolidated revenue reached 14,323 billion VND, an increase of 22% compared to the plan and 18% compared to the same period last year, mainly due to the coffee business sector having high revenue, accounting for 56% of total revenue.

- Consolidated profit after tax reached 833 billion VND, an increase of 24% compared to the plan and nearly twice as high as the same period last year.

The production and business performance results of subsidiaries and associates are summarized as follows:

*** Industrial Zone sector:**

- Tin Nghia Industrial Park Development Joint Stock Company: In 2025, the company's service segments were maintained stably and operated effectively; therefore, the company's full-year business results were positive. Total actual revenue in 2025 reached 307.5 billion VND, an increase of 10% compared to the plan and 11% compared to the same period last year. Profit after tax reached 206.1 billion VND, exceeding the plan by 20% and increasing by 22% compared to the same period last year. Total revenue and profit both met and exceeded the plan, mainly due to operating cost reductions and financial income from business cooperation with Phuoc An Port Investment and Exploitation Petroleum JSC.

- Tin Nghia – Phuong Dong Industrial Park Joint Stock Company: The company's business results in 2025 were good; it leased 69.6 hectares (total leased area is 259 hectares, equivalent to an occupancy rate of 69%), total actual revenue reached 840.3 billion VND, an increase of 29% compared to the plan and more than three times higher than the same period last year. Profit after tax was 538.8 billion VND, exceeding the plan by 81% and increasing more than four times compared to the same period last year.

- Thong Nhat JSC: In 2025, the company's business operations exceeded the plan, with total actual revenue reaching 123.7 billion VND, an increase of 8% compared to the plan and 44% compared to the same period last year. Profit after tax reached 35.8 billion VND, an increase of 35% compared to both the plan and the same period last year.

**** Production and processing sector:***

- Dong Nai Import Export Processing Agricultural Products and Foods Joint Stock Company: In 2025, the company exported 107.1 tons of cashew kernels, processed 58.8 tons of macadamia, and sold 1.9 tons of ready-to-eat cashews domestically. Export turnover was 887,271 USD. Total actual revenue reached 45.3 billion VND, equal to 80% of the plan and 75% compared to the same period last year. Profit after tax reached 9.1 billion VND, an increase of more than four times compared to the plan and more than twice compared to the same period last year. The company's 2025 business operations were effective.

- Tin Nghia Corporation (Laos): Continued to implement the coffee plantation subcontracting agreement with the subcontractor.

- Hiep Phu Corporation: Although the company's business performance in 2025 was still low, it showed positive signs. During the year, the company processed 5,605 tons of aquatic feed, reaching 95% of the plan; total revenue reached 17.1 billion VND, an increase of 3% against the plan; profit after tax was 123 million VND, equivalent to the plan. Production output has improved, and revenue has covered costs, resulting in profitability.

**** Petroleum sector:***

- Tin Nghia Petrol Joint Stock Company: Political instability and geopolitical fluctuations in the Middle East... caused crude oil prices to fluctuate unpredictably, affecting domestic supply and causing remuneration levels to continuously decrease, at times reaching only 50 VND – 100 VND/liter. Despite this, the company's 2025 business operations generally achieved positive results. Petroleum sales volume for the year was 200 million liters, an increase of 5% compared to the plan; total revenue reached 3,496 billion VND, equal to 99.89% of the plan; and profit after tax reached 31.17 billion VND, equivalent to 78% of the plan. The failure to meet the profit plan was mainly due to reduced remuneration.

- Phu Huu Depot Corporation: The project did not receive an extension for its investment policy; therefore, the company is focusing on monitoring and managing the land area to have a suitable usage plan.

**** Real Estate sector: Focusing on completing legal procedures for projects and seeking funding sources.***

- Nhon Trach Investment Joint Stock Company: In 2025, the company could not implement business activities because some of its projects had expired investment progress validity and have not yet been approved for extension by the authorities, despite the company having sent written requests to the authorities for consideration.

Due to the above reasons, the company's business operations in 2025 were not effective; specifically, total actual revenue was 24.3 billion VND, mainly income from financial investments, and there was a loss of 12.3 billion VND, mainly due to financial expenses.

- Phuoc Tan Trading and Construction JSC: In 2025, the implementation of the Phuoc Tan Residential Area project faced many difficulties, such as the progress of compensation agreements with some households and land handover progress being

slowed down due to obstacles related to the Law on Investment and the Land Law. Therefore, the 2025 business results were mainly achieved from financial activities. Total revenue reached 33.8 billion VND, and profit after tax reached 20.2 billion VND.

** Service sector:*

- ICD Bien Hoa – Tin Nghia Logistics Joint Stock Company: In 2025, the company's business operations achieved good results, with most of the efficiency coming from the asset transfer of the warehouse at Nhon Trach 3 Industrial Zone to focus resources on investing in the construction of a new modern warehouse and yard at the road leading to Phuoc An Port. Total actual revenue was 487.7 billion VND, an increase of 3% compared to the plan and more than four times higher than the same period last year. Profit after tax reached 241.1 billion VND, an increase of 10% compared to the plan and more than six times higher than the same period last year.

- Japanese SMEs Development Joint Stock Company: The company's 2025 business performance yielded positive results compared to the plan and the same period last year, specifically: Total actual revenue: 237.7 billion VND, an increase of 6% compared to the plan; profit after tax: 76.3 billion VND, an increase of 69% compared to the plan.

- Dinh Quang Construction Investment JSC (formerly known as Tin Nghia Project Management JSC): In 2025, the company's business operations faced significant difficulties due to a lack of projects and a low number of contracts, with revenue insufficient to cover costs. Total revenue: 4.2 billion VND, reaching 84% of the plan, resulting in an ineffective performance with a loss of 2.5 billion VND.

- Tin Nghia Professional Security Services Corporation: Due to difficulties in customers' production and business situations, customers reduced their targets to cut costs, which affected the company's 2025 business operations. Consequently, to retain customers, the company considered reducing security service fees for some clients, leading to a decrease in business efficiency compared to the plan and the same period last year. Specifically, although total actual revenue reached 41.3 billion VND, an increase of 5% compared to the plan, profit after tax only reached 502 million VND, equal to 72% of the plan.

2. Development investment activities.

Based on the assessment and evaluation of the economic advantages and challenges impacting the Corporation, in 2025, the Corporation's investment activities focused on the following tasks:

- Investment sector: Due to dependence on legal procedures and planning by competent authorities, as well as the reassessed feasibility of projects, several projects such as the 51-hectare Service Center, Phu Huu General Port, Phuoc Binh Petrol Station, and the renovation of the stone factory warehouse have not yet implemented investment procedures as planned, and the suspension of some projects is under consideration.

- Basic construction sector: Completed the renovation and upgrade of the Wastewater treatment plant from column B to column A with a capacity of 3,000 m³/day; simultaneously completed the bidding selection and commenced construction

of planned road No. 4 – from Km2+600 to Km3+500 at Ong Keo Industrial Zone. Completed the renovation of the fire protection system at the agricultural product factory warehouse.

Several large bidding packages for the technical infrastructure of road No. 11 and the renovation of the Wastewater treatment plant from column B to column A at Nhon Trach III Industrial Zone were not implemented in 2025 due to land procedure obstacles and the need to phase investments for efficient capital utilization. Accordingly, they are expected to be invested in 2026.

The results of investment activities at the Corporation's key projects in 2025 are as follows:

a) Petroleum sector

**** Petrol stations***

Continued to carry out legal procedures for land locations designated for petrol business points:

- Phuoc Binh Petrol Station (Phuoc Binh Commune, Long Thanh District):

+ The People's Committee of Dong Nai Province issued Decision No. 1004/UBND-KTN dated March 31, 2025, approving the 2025 land use plan for Long Thanh District, Dong Nai Province (including Phuoc Binh Petrol Station) as a basis for completing procedures to request land use purpose conversion (dossier receipt No. H19.8-240821-0129 dated August 21, 2024).

+ Based on the project efficiency assessment (investment costs, feasibility of the business plan), on June 9, 2025, the Corporation issued official dispatch No. 284/CV-TCT to the Provincial People's Committee and the Department of Finance to report and propose the suspension of the Phuoc Binh Petrol Station project.

- Phu Tan Petrol Station (Phu Tan Commune, Dinh Quan District): The Department of Agriculture and Rural Development of Dong Nai Province issued official dispatch No. 288/SNNMT-QHKS dated March 13, 2025, advising the Dong Nai Provincial People's Committee to approve the policy for receiving agricultural land transfers. Based on that, the Dong Nai Provincial People's Committee issued official dispatch No. 3994/UBND-KTN dated April 11, 2025, agreeing to the policy allowing the transfer. The Corporation has completed the issuance of the Land Use Rights Certificate (LURC) and assets attached to the land.

b) Logistics and services sector:

**** Phu Huu General Port Project:*** The Corporation issued official dispatch No. 839/CV-TCT dated December 11, 2024, to the Department of Construction and the People's Committee of Nhon Trach District, and official dispatch No. 842/CV-TCT dated December 12, 2024, to the Dong Nai Provincial People's Committee and the Dong Nai Provincial Party Committee regarding comments on adjusting the planning of the Phu Huu General Port project land to mixed-use land.

**** Hiep Phuoc 51-hectare Service Area Project:*** The Corporation issued official dispatch No. 15/CV-TCT dated January 8, 2025, to the Standing Provincial Party Committee and the Dong Nai Provincial People's Committee regarding comments on

adjusting the project land planning from commercial and service land to residential land for social housing development.

*** Long Thanh Trade Center Project:** Land prices were approved by the Provincial People's Committee in Decision No. 593/QĐ-UBND dated March 14, 2024. Completed the signing of the land lease contract to the joint stock company under Contract No. 13/HĐTĐ dated May 30, 2024.

c) Industrial zone and real estate investment sector:

c1. An Phuoc Industrial Zone

**** Industrial zone investment procedures:***

- Land lease application for the industrial zone (phase 10): The Provincial People's Committee issued a decision to lease 2.76 hectares of land (Decision 1156/QĐ-UBND dated April 14, 2025); completed the payment of land rent and signed Land Lease Contract No. 05/HĐTĐ dated May 21, 2025, and was issued the LURC.

- Dossier for adjusting land lease decisions from phases 1-9: The Provincial People's Committee issued a decision to adjust land lease decisions according to the approved planning (Decision No. 1431/QĐ-UBND dated September 26, 2025); paid land rent corresponding to the increased area according to the approved planning; completed the separation and consolidation of land plots and registered changes in land use functions on LURCs with an area of 45,844.4 m²; the Department of Natural Resources and Environment and the Dong Nai Land Registration Office are appraising the issuance of LURCs for the area not yet issued with an LURC (belonging to the former traffic land planning) of 4,496.8 m².

- Completed the correction of the Environmental License in Decision No. 489/QĐ-BNNMT dated March 26, 2025, of the Ministry of Agriculture and Environment.

c2. Nhon Trach 3 Industrial Zone.

**** Industrial zone investment procedures:***

- Adjustment of LURC for Nhon Trach III Industrial Zone – phase 1 (renaming from Tin Nghia Corporation to Tin Nghia Corporation Joint Stock Company): Completed the overlay of the current status map onto the cadastral map of the entire industrial zone and contacted the Management Board of Industrial Zones and Dong Nai Economic Zone to review the area on the cadastral map that is smaller than the area on the issued LURC.

- Adjustment of the land lease decision according to the approved planning adjustment at Nhon Trach III Industrial Zone – phase 2: Completed coordination with the Dong Nai Land Registration Office to measure the current status and issue the cadastral map for the entire Nhon Trach III Industrial Zone – phase 2 (the current status map shows the discrepancy between the cadastral map and the approved planning map); the Department of Natural Resources and Environment is reviewing the dossier to submit to the Provincial People's Committee for adjustment of the land lease decision according to planning No. 2935/QĐ-UBND dated October 28, 2022.

**** Industrial zone infrastructure investment work***

- Technical infrastructure: Completed the selection of a consulting contractor to prepare the Feasibility study report for the item of renovating the centralized Wastewater treatment plant from column B to column A, with a capacity of 7,000 m³/day.

c3. Ong Keo Industrial Zone.

- Land compensation and acquisition work:

- + Completed procedures for leasing, issuing LURCs, and paying additional fees for 13 hectares of rice land and subleasing to customers (Industrial Co., Ltd. 7.8 hectares, NKOIL Company 5.2 hectares).

- + Land lease procedures for road No. 11: Continued working with the consulting unit and the Dong Nai Land Registration Office to overlay the cadastral map according to the recommendations of the Dai Phuoc Commune Economic Division.

- + Road section No. 4 passing through Nhon Trach 1 Power Plant (area 1.5 hectares): Worked with Nhon Trach 1 Power Plant on land acquisition for the section passing through the plant.

- + 14.7-hectare land area (formerly the construction material gathering yard for Nhon Trach 2 Power Plant): Coordinated with departments and agencies to handle the assets of Nhon Trach 2 Power Plant (former headquarters of the Industrial Zone Police Station).

- + Continued to coordinate with the consulting unit and the Dong Nai Land Registration Office to map the area of rivers and canals belonging to the Ong Keo Industrial Zone project, approximately 49 hectares.

- + Coordinated with the People's Committee of Dai Phuoc Commune, the Nhon Trach Branch of the Land Fund Development Center, and departments to mobilize households to receive compensation for the Ong Keo Industrial Zone project (3 households, amount of 3.7 billion VND) and handled complaints regarding compensation work.

- + Verification of land origin: Dossiers completed and awaiting price application: 346/452 dossiers; Dossiers in progress: 106/452 dossiers (including: 82 dossiers with obstacles regarding the time of inventory verification; 17 dossiers currently summarizing information awaiting transfer to the Nhon Trach District Land Registration Office for appraisal; 07 dossiers belonging to the 285 area, Phuoc Khanh Commune People's Committee is verifying user information).

- + Coordinated with the Nhon Trach Branch of the Land Fund Development Center to work with the Southern Power Projects Management Board regarding the overlapping area of the Ong Keo Industrial Zone project.

- + Coordinated with the Nhon Trach Branch of the Land Fund Development Center and the Department of Natural Resources and Environment to carry out compensation and acquisition procedures for the remaining 206.7 hectares.

- Technical infrastructure:

+ Renovation and upgrade of the centralized wastewater treatment plant from Column B to Column A: Completed technical acceptance and commenced operations as per the minutes dated October 30, 2025.

+ Planning Road No. 4, Section 2 (Km2 + 600 to Km3 + 500): Completed the selection of the construction contractor and supervision consultant.

+ Planning Road No. 11: Completed approval of the cost estimate and design for Planning Road No. 11 – Phase 1 (mileage Km0+000 to Km1+374.1).

*** Other projects.**

- Granite Factory warehouse renovation project: Assets have been put into effective operation and use.

- Renovation of the fire protection system at the agricultural product warehouse: Construction, acceptance, handover, and commissioning of the fire protection system have been completed.

- Renovation of several items at Tan Bien Market: Completed acceptance and handover of the renovated wastewater treatment plant system at Tan Bien Market with a capacity of 200 m³/day.

3. Financial operations.

In 2025, financial operations focused on the following key tasks:

Financial position of the Corporation as of December 31, 2025:

Unit: billion VND.

Assets	Amount	Proportion	Capital sources	Amount	Proportion
I. Other current assets	3,714	35%	I. Liabilities	7,367	70%
1. Cash and cash equivalents	982		1. Current liabilities	2,963	
2. Short-term financial investments	527		2. Long-term debt	4,404	
3. Short-term receivables	2,185		<i>In which: Long-term unearned revenue</i>	4,147	
4. Inventories	18				
5. Other current assets	2				
II. Non-current assets	6,858	65%	II. Owner's equity	3,205	30%
1. Long-term receivables	61		1. Owner's equity	3,205	
2. Fixed assets	299		1.1. Owner's contributed capital	2,000	
3. Investment property	958		1.2 Share premium	6	
4. Long-term work-in-progress assets	1,287		1.3 Development investment fund	140	
5. Long-term financial investments	3,853		1.4 Undistributed profit after tax	1,059	
6. Other non-current assets	400				
Total assets	10,572	100%	Total capital sources	10,572	100%

Financial ratios regarding solvency, profitability, and operational capacity of the enterprise are as follows:

Indicator	2025	2024
1. Solvency indicators		
+ Current ratio	1.25	1.30
+ Quick ratio	1.25	1.27
2. Capital structure indicators		
+ Debt/Total assets ratio	0.70	0.71
+ Debt/Owner's equity ratio	2.30	2.50
3. Operating capacity indicators		
+ Inventory turnover	120.07	57.32
+ Total asset turnover	0.81	0.80
4. Profitability indicators		
+ Profit after tax/Net revenue ratio	0.06	0.03
+ Profit after tax/Owner's equity ratio	0.16	0.08
+ Profit after tax/Total assets ratio	0.05	0.02
+ Operating profit/Net revenue ratio	0.10	0.05

- Completed the payment of 2024 dividends to shareholders, totaling 220 billion VND.

- Divested capital and recovered a portion of receivables (105 billion VND) at Tin Nghia – A Chau Investment JSC.

- Completed the increase in charter capital at Tin Nghia - Phuong Dong Industrial Zone JSC and ICD Bien Hoa – Tin Nghia Logistics Joint Stock Company.

- Regarding investment capital for the Ong Keo Industrial Zone project: The Corporation is working with banks to secure credit limits for project implementation.

- As of December 31, 2025, the debt recovery rate from customers at the industrial zones reached over 95%. However, there are still some cases of delayed payment that have not yet been fully recovered, primarily due to the business difficulties faced by these customers. For customers who do not fulfill payment commitments, the Corporation is implementing legal measures (lawsuits) to recover debts.

4. Governance.

During the year, the Corporation performed the following tasks:

- Completed the amendment and supplementation of the Corporation's Charter and related internal regulations in accordance with Law No. 03/2022/QH15 dated January 11, 2022, on amending and supplementing a number of articles of the Law on Enterprises, and assigned duties within the Board of Management.

- Issued regulations on inspection, supervision, and asset management to prevent loss and waste.

- Gradually built and implemented digitalization in governance activities. Improved governance and executive management to ensure efficient production, business, and investment operations.

- Developed the Tin Nghia Corporation strategy for the 2025–2030 period, with a vision to 2035, based on the Corporation's strategic consulting report.

II. ACTIVITIES OF THE BOARD OF DIRECTORS.

In 2025, the Board of Directors focused on performing tasks within its responsibilities and authority, as well as contents approved by the 2025 Annual General Meeting of Shareholders. Specifically:

1. Implementation of contents according to the 2025 Annual General Meeting of Shareholders Resolution.

In addition to implementing the 2025 production and business targets and plans, and the development orientation for the 2021–2026 period, the Board of Directors organized the implementation of tasks according to Resolution No. 01/NQ- ĐHĐCĐ dated June 11, 2025, of the 2025 Annual General Meeting of Shareholders, specifically:

- Developed and directed the implementation of 2025 production and business targets and plans, and continued the development orientation for the 2021–2026 period. Through designated representatives at units with the Corporation's capital contribution, strengthened supervision of unit operations; evaluated investment efficiency and implemented solutions to improve capital usage efficiency.

- Signed an audit service contract for the 2025 financial statements with AASC Auditing Firm Co., Ltd. (AASC).

- Consolidated the personnel of the Board of Directors and the Board of Supervisors of Tin Nghia Corporation, Term II (2021–2026).

- Implemented the 2024 dividend payment according to the profit distribution plan approved by the General Meeting of Shareholders.

2. Evaluation of the Board of Directors' performance.

In 2025, the Board of Directors maintained quarterly meetings to meet the requirements of corporate governance in accordance with the law and the Corporation's Charter. Board meetings were held in accordance with the procedures stipulated in the Corporation's Charter. The Board of Directors held 04 (four) periodic meetings and 12 (twelve) instances of seeking members' opinions in writing.

All members of the Board of Directors attended all board meetings. Members demonstrated high responsibility, focusing on discussing, evaluating, and finding specific solutions to resolve key issues related to development orientation, strategy, and closely directing the implementation of the 2025 production, business, and investment plans. Issues arising outside of periodic meetings were addressed by members through written opinions.

During the year, the Board of Directors issued 48 resolutions and decisions regarding personnel governance, organizational structure, investment, finance, and matters related to organizing the General Meeting of Shareholders and other tasks. Issued documents were executed within the proper authority, ensuring principles, procedures, and compliance with the law and the Corporation's Charter.

The Board of Directors supervised, directed, and ensured that information was disclosed fully, transparently, and in a timely manner in accordance with the regulations of the State Securities Commission and the Stock Exchange. The Board of Directors regularly checked the situation, urged the Board of Management to implement the Board's resolutions, and timely adopted appropriate measures to adjust business activities, rectify, supplement, and perfect corporate governance to ensure the Corporation develops in the right direction and completes the targets approved by the General Meeting of Shareholders.

Simultaneously, the Board of Directors regularly supervised the activities of the Board of Management and the Corporation's designated representatives at member companies in implementing the Annual General Meeting of Shareholders' resolutions and the Board of Directors' resolutions and decisions, specifically in the following areas:

- Supervised the development of the 2025 business plan and the implementation of the 2025 business plan of the Corporation and its subsidiaries and associates.

- Supervised the activities of the Board of Management as follows:

- + The Board of Directors reviewed, evaluated, and approved reports from the Board of Management on the progress and results of quarterly, semi-annual, and annual production and business tasks, identified difficulties and obstacles, analyzed causes, and proposed handling solutions.

- + The Board of Directors closely monitored and directed the activities of the Board of Management, timely handled and resolved issues within the Board's authority, and supported and created favorable conditions for the Board of Management's activities.

- Organized regular and ad-hoc inspections of financial and accounting work, and checked the compliance of the Board of Management and the operation of the internal control system at the Corporation and units within the system.

- Monitored and urged debt collection management.

3. Remuneration, operating expenses, and other benefits of the Board of Directors are in accordance with Clause 3, Article 163 of the Law on Enterprises and the Company Charter.

No.	Content	Amount (VND)	Note
1	Remuneration of the Board of Directors	666,666,667	
2	Other benefits	-	
	Total	666,666,667	

Detailed content is explained in the 2025 financial statements publicly posted on the Corporation's web portal at the website link <https://tinnghiacorp.com.vn/>.

4. Report on transactions between subsidiaries, companies controlled by the Corporation with 50% or more of charter capital, with members of the Board of Directors and their related persons; transactions between the Corporation and companies where a member of the Board of Directors is a founding member or a manager of the enterprise within the 03 years prior to the transaction.

a) Report on transactions between the company, its subsidiaries, and companies controlled by the public company with 50% or more of charter capital, with members of the Board of Directors and their related persons: This content is stated in the attached Appendix 1.

b) Report on transactions between the Corporation and companies where a member of the Board of Directors is a founding member or a manager of the enterprise within the 03 years prior to the transaction: This content is stated in the attached Appendix 2.

III. 2026 OPERATIONAL PLAN.

1. Situation assessment.

It is forecasted that in 2026, the world situation will continue to change rapidly, becoming more complex and increasingly difficult to predict; difficulties, challenges, advantages, and opportunities will be intertwined. Geopolitical and financial instability will continue to increase. It is forecasted that global economic growth will slow down despite many efforts to tighten monetary policy; commodity prices, especially energy and food, remain unstable due to unpredictable conflicts in the Middle East and Ukraine. Additionally, trade tensions and climate change will also affect price stability.

Geopolitical tensions and reciprocal sanctions between major powers have fragmented international trade; tariff wars during the term of U.S. President Donald Trump have fueled protectionism, continuing to create new uncertainties that directly affect global shipping, supply chains, and energy prices.

The year 2026 is considered a pivotal year in a new development cycle, where Vietnam will not only consolidate the achievements of 2025 but also create momentum for a breakthrough toward an economy that is faster-growing, sustainable, and more autonomous within the global value chain. The Vietnamese economy is projected to enter a phase of expanding its growth space, aiming for high and sustainable growth targets. According to the Prime Minister, "the goal of double-digit growth in the coming years is something that must be achieved," demonstrating a strong political determination to innovate the growth model and exploit new drivers.

Experts believe that Vietnam is facing an opportunity to expand its growth space with significant potential from the domestic market, digital transformation, green growth, public investment, and high-quality FDI inflows. The year 2026 is expected to be based on four main pillars: (1) effective public investment - public finance; (2) a dynamic private sector; (3) sustainable FDI inflows; and (4) digital transformation and green growth.

A series of strategic infrastructure projects are entering an acceleration phase, while the 2026 - 2030 financial plan creates room for investment in infrastructure, energy, and technology. The business environment continues to improve, procedural barriers are being removed, and innovation is being promoted, helping businesses enhance their competitiveness. FDI inflows are expected to increase in high-tech, semiconductor, renewable energy, and logistics sectors, creating new value chains and increasing the localization rate.

The financial and stock market is expected to flourish, becoming an effective capital mobilization channel. If GDP grows by 8% - 10% and capital flows remain stable, the VN-Index could reach the 2,000-point mark. However, the 2026 economy still faces many risks: trade conflicts, rising input costs, inflationary pressure, the effectiveness of public investment disbursement, and the quality of human resources.

*** At the Corporation:**

- The new Dong Nai province, after merging with the former Binh Phuoc province, has become one of the leading provinces in the country in terms of industrial land area and FDI attraction, serving as a major industrial production hub for the Southern key economic region. This is also a significant advantage and an opportunity for the Corporation to seek new projects suitable for its financial capacity and investment experience in the industrial real estate sector.

- The remaining land bank for lease in industrial zones is limited, and the procedures for compensation and land acquisition at Ong Keo Industrial Zone remain difficult. The investment, management, and use of certain land plots/projects of the Corporation and its subsidiaries have encountered numerous difficulties and obstacles, making it impossible to complete investment procedures, prolonged delays pose a risk of legal liability and a waste of resources.

- The trend of FDI shifting into Vietnam is not yet truly clear: Due to tariff policies and the fact that some trade agreements have not yet been signed, FDI enterprises are still in the stage of exploring and evaluating the global market. This leads to caution in investment decisions, affecting infrastructure leasing at industrial zones.

- The military campaign of Israel-U.S. against Iran in the Middle East and the prolonged special military operation between Russia and Ukraine will affect the supply and price of crude oil (which could rise to 200 USD/barrel), significantly impacting the Corporation's petroleum business operations.

- Global and domestic coffee prices remain volatile, complex, and difficult to predict, which is disadvantageous for coffee export business operations due to increased transportation costs.

2. Key business targets for 2026.

Based on the analysis and assessment of the 2026 socio-economic situation, and while implementing the strategy of restructuring business operations—focusing on targeted development in four main business sectors (industrial zone infrastructure, petroleum, logistics, and agricultural products)—the Corporation has developed the 2026 production and business plan with the following consolidated targets:

Indicator	Unit	2025 Plan	2025 Actual	2026 Plan	% 2026 Plan/2025 Actual
1. Consolidated revenue	billion VND	11,700	14,323	10,000	70%
<i>In which: Parent company</i>	"	7,600	9,397	5,800	62%
2. Consolidated profit after tax	"	672	833	450	54%
<i>In which: Parent company</i>	"	622	499	250	50%
3. Main products					
- Coffee	tons	70,000	63,435	50,000	79%
- Industrial zone infrastructure leasing	hectares	66,5	88,8	73,3	82%
- Petroleum	million liters	190	200,2	180	90%

The 2026 plan is built on the following foundations:

- Coffee business sector: Export and domestic sales volume to reach 50,000 tons. Expected revenue is 5,000 billion VND. Coffee prices in 2026 are forecast to fluctuate at an average of 100,000 VND/kg.

- Industrial zone sector: Land lease area in industrial zones is as follows:

Description	Area (hectares)
Nhon Trach 3 Industrial Zone	2.0
Ong Keo Industrial Zone	21.3
Dat Do Industrial Zone	50.0
Total	73.3

- No new provisions for bad debts shall be made, and efforts will be focused on implementing solutions to definitively recover remaining debts from customers with difficult-to-collect debts in order to reverse provisions.

4. Key solutions.

➤ Regarding coffee export business operations:

- + Implement flexible and safe business methods, striving for a sales volume of 50,000 tons.

- + Ensure that goods meet quality standards upon exit from the warehouse and that storage losses do not exceed the quota.

- + Implement a sustainable coffee development program, combined with EUDR anti-deforestation efforts, to meet the requirements of the European Commission.

➤ **Regarding industrial zone infrastructure business:**

- + Continue to strengthen domestic and international investment promotion, maintain relationships with customers who have inquired about information, enhance marketing efforts toward new customers, and cooperate closely with brokerage firms in attracting investment to industrial zones.

- + Continue to survey and research information on land banks to prepare for the deployment of new industrial zone investments in accordance with the planning orientation of the Province and the Government.

- + Working with competent authorities regarding investment, land, and construction procedures, etc., within industrial parks.

- + Focus personnel with expertise and experience to continue implementing investment and construction procedures in accordance with regulations and on schedule.

➤ **Regarding investment activities:**

General objective: Focus on completing compensation procedures, investing in the construction of technical infrastructure for Road No. 11 in Ong Keo Industrial Zone, and legal procedures for projects.

- Petroleum sector: Focus on applying technology to goods management and sales; improve service quality, and ensure and maintain the supply of goods to the market.

- Services and logistics sector: Review, compile statistics, and evaluate to find solutions for land areas already agreed upon (sales contracts, advance payments) with households, in order to recover capital, avoid waste while simultaneously focusing resources on service sectors that deliver high efficiency.

- Industrial zone and real estate investment sector: Continue to coordinate and work with departments and agencies on compensation and land acquisition for the remaining area at An Phuoc Industrial Zone (2.9 hectares) and Ong Keo Industrial Zone (206.7 hectares), and procedures for land allocation/lease at Ong Keo Industrial Zone.

- + Ong Keo Industrial Zone: Acceptance and commissioning of Planned Road No. 4, Section 2 (Km2+600 to Km3+285.61); deploy and complete the construction of Planned Road No. 11 (Km0+00 to Km1+374.1).

- + Nhon Trach 3 Industrial Zone: Deploy investment procedures to upgrade the wastewater treatment plant from Column B to Column A, and upgrade and renovate technical infrastructure items within the industrial zone.

- Other sectors:

- + Review and evaluate the management and use of land plots/projects that have remained idle for a long time (Petroleum Terminal; General Port; 51-hectare Service Center, etc.) to propose solutions to regulatory authorities/capital owners for capital recovery to avoid waste and loss.

- + Invest in the second phase of the refrigeration system at Tinnghia Plaza Trade Center.

+ Deploy construction, renovation, and repair of several facilities serving business operations.

+ Evaluate the efficiency of exploitation and have a management plan for Tin Nghia Laos JSC (maintaining and developing the coffee plantation).

➤ **Regarding financial activities:**

- Continue working with credit institutions to finance business operations, ensuring sufficient credit limits to serve coffee business activities for the 2025/2026 crop season. The 2025-2026 seasonal limit is expected to be 3,900 billion VND (an increase of approximately 400 billion VND).

- Ensure capital sources for compensation and construction of technical infrastructure for Ong Keo Industrial Zone.

- Continue to research divestment/withdrawal of capital from inefficient projects. Regarding capital contribution investment projects managed by subsidiaries (Phuoc Tan Residential Area Project managed by Phuoc Tan Trade and Construction Joint Stock Company; Phu Huu Petroleum Terminal and Specialized Port Project managed by Phu Huu Petroleum Terminal Joint Stock Company) and projects/land plots managed by Tin Nghia Corporation (Phu Huu General Port Project, the 51-hectare Commercial and Service Center Project, and the land plot in Hiep Hoa Commune), it is proposed that competent authorities/capital owners recover disbursed investments (debts) to resolve existing issues, legal risks, and potential damages resulting from multi-year delays.

- Focus on debt collection, with emphasis on definitively recovering the remaining debt of Olympic Coffee Company and several other customers.

➤ **Regarding governance activities:**

- Continue to build and develop the Tin Nghia brand into a strong brand. Regularly inspect and control the application of the Corporation's brand identity system and regulations on managing the Tin Nghia brand throughout the entire Corporation system.

- Participate in investment promotion at consulates, trade offices of various countries, conferences, seminars, and foreign trade promotion events according to the plan of Dong Nai province (if any) and other forms of online trade promotion.

- Continue to review, arrange, and restructure the personnel apparatus at the Corporation and its subsidiaries.

- Continue to update and perfect employee benefit policies to create a fair and transparent working environment, creating motivation for employees to contribute to the overall development of the Corporation.

5. Activities of the Board of Directors.

Maintain the quarterly periodic meeting schedule as prescribed and organize extraordinary meetings and/or collect opinions from Board members in writing to promptly implement direction and corporate governance. Continue to carry out assignments and authorizations according to functions and duties to promote management capacity and ensure smooth and transparent operations. Strengthen

inspection and supervision through internal audit and risk management activities to ensure compliance, thereby improving business efficiency and preserving capital.

With the orientation of the 5-year Development Strategy (2026-2031), the Board of Directors has set the key tasks to be implemented in 2026, specifically as follows:

First, implement the Resolution of the 2026 Annual General Meeting of Shareholders, focusing on completing the 2026 business plan, adhering to the 2026-2031 strategic development orientation, and deploying key solution groups across the entire Corporation system.

Second, strongly promote the role of the Parent company through: (1) Centralized management to coordinate resources throughout the system regarding finance, human resources - training, information technology, branding, and capital construction investment; (2) Maximizing the use of the Corporation's existing resources to leverage overall strength; (3) Strengthening the financial capacity of the Parent company to effectively perform the function of capital investment in member companies within the Corporation's core sectors and industries.

Third, focus on building a professional corporate governance system in a modern direction and a public company model, applying advanced management methods and information technology solutions to governance, ensuring effective resource exploitation, creating long-term sustainable value, and attracting investment capital into the enterprise.

Fourth, continue to focus on implementing social welfare programs, supporting the community, and emphasizing environmental protection, aiming to execute the sustainable development strategy.

The above is the report of the Board of Directors of Tín Nghĩa Corporation on the 2025 performance results and the 2026 plan.

Submitted to the Annual General Meeting of Shareholders for discussion, feedback, and approval.


Recipients:

- Shareholders;
- Filed: Board of Directors Office;
General Meeting records.

**ON BEHALF OF
THE BOARD OF DIRECTORS**



Dang Thi Thanh Ha

APPENDIX 1

Transactions between the Company, its subsidiaries, and companies in which the Company holds more than 50% of charter capital, and members of the Board of Directors and related persons of such members

(Attached to Report No. 405./BC-HDQT dated May 15 /2026
of the Board of Directors of Tin Nghia Corporation)

No.	Supplier/Seller of goods/Service provider/Lender/Provider of other transactions	Buyer of goods/Service user/Borrower/Other transaction recipient	Timing of transactions between the Companies	Content, Quantity, Total Value
1	Tin Nghia Petrol Joint - Stock Company	Thong Nhat Joint - Stock Company	From 01/2025 to 12/2025	Supply of petroleum fuel. Total transaction value: VND 159.548.443
2	Tin Nghia Petrol Joint - Stock Company	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	From 01/2025 to 12/2025	Supply of petroleum fuel. Total transaction value: VND 440.932.766
3	Tin Nghia Petrol Joint - Stock Company	Japanese SMEs Development JS Company	From 01/2025 to 12/2025	Supply of petroleum fuel. Total transaction value: VND 102.115.813
4	Tin Nghia Petrol Joint - Stock Company	Tin Nghia Industrial Park Development Joint Stock Company	From 01/2025 to 12/2025	Supply of petroleum fuel. Total transaction value: VND 318.067.830
5	Tin Nghia Petrol Joint - Stock Company	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	From 01/2025 to 12/2025	Supply of petroleum fuel. Total transaction value: VND 220.041.908
6	Tin Nghia Petrol Joint - Stock Company	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	From 01/2025 to 12/2025	Capital lending. Total transaction value: VND 90.500.000.000
7	Tin Nghia Petrol Joint - Stock Company	Dong Nai Import Export Processing Agricultural Products and Foods Joint Stock Company (Donafoods)	From 01/2025 to 12/2025	Supply of petroleum fuel. Total transaction value: VND 10.757.592
8	Tin Nghia Petrol Joint - Stock Company	Dongnai Inland Clearance Depot.	From 01/2025 to 12/2025	Supply of petroleum fuel. Total transaction value: VND 80.410.383
9	Tin Nghia Petrol Joint - Stock Company	Phuoc Tan Trading and Construction Joint - Stock Company.	From 01/2025 to 12/2025	Supply of petroleum fuel. Total transaction value: VND 18.144.914

No.	Supplier/Seller of goods/Service provider/Lender/Provider of other transactions	Buyer of goods/Service user/Borrower/Other transaction recipient	Timing of transactions between the Companies	Content, Quantity, Total Value
10	Tin Nghia Petrol Joint - Stock Company	Nhon Trach Investment Joint-Stock Company	From 01/2025 to 12/2025	Supply of petroleum fuel. Total transaction value: VND 39.303.252
11	Tin Nghia Petrol Joint - Stock Company	Dongnai Pharmaceutical Joint- Stock Company	From 01/2025 to 12/2025	Supply of petroleum fuel. Total transaction value: VND 8.163.333
12	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Tin Nghia Petrol Joint - Stock Company	From 01/2025 to 12/2025	Lease of business location for petrol station. Total transaction value: VND 270.600.000
13	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Tin Nghia Petrol Joint - Stock Company	From 01/2025 to 12/2025	Provision of residential electricity at petrol station. Total transaction value: VND 89.733.000
14	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Dong Nai Import Export Processing Agricultural Products and Foods Joint Stock Company (Donafoods)	From 01/2025 to 12/2025	Provision of logistics services. Total transaction value: VND 373.965.000
15	Dong Nai Import Export Processing Agricultural Products and Foods Joint Stock Company (Donafoods)	Tin Nghia Petrol Joint - Stock Company	From 01/2025 to 12/2025	Total transaction value: VND 2.592.593
16	Dong Nai Import Export Processing Agricultural Products and Foods Joint Stock Company (Donafoods)	Japanese SMEs Development JS Company	From 01/2025 to 12/2025	Sale of cashew nuts. Total transaction value: VND 11.800.000
17	Dong Nai Import Export Processing Agricultural Products and Foods Joint Stock Company (Donafoods)	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	From 01/2025 to 12/2025	Sale of cashew nuts. Total transaction value: VND 2.889.028
18	Dong Nai Import Export Processing Agricultural Products and Foods Joint Stock Company (Donafoods)	Tin Nghia Industrial Park Development Joint-Stock Company	From 01/2025 to 12/2025	Sale of cashew nuts. Total transaction value: VND 1.407.708
19	Dong Nai Import Export Processing Agricultural Products and Foods Joint	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	From 01/2025 to 12/2025	Sale of cashew nuts. Total transaction value: VND 7.883.334

No.	Supplier/Seller of goods/Service provider/Lender/Provider of other transactions	Buyer of goods/Service user/Borrower/Other transaction recipient	Timing of transactions between the Companies	Content, Quantity, Total Value
	Stock Company (Donafoods)			
20	Dong Nai Import Export Processing Agricultural Products and Foods Joint Stock Company (Donafoods)	Thong Nhat Joint - Stock Company	From 01/2025 to 12/2025	Sale of cashew nuts. Total transaction value: VND 6.111.112
21	Tin Nghia Industrial Park Development Joint-Stock Company	Tin Nghia Petrol Joint - Stock Company	From 01/2025 to 12/2025	Water supply services and wastewater treatment services. Total transaction value: VND 19.864.593
22	Tin Nghia Industrial Park Development Joint-Stock Company	Tin Nghia Petrol Joint - Stock Company	From 01/2025 to 12/2025	Environmental consulting services provision. Total transaction value: VND 52.500.000
23	Tin Nghia Industrial Park Development Joint-Stock Company	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	From 01/2025 to 12/2025	Provision of vehicle rental services. Total transaction value: VND 180.000.000
24	Tin Nghia Industrial Park Development Joint-Stock Company	Dongnai Inland Clearance Depot	From 01/2025 to 12/2025	Provision of environmental consulting services. Total transaction value: VND 6.000.000
25	Tin Nghia Industrial Park Development Joint-Stock Company	Nhon Trach Investment Joint - Stock Company	From 01/2025 to 12/2025	Provision of vehicle rental services. Total transaction value: VND 333.333.332
26	Thong Nhat Joint - Stock Company	Japanese SMEs Development JS Company	From 01/2025 to 12/2025	Provision of industrial park infrastructure management services. Total transaction value: VND 810.435.745
27	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Nhon Trach Investment Joint - Stock Company	From 01/2025 to 12/2025	Lending of capital. Total transaction value: VND 388.000.000.000
28	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	From 09/2025 to 12/2025	Provision of vehicle rental services. Total transaction value: VND 58.412.553

APPENDIX 2

Transactions between the Company and companies in which a member of the Board of Directors is a founding member or a corporate manager within the three (03) most recent years prior to the transaction date

*(Attached to Report No. 405./BC-HĐQT dated 14/.../2026
of the Board of Directors of Tin Nghia Corporation)*

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transacti on with the Corporat ion	Resolution No/ Decision (If any)	Content and transaction value
1	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ- HĐQT dated 03/01/2025	Gas station rental. Total transaction value: VND 2.818.181.816
2	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ- HĐQT dated 03/01/2025	Fees for electricity, water, and wastewater treatment. Total transaction value: VND 603.703.667
3	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	Từ tháng 10/2025 đến tháng 12/2025	Resolution 02/NQ- HĐQT dated 03/01/2025	Land rent collection Total transaction value: VND 32.065.400

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transaction with the Corporation	Resolution No/ Decision (If any)	Content and transaction value
4	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Collection of electricity payments. Total transaction value: VND 34.039.342
5	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Sale of tools and equipment. Total transaction value: VND 61.800.000
6	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Purchase of fuel and petroleum products. Total transaction value: VND 999.677.412
7	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Management fees, infrastructure usage fees. Total transaction value: VND 2.420.525.658

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transaction with the Corporation	Resolution No/ Decision (If any)	Content and transaction value
8	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Provision of transportation services. Total transaction value: VND 18.000.000
9	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Provision of consultancy services for preparing environmental registration reports. Total transaction value: VND 20.000.000
10	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Rental of premises. Total transaction value: VND 11.661.514. 952
11	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Collection of land rental fees and infrastructure usage fees. Total transaction value: VND 224.218. 035
12	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Logistics service outsourcing. Total transaction value: VND 516.269.250

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transacti on with the Corporat ion	Resolution No/ Decision (If any)	Content and transaction value
13	Japanese SMEs Development JS Company	Affiliated organization of the Corporation	3603294411 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 30/06/2015	Nhon Trach 3 Industrial Park - Phase 2, Nhon Trach Commune, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ- HĐQT dated 03/01/2025	Provision of transportation services, water supply services, waste collection services, and waste treatment services. Total transaction value: VND 6.442.333.720
14	Thong Nhat Joint - Stock Company	Affiliated organization of the Corporation	3600667859 issued by the Department of Planning and Investment of Dong Nai Province on 24/02/2004	Road No. 2A, Bau Xeo Industrial Park, Trang Bom Commune, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ- HĐQT dated 03/01/2025	Providing LED screen advertising services. Total transaction value: VND 38.041.920
15	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Affiliated organization of the Corporation	350149963 issued by the Department of Planning and Investment of Ba Ria - Vung Tau Province on 23/11/2009	Dat Do I Industrial Park, Dat Do Commune, Ho Chi Minh City	From 01/2025 to 12/2025	Resolution 02/NQ- HĐQT dated 03/01/2025	Providing LED screen advertising services. Total transaction value: VND 40.392.000
16	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Affiliated organization of the Corporation	350149963 issued by the Department of Planning and Investment of Ba Ria - Vung Tau Province on 23/11/2009	Dat Do I Industrial Park, Dat Do Commune, Ho Chi Minh City	From 01/2025 to 12/2025	Resolution 02/NQ- HĐQT dated 03/01/2025	Inspection fees and road tolls. Total transaction value: VND 9.030.903
17	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Affiliated organization of the Corporation	350149963 issued by the Department of Planning and Investment of Ba Ria - Vung Tau Province on 23/11/2009	Dat Do I Industrial Park, Dat Do Commune, Ho Chi Minh City	From 01/2025 to 12/2025	Resolution 02/NQ- HĐQT dated 03/01/2025	Property valuation fee collection. Total transaction value: VND 46.296.296

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transaction with the Corporation	Resolution No/ Decision (If any)	Content and transaction value
18	Tin Nghia Industrial Park Development Joint - Stock Company	Affiliated organization of the Corporation	3600964611 issued by the Department of Planning and Investment of Dong Nai Province on 08/11/2008	Road 6, Tam Phuoc Industrial Park, Tam Phuoc Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Waste collection and treatment services. Total transaction value: VND 11.073.200
19	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Affiliated organization of the Corporation.	3600268170, issued by the Department of Planning and Investment of Dong Nai Province on 01/07/2010.	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province.	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Cashew nut purchase. Total transaction value: 22.259.724 VND.
20	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Affiliated organization of the Corporation.	3600268170, issued by the Department of Planning and Investment of Dong Nai Province on 01/07/2010.	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province.	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Warehouse rental services. Total transaction value: 360.000.000 VND.
21	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Affiliated organization of the Corporation.	3600268170, issued by the Department of Planning and Investment of Dong Nai Province on 01/07/2010.	No. 647, Hanoi Highway, Long Binh Ward, Dong Nai Province.	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Forklift and conveyor belt rental. Total transaction value: 12.000.000 VND.

REPORT
PERFORMANCE RESULTS FOR THE 2021 – 2026 TERM
AND DEVELOPMENT ORIENTATION FOR THE 2026 – 2031 PERIOD

PART I
PERFORMANCE RESULTS FOR THE 2021 – 2026 TERM

During the 2021 – 2026 term, the Board of Directors (BOD) of Tin Nghia Corporation (hereinafter referred to as the Corporation) directed and oriented the development of the Corporation with objectives, tasks, and solutions aimed at continuing stable and sustainable growth.

After 5 years of implementation, the Board of Directors would like to report the achieved results to the Annual General Meeting of Shareholders as follows:

I. Performance results of the BOD

The management and direction activities of the BOD during the past term have yielded concrete results in achieving the objectives of the General Meeting of Shareholders' resolutions as follows:

1. Regarding general objectives:

+ According to the 2021 – 2026 development orientation, the objective is to develop the four main business sectors of the Corporation in a stable and sustainable manner. Over the past 5 years, the Corporation has implemented corporate restructuring, reorganized the organizational structure and personnel, and invested with focus and priority in 04 main business sectors: Industrial Park (IP) infrastructure business, petroleum business, logistics business, and agricultural products business.

+ Minimum average annual consolidated revenue of 10.000 billion VND. Striving to be ranked in the Top 50 largest enterprises in Vietnam by 2026: The average consolidated revenue over 5 years (from 2021-2025) of the Corporation reached approximately 10.500 billion VND and was ranked in the Top 500 largest enterprises in Vietnam (Ranked 170th in 2021; 181st in 2022; 149th in 2023; 165th in 2024; 134th in 2025. In 2025, it was ranked 225/500 most profitable enterprises in Vietnam by VNR).

+ Average annual export turnover reached between 180 million USD and 200 million USD. Maintained a ranking in the Top 10 leading coffee exporters in Vietnam. Since 2021, due to the impact of geopolitical tensions, the Russia-Ukraine war, economic recession, and US tariff policies, global and domestic coffee prices have

fluctuated sharply and unpredictably. The situation where domestic prices remained higher than export prices persisted for a long time, making coffee export business operations very difficult and resulting in lower export volumes; consequently, the Corporation's average annual export turnover only reached over 50 million USD/year.

+ Investment activities at Ong Keo IP: Compensation and site clearance for leasable areas at Ong Keo IP, as well as searching for and creating new land funds, faced many difficulties due to the following reasons:

(1) The Law on Investment, Law on Construction, Law on Land, and land-related policies have undergone many changes, real estate prices have increased... therefore, applying for land allocation, compensation, transfer, and project implementation on land faced many difficulties and were frequently delayed. Consequently, over the past 5 years, the Corporation could not expand any additional IPs; compensation work in Ong Keo IP and the 51 ha Hiep Phuoc Service Area was also prolonged; the expansion of the petroleum network was also limited due to the development of expressways....

(2) The Covid-19 pandemic broke out strongly, lasted for a long time, and the impact of the economic recession limited investment implementation and foreign investment attraction into IPs.

- *Minimum annual dividend of 7%. This target has exceeded expectations, with an average dividend over 5 years (2021-2025) of 9,6% of the par value of shares. Specifically, 2021: 10%; 2022: 5%; 2023: 10%; 2024: 11%, and for 2025, it is expected to be submitted to the GMS for approval at a dividend payout rate of 12%.*

- *Implementation of stock listing of the Corporation at the Ho Chi Minh City Stock Exchange: The impact of the two-year Covid-19 pandemic and the subsequent Russia-Ukraine conflict weakened the global economy. The Corporation's business operations also faced difficulties; furthermore, the stock market in recent years has had limited liquidity due to the poor business performance of enterprises, thus making it unfavorable for stock listing on HoSE.*

2. Regarding business performance results

** According to the consolidated report:*

No.	Indicator	Unit	Plan 5 years (2021-2025)	Actual 5 years (2021-2025)	%Actual/Plan
1	Total revenue	billion VND	51.200	52.481	103%
2	Profit after tax	"	1.962	2.039	104%
3	Dividend	%	10,4%	9,6%	92%
4	Budget contribution	billion VND	1.956	1.792	92%

No.	Indicator	Unit	Plan 5 years (2021-2025)	Actual 5 years (2021-2025)	%Actual/Plan
5	PAT/Charter Capital ratio	%	20%	20%	100%

The business results of the Corporation during the 5-year period 2021 – 2025 were generally positive compared to the plan, except for the export turnover target, which was low due to unfavorable market conditions for coffee exports in recent years. Specifically as follows:

- Total consolidated revenue reached 52.481 billion VND, an increase of 3% compared to the plan. The 5-year average reached over 10.000 billion VND/year.

- Consolidated profit after tax: Reached 2.039 billion VND, an increase of 4% compared to the plan.

- Dividends: 5-year average reached 9,6% of the par value of shares, equal to 92% of the plan. The main reason is that during the Covid-19 pandemic, business operations were affected and declined significantly (profit after tax in 2022 was low, equal to 36% of the plan).

- Budget contribution: Over the past 5 years, the Corporation has contributed 1.792 billion VND to the state budget, reaching 92% of the plan. The budget contribution target was not met because some projects have not completed legal procedures regarding compensation and land acquisition, thus failing to meet the conditions for payment.

- Profit/Charter capital ratio: Reached 20% as planned.

**** According to the separate report of the Parent Company:***

No.	Indicator	Unit	Plan 5 years (2021-2025)	Actual 5 years (2021-2025)	%Actual/Plan
1	Total revenue	billion VND	24.620	27.019	110%
2	Profit after tax	"	1.692	1.452	86%
3	Dividend	%	10,4%	9,6%	92%
4	Budget contribution	billion VND	500	683	137%
5	PAT/Charter Capital ratio	%	17%	15%	86%

The business results of the Parent Company during the 5-year period (2021 – 2025) were achieved specifically as follows:

- Total revenue reached 27.019 billion VND, an increase of 10% compared to the plan. The 5-year average reached over 5.400 billion VND/year.

- Profit after tax: Reached 1.452 billion VND, equal to 86% of the plan. The main reason for not meeting the target was that in 2022, business results were affected by the Covid-19 pandemic. In 2025, there was an occurrence of VAT payment for the Cu Lao Tan Van Service Tourism Area Project (53,5 billion VND) for the 2009 period according to the Conclusion of the Government Inspectorate and payment according to Judgment No. 09/2026/HS-ST dated January 20, 2026, of the People's Court of Dong Nai province regarding the responsibility to reimburse the Dong Nai Provincial Party Committee for the damaged amount (125,2 billion VND), so the annual profit did not meet the plan.

- Budget contribution: Over the past 5 years, the Corporation has contributed 683 billion VND to the state budget, an increase of 37% of the plan.

- Profit/Charter capital ratio: Reached 15%, a decrease compared to the plan due to profit not being met as analyzed above.

3. Regarding the implementation of specific solutions

3.1. Development of Industrial Park infrastructure and Real Estate business:

Over the past 5 years, the business operations of the Industrial Parks have been relatively stable and are one of the main sources of revenue for the Corporation. The business results in the 05 years from 2021 to 2025 are specifically as follows:

No.	IP Name	Unit	Plan 5 years (2021-2025)	Actual 5 years (2021-2025)	%Actual/Plan
1	An Phuoc IP	ha	26	28,3	109%
2	Nhon Trach 3 IP	ha	45	30,1	68%
3	Ong Keo IP	ha	140	49,8	36%
4	Tan Phu IP	ha	9	7,1	79%
5	6D IP	ha	15	15,2	101%
6	Dat Do IP	ha	188	194,1	103,2,
	Total		422,5	324,6	76,8%

In 5 years, the Corporation has leased 324,6 ha of land (An Phuoc IP 28,3 ha; Ong Keo IP 49,8 ha; Tan Phu IP 7,1 ha; Nhon Trach 3 IP: 30,1 ha; Nhon Trach 6D IP: 15,2 ha; Dat Do IP: 194,1 ha), reaching 76,8% of the plan.

To date, the occupancy rate at An Phuoc IP is 96,5%, Tan Phu IP is 85,5%, Nhon Trach 3 IP - Phase 2 is 97,8%; Nhon Trach 6D IP is 100%; Dat Do IP is 69%.

* Regarding projects of subsidiaries: Not yet implemented due to some difficulties and legal procedural obstacles. Specifically as follows:

- Expansion of Dat Do IP and implementation of compensation and infrastructure construction: In 2021, the People's Committee of Ba Ria – Vung Tau

province proposed adding 6 new industrial parks with a total area of nearly 4.800 ha, including the expansion of 1.000 ha in Dat Do; however, according to the general development orientation after a comprehensive reassessment, Ba Ria – Vung Tau province aims to improve land use efficiency in existing industrial parks. Developing processing industries, renewable energy, logistics associated with Cai Mep – Thi Vai port, and promoting sea tourism and resorts in Vung Tau, Xuyen Moc, Long Dien, and Dat Do; therefore, Decision 1629/QĐ-TTg (December 16, 2023) approving the Ba Ria – Vung Tau Provincial Plan for the 2021–2030 period, with a vision to 2050, did not include the expanded Dat Do industrial park but focused on developing industrial parks towards the north of Chau Duc and Phu My. Consequently, the land use scale of Dat Do IP by 2030 is kept as it is currently, at 496,22 ha. Therefore, the expansion of Dat Do IP could not be implemented.

- Implementation of procedures to supplement the IP plan for the Commercial, Logistics Service Area project, Lo 25 commune. Compensation and infrastructure construction to put the project into business operation: The Commercial, Logistics Service Area project in Lo 25 commune, Thong Nhat district, Dong Nai province, has been approved for investment policy since 2017. However, due to legal procedural obstacles, the project has not been implemented to date, thus incurring many related costs and significantly affecting the business strategy of the enterprise. Therefore, Tin Nghia Industrial Park Development JSC has submitted an application to withdraw the deposit for investment project implementation and the amount advanced for compensation and resettlement support at the project.

- Completion of compensation for phase 2 (120 ha) of the Phuoc Tan Residential Area project, completion of investment and construction procedures, and partial business operations: The project has difficulties and legal procedural obstacles regarding compensation and site clearance, so it has not been able to be implemented to date.

- Complete the design and organize construction for the Dat Do Residential Area project (100 ha): As legal procedures related to the 1/500 scale detailed master plan and the application for adjustment of the Investment Registration Certificate (IRC) are still in the process of completion, consultation, and appraisal, Tin Nghia - Phuong Dong Industrial Park JSC has not been able to fully implement the design and organize construction for the Dat Do Residential Area project (100 ha). To date, the Company has completed the topographic survey report and is finalizing the 1/500 detailed master plan task dossier to submit to the Dat Do Commune People's Committee for review.

- Continue compensation work and infrastructure construction according to the master plan, and execute construction for each sub-zone at the Dong Sai Gon Urban Area: Because the investigation related to the project has not yet reached a conclusion, some of the company's projects have had their investment progress validity expired without being approved for extension by the competent authorities; therefore,

compensation work and infrastructure construction investment according to the project's master plan cannot yet be implemented.

3.2. Development of coffee import-export business:

Over 5 years, the total volume of coffee sold by the Corporation was 299.773 tons, reaching 78% of the plan. Of this, 103.246 tons were exported and 196.527 tons were sold domestically. The total export turnover reached 251 million USD, with a 5-year average of over 50 million USD/year.

- Implement safe and effective business methods. Over the past 5 years, coffee business operations have been effective.

- Manage goods and storage losses within defined limits.

3.3. Development of petroleum business:

- Petroleum business operations over the past 5 years have been affected by global oil prices and the impact of many factors, so the development of the retail network and the increase in output could not be achieved, specifically as follows:

- + The Covid-19 pandemic, the Russia-Ukraine military conflict, and economic recession have caused many difficulties for businesses, forcing them to scale down production, suspend operations, etc.; therefore, the demand for petroleum consumption has also decreased.

- + The transport infrastructure system has been developed with an increasing number of highways being built and put into operation, so the sales volume of gas stations along national highways has decreased significantly.

- + The increasing demand for electric vehicles has also led to a decline in gasoline sales volume.

- Regarding the Phu Huu Petroleum Depot project: Due to the orientation of the Provincial general master plan adjustment, the project site is no longer suitable, so the Corporation cannot continue to carry out legal procedures to implement the project.

- Development of the petroleum network: The Corporation has reviewed, arranged, and adjusted the gas station network to be consistent with the master plan and actual conditions. The total number of existing gas stations is 50.

3.4. Development of logistics business

- Phu Huu General Port Project: Complete construction and operate the Phu Huu General Port to achieve the goal of promoting and developing the logistics business of Tin Nghia Corporation. However, to date, due to legal procedural obstacles and the lack of approval for the investment policy, the compensation work as well as procedures regarding planning, design, etc., of the Phu Huu General Port project have not been implemented. On the other hand, according to the Dong Nai Seaport Development Master Plan, the project land is no longer zoned for port use. Currently, we are waiting for the new master plan to propose a plan for exploiting/handling the land in accordance with regulations.

- 51 ha Hiep Phuoc Service Area: Implement procedures to request an extension of the Decision on Investment Policy for the project. At the same time, request a change in land use purpose from "Commercial and Service" land to "social housing development" land.

3.5. Human resources:

With the motto of viewing human resources as the core asset and the decisive factor for success in fulfilling the tasks of growth and stable development of the Corporation. In the 2021 – 2025 period, the Corporation mainly focused on streamlining the apparatus, perfecting the organizational structure, and improving the quality of human resources according to the strategic orientation of development and production and business activities. Specifically: (1) The Corporation has reorganized functional departments, reducing the number from 11 departments to 05 functional departments, to optimize the operational apparatus and increase efficiency; (2) Reassigned personnel, ensuring effective use of existing human resources throughout the system. The Corporation always focuses on training and fostering to enhance professional capacity for the staff. The Corporation has coordinated with units to successfully organize 83 intensive short-term training courses, attracting 1.453 staff members in the system to participate, creating a strong spread of knowledge. As a result, investment in training activities has brought practical value. In addition to being updated and supplemented with extensive professional knowledge, the staff has also developed comprehensive key skills, ensuring readiness and the ability to respond quickly to work requirements.

The appointment, reappointment, and transfer of personnel have been implemented effectively, synchronously with the new organizational structure, and in accordance with the professional capacity of each individual. Over the past 5 years, the Corporation has appointed and reappointed 72 cases (enhancing management capacity); dismissed and ceased appointments for 11 cases (streamlining the apparatus); internally transferred 27 cases (optimizing resource utilization); and carried out the transfer, assignment, and cessation of assignment of personnel to work at member companies. To adapt to the requirements of streamlining the apparatus, the workforce at the Corporation has implemented a flexible rotation mechanism.

The consolidation of the operational apparatus and the arrangement of personnel were carried out strictly, ensuring the succession and development of the leadership and management team. Simultaneously, strong investment in training has built a workforce with sufficient capacity and rich skills to meet the Corporation's business strategy in the coming period.

3.6. Focus capital resources to implement investment projects

- Maintain relationships with credit institutions, ensuring sufficient capital for business operations and project investment.
- Seek capital sources for project implementation.

- Focus on aggressively implementing solutions to recover outstanding debts and internal debts, minimizing the occurrence of overdue debts.

4. Causes affecting the implementation of the Corporation's development goals and tasks for the 2021 – 2025 period.

The implementation results over the past 5 years regarding the goals and tasks for the Corporation's development in the 2021 - 2025 period can be generally assessed as not having achieved the desired outcomes. The main reasons are as follows:

(1) The 2021-2025 period was carried out in a context where advantages and difficulties/challenges were intertwined, but there were more difficulties and challenges. The international and domestic situation developed rapidly and complexly, with many unprecedented issues exceeding forecasts. Armed conflicts in Ukraine and the Middle East, adjustments in tax policies of major countries, and trade wars have slowed global economic growth. All of the Corporation's business areas such as coffee, industrial parks, petroleum, and logistics were directly impacted and affected.

(2) A number of sub-law legal instruments related to land policies have changed significantly, creating many procedures; regulations on the interpretation and application of the law are incomplete, causing difficulties and confusion in handling specific issues; administrative procedures remain cumbersome, and online public services are not yet convenient or seamless, affecting the implementation of legal procedures for the Corporation's projects.

(3) The Covid-19 pandemic left heavy consequences that had a huge impact on most of the Corporation's business areas such as coffee export, petroleum business, logistics services, and limited the attraction of foreign investment into Industrial Parks (IPs).

II. Activities of the Board of Directors

The activities of the Corporation's BOD for the term (2021 - 2026) complied with the provisions of the law, the Corporation's Charter, and the GMS Resolutions, focusing on direction, building strategic goals, orienting production and business activities, and corporate governance. The BOD developed and issued the BOD Operating Regulations, and assigned tasks among members to enhance the spirit of responsibility, transparency, and efficiency in the organization of the BOD's activities.

1. BOD personnel during the term

1.1. Changes in BOD personnel during the term:

Regarding BOD personnel, the number of BOD members at the beginning of the term was 06, and during the term, there were changes, dismissals, supplementary elections, and replacements through annual General Meetings. The list of members of the Board of Directors for Term II (2021 – 2026) and the changes are as follows:

No.	Board Member	Position	Start date/End date as Board Member/ Independent Board Member	
			Start date	End date as Board Member
1	Ms. Dang Thi Thanh Ha	Chairwoman of the Board	June 29, 2021	
2	Mr. Tran Hoai Nam	Non-executive Board Member	June 29, 2021	June 11, 2025
3	Mr. Nguyen Thanh Dat	Non-executive Board Member	June 29, 2021	June 11, 2025
4	Mr. Tran Ngoc Tho	Independent Board Member	June 29, 2021	June 11, 2025
5	Mr. Nguyen Van Hong	Executive Board Member	June 29, 2021	April 20, 2023
6	Mr. Quach Trong Nguyen	Non-executive Board Member	June 29, 2021	June 17, 2022
7	Mr. Tran Trung Tuan	Executive Board Member	June 17, 2022	
8	Mr. Nguyen Cao Nhon	Executive Board Member	June 11, 2025	

1.2. Current BOD personnel:

No.	Board Member	Position	Appointment date
1	Ms. Dang Thi Thanh Ha	Chairwoman of the Board	June 29, 2021
2	Mr. Tran Trung Tuan	Board Member	June 17, 2022
3	Mr. Nguyen Cao Nhon	Board Member	June 11, 2025

2. Summary of meetings and resolutions of the Board of Directors

Year	Number of Board meetings	Number of Resolutions/Decisions issued
2021	07 meetings (04 regular meetings + 03 extraordinary meetings)	114
2022	05 sessions (04 regular sessions + 01 extraordinary session)	97
2023	05 sessions (04 regular sessions + 01 extraordinary session)	51

2024	05 sessions (04 regular sessions + 01 extraordinary session)	104
2025	04 sessions (04 regular sessions)	48
Total	26 sessions	414

- All BOD meetings were convened in accordance with the Law on Enterprises and the Corporation's Charter. Issues under the BOD's authority were reviewed and voted on according to the majority principle and issued in the form of written resolutions and decisions, and announced in accordance with the Law on Securities.

- Most BOD members participated or authorized participation in all BOD meetings, demonstrating democracy. Voting was conducted based on the majority opinion.

- Resolutions/decisions issued by the BOD were strictly and actively implemented by the Executive Board, departments, units, and member companies of the Corporation, in accordance with the goals set by the Corporation's BOD.

3. General assessment of the Board of Directors

- The activities of the Corporation's Board of Directors (BOD) for the second term (2021 – 2026) complied with the provisions of the law, the Corporation's Charter, and the Resolutions of the General Meeting of Shareholders, focusing on direction, the development of strategic objectives, business operation orientation, and corporate governance. The BOD finalized and amended the Charter, internal governance regulations, and the BOD's operating regulations, and implemented the division of duties among members to enhance the sense of responsibility, transparency, and efficiency in the organization of the BOD's activities.

- The Board of Directors operates on the principle of collective decision-making; activities are implemented through the organization of periodic and extraordinary BOD meetings or by obtaining written opinions from BOD members, ensuring compliance with the law and the Corporation's Charter. During meetings, the BOD discussed, contributed opinions, voted to pass, and issued Resolutions, decisions, and directives for the Corporation's activities in a timely manner, closely adhering to the Corporation's strategic development orientation for the 2021-2026 period.

- The Board of Directors organized annual General Meetings of Shareholders, ensuring compliance with procedures and sequences as prescribed by law and the Corporation's Charter. Through these meetings, the BOD evaluated and summarized the activities of each year and approved plans as well as major decisions for subsequent years. The BOD implemented the Resolutions of the General Meeting of Shareholders (GMS) seriously, completing important tasks according to the Resolutions.

- Besides providing operational orientation for the Executive Board, the BOD also performed compliance monitoring and promptly resolved issues arising within the BOD's authority, creating favorable conditions for the Executive Board's activities.

- The BOD focused on and closely directed the organizational structure and personnel work throughout the Corporation; it strengthened management over financial investment activities and the management of personnel representing the Corporation at subsidiaries and affiliates.

- Information disclosure was seriously implemented by the BOD in accordance with the law for public companies, helping investors grasp information about the Corporation fully and in a timely manner.

- The salaries and remuneration of the members of the Board of Directors were implemented in accordance with the annual General Meeting of Shareholders' Resolutions.

PART II

DEVELOPMENT ORIENTATION FOR THE 2026 - 2031 PERIOD

I. Situation assessment

1. International context

Geopolitical tensions and reciprocal sanctions between major powers have fragmented international trade; tariff wars during the term of US President Donald Trump increased protectionism; and currently, the risk of military escalation between Israel, the US, and Iran continues to create new instabilities, directly affecting maritime transport, supply chains, and global energy prices.

These factors are creating significant pressure on the global economic system, especially through the energy market. If the conflict in the Middle East persists or spreads, the consequences could not only stop at oil price fluctuations but also lead to a new cycle of inflation. For many economies, this could entail slower growth, or even lead to economic stagnation or recession.

International financial, monetary, and commodity markets are fluctuating sharply; trade policies and development orientations of major economies have undergone many adjustments that are difficult to forecast.

2. Domestic situation

Instability in the Middle East and policy adjustments by major economies are directly impacting macroeconomic management; disrupting maritime, aviation, and logistics transport, and affecting energy security, production, business, and the lives of the people.

The Resolution of the 14th National Congress set out a very comprehensive general goal, aiming for Vietnam to become a developing country with modern industry and high-middle income by 2030, creating a solid foundation to become a developed, high-income country by 2045. The main development goals and targets for the 5 years from 2026-2030 set by the Congress are: Striving to achieve an average annual Gross Domestic Product (GDP) growth rate of 10% or higher; GDP per capita by 2030 reaching approximately 8,500 USD; the proportion of processing and manufacturing industry reaching approximately 28% of GDP; and the digital economy proportion reaching approximately 30% of GDP.

“After reorganization, Dong Nai City has the advantage of a large land fund, favorable for establishing new industrial parks. The City is reviewing, supplementing, and adjusting traditional industrial parks to the Eco-Industrial Park (EIP) model; specialized industrial parks for aerospace and automotive; high-tech industrial parks such as semiconductors and artificial intelligence; and researching the development of thematic industrial parks for countries with large-scale investment projects in Dong Nai City such as Singapore, Japan, Taiwan (China), South Korea...”. Transport infrastructure is synchronous with all 5 modes of transport; notable are Long Thanh International Airport, Phuoc An deep-water port, and expressway routes that have been and are being implemented.

In addition, as a City with a border adjacent to Cambodia and the Hoa Lu International Border Gate Economic Zone, especially with the formation of the Long Thanh Airport urban area and the Dong Nai river landscape urban chain, it will be a dual engine driving the development of trade services, logistics, real estate markets, finance, and tourism in the coming time.

3. Corporation's situation

From 2021 to 2025, the Corporation's production and business activities focused on 4 main areas and experienced growth over the years; although the growth rate was still low, it still ensured dividends for shareholders according to the set target of 7%. The business results over the past 5 years will also create momentum and a springboard for the 2026-2031 period.

- The remaining land fund for lease is no longer significant, and the compensation and land acquisition procedures for the Ong Keo IP still face many difficulties.

- The trend of FDI shifting into Vietnam is not yet truly clear: Due to tariff policies and the fact that some trade agreements have not been signed, FDI enterprises are still in the stage of exploring and evaluating the global market. This leads to caution in investment decisions, affecting the leasing of infrastructure at industrial parks.

However, after merging with the former Binh Phuoc province, Dong Nai City has become one of the leading City in the country in terms of industrial land area and FDI attraction, serving as a major industrial production hub for the Southern key

economic region. This is also a significant advantage and an opportunity for the Corporation to seek new projects suitable for its financial capacity and investment experience in the industrial real estate business sector.

- Political conflicts in Middle Eastern countries and the prolonged special military operation between Russia and Ukraine will affect the supply and price of crude oil, which will impact the Corporation's petroleum business operations.

- Global and domestic coffee prices continue to fluctuate sharply, complexly, and are difficult to predict, which is disadvantageous for coffee export business operations.

II. Development orientation

Based on the assessments of the 2021 - 2026 period and the analyses and judgments as above, the BOD of Tin Nghia Corporation Joint Stock Company determines: The 2026 - 2031 period will continue to develop the Corporation's main fields and industries effectively and sustainably. Always place shareholder interests in connection with the process of investing in expanding the Corporation's development scale. Balance economic benefits with social and environmental responsibilities. Ensure the lives of employees, pay more attention to training and improving the quality of human resources; and apply technology to all of the Corporation's activities.

III. General objectives

- Minimum average annual consolidated total revenue of 10.000 billion VND.
- Ensure sufficient financial resources for investment and growth needs for the 2026 – 2031 period.
- Complete compensation and filling of the leasable area of Ong Keo IP. At the same time, participate in new investments in Industrial Parks according to the supplementary planning of the City and the Government.
- Decisively resolve outstanding issues and obstacles in the management and use of stagnant or non-implementable land plots/projects to recover and preserve invested capital.
- Evaluate the feasibility of divestment projects or stopping projects with low or no efficiency to preserve capital and focus on large, effective projects.
- Invest in and develop import-export goods supply services, logistics, and container warehouse services in seaport and airport areas. Actively participate in social security and environmental protection activities.

IV. Implementation solutions

1. Focus on developing IP infrastructure business and real estate

- Strive to complete compensation, invest in full infrastructure, and fill the leasable land area of Ong Keo IP by the end of 2028.

- By 2030, seek and develop an industrial park land fund through M&A forms or bidding/auctions for project development land (Industrial park land reaching approximately 1.000 ha).

- Evaluate the efficiency of projects to identify appropriate and legally compliant solutions for residential projects within the system.

2. Continue the green coffee bean export sector

- Continue to promote coffee business (export and domestic) according to the principle of being effective, low-risk, and creating cash flow for the Corporation's production and business activities.

- Implement risk management measures in coffee business (such as price risk; supplier, delivery, and quality risk; customer and payment assurance risk; trading psychology risk; capital management risk; and trading method risk), contributing to improving the efficiency of coffee business operations.

3. Develop petroleum business operations

- Maintain the position as the leader in the retail petroleum system in Dong Nai Province, and continue to expand the network to surrounding areas.

- Petroleum sales volume to increase by an average of at least 5% annually.

- Participate in the bidding/auction process for the Phu Huu Petroleum Terminal according to the new plan, and ensure connectivity when key projects become operational (Long Thanh International Airport, Cat Lai Bridge, Inter-Port Road).

4. Promote logistics services.

- Focus on developing the logistics sector. Strive to become a key link in the logistics chain in the region and gain a reputation nationwide.

- Diversify business sectors: Logistics services, warehousing, depots, office rentals, etc., in industrial parks in Nhon Trach.

- Invest in machinery and equipment for operating services at the Nhon Trach Depot, and expand the Phuoc An Depot project.

- Implement digital transformation solutions and optimize existing resources regarding assets and human resources.

5. Focus on building human resources.

- Continue to restructure personnel, organize training courses, skill coaching, and professional development to meet job requirements.

- Recruit high-quality personnel, focusing on staff with experience in logistics, industrial parks, real estate, analysis, and forecasting.

- Continue to innovate training methods, focusing on in-depth training programs on technology and modern management, to ensure human resources remain a superior competitive advantage for the Corporation in the coming years.

6. Create strong financial resources to implement large investment projects.

- Continue to restructure the company and supervise strictly, preventing units within the system from operating poorly or inefficiently. Each subsidiary must have sufficient capacity to mobilize finance, limiting the situation where the Parent Company must guarantee capital for subsidiaries.

- The top priority is to optimize financial resources within the Corporation; seek financial sources (loans, bond purchases, financial leasing, etc.) from banks and investment funds for compensation at Ong Keo IP as well as to implement the expansion project of Dat Do IP and develop new Industrial Parks according to the plan.

- Complete the transfer/ divestment of inefficient projects (Xuan Loc, Tan Phu rest stops, etc.).

- Evaluate and have a plan to exploit the project at Tin Nghia Joint Stock Company (Laos) effectively.

7. Enhance professionalism in management and administration.

- Step-by-step implementation of information technology applications, executing ERP solutions for the Parent Company and several subsidiaries that have stabilized their production and business organizational models and apparatus.

- Continue to perfect the Corporation's charter, regulations, and rules, and implement them strictly. Execute assignment and authorization according to functions to promote individual professional capacity and that of the Executive Board at all levels to help management and administration be smooth, transparent, and linked to responsibility.

8. Actively participate in social security and environmental protection activities organized and launched by the City.

- Participate in gratitude activities and social activities organized and launched by the City.

- Build a corporate culture associated with social responsibility; spread the spirit of social responsibility and community service to all employees through activities encouraging employees to contribute a day's salary to support the "For the Poor" Fund, visiting policy families, people with meritorious services to the revolution, blood donation, etc.

- Care for and attend to the material and spiritual life and practical benefits for employees.

The above is the evaluation report on the performance of the Board of Directors for the 2021 - 2026 term and the development orientation for the 2026 - 2031 period.

The above is the evaluation report on the performance of the Board of Directors for the 2021 - 2026 term and the development orientation for the 2026 - 2031 period.

Submit to the General Meeting for discussion and approval.

Recipients: 

- Shareholders (for reporting);
- Board of Directors, Board of Supervisors (for reporting)
- Board of Management;
- General Meeting records, BOD Office.

**ON BEHALF OF
THE BOARD OF DIRECTORS**



Dang Thi Thanh Ha

Dong Nai, April 02, 2026

REPORT
APPRAISAL OF BUSINESS PERFORMANCE RESULTS IN 2025

Pursuant to the functions, duties, and powers of the Board of Supervisors as stipulated in the Charter of Tin Nghia Corporation (hereinafter referred to as the Corporation);

Pursuant to the Operating Regulations of the Board of Supervisors for the 2021-2026 term, approved by the Annual General Meeting of Shareholders on June 29, 2021;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders;

Pursuant to the business performance results of the Corporation in 2025;

The Board of Supervisors reports to the Annual General Meeting of Shareholders on the results of the inspection and supervision of the Corporation's operations in 2025 as follows:

A. RESULTS OF SUPERVISORY ACTIVITIES IN 2025

I. OPERATIONAL STATUS

1. Information regarding members of the Board of Supervisors in 2025

The Board of Supervisors of Tin Nghia Corporation for the second term (2021-2026) currently consists of 03 members as follows:

✓ Mr. Tang Tran Tan Khai – Head of the Board of Supervisors.

✓ Ms. Le Kim Thao – Member of the Board of Supervisors (Appointed on June 11, 2025).

✓ Ms. Mai Thi Tham Hong – Member of the Board of Supervisors (Appointed on June 11, 2025).

2. Activities of the Board of Supervisors

Pursuant to the Corporation's Charter and the Working Regulations of the Board of Supervisors, in 2025, the Board of Supervisors performed the following duties:

✓ Participate in Board of Directors meetings and other meetings of the Corporation.

✓ Review the 6-month and annual financial statements for 2025.

✓ Inspect and supervise the management and administration of business activities; compliance with the law and the Corporation's regulations; supervise the

implementation of Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors; promptly detect and recommend to the Board of Directors regarding activities inconsistent with corporate governance regulations.

✓ Supervise the activities of the Board of Directors and the Board of Management.

II. RESULTS OF SUPERVISORY ACTIVITIES IN 2025

1. Report on the supervision of business performance in 2025

Indicator	Unit	2025 Plan	2025 Actual	2024 Actual	% Comparison	
					Plan	Same period
1. Total consolidated revenue (*)	VND billion	11.700	14.323	12.125	122,42%	118,13%
<i>Of which: Parent Company</i>	<i>VND billion</i>	<i>7.600</i>	<i>9.397</i>	<i>7.675</i>	<i>123,64%</i>	<i>122,42%</i>
2. Consolidated profit after tax	VND billion	672	833	425	124,00%	196,27%
<i>Of which: Parent Company</i>	<i>VND billion</i>	<i>622</i>	<i>499</i>	<i>247</i>	<i>80,17%</i>	<i>201,97%</i>
3. Dividend payout ratio/Charter capital	%	12%				

(*) Total revenue includes financial activity revenue and other income

2. Assessment of business performance of the Parent Company (Separate Financial Statements)

2.1 Business results

Total realized revenue in 2025 reached 9.397 VND billion, achieving 123,64% of the plan and 122,42% compared to the same period. Profit after tax was 499 VND billion, achieving 80,17% of the plan and 201,97% compared to the same period. Profit after tax did not meet the plan due to the incurrence of VAT payment expenses for the Cu Lao Tan Van Tourism and Service Area Project (53,5 VND billion) and the repayment to the Dong Nai Provincial Party Committee of the amount according to Judgment No. 09/2026/HS-ST dated January 20, 2026, of the People's Court of Dong Nai Province (125,2 VND billion). Excluding the factors arising from these two issues, the realized profit of the Corporation in 2025 would be 678 VND billion, completing the profit target assigned by the General Meeting of Shareholders.

The structure of revenue and gross profit is as follows:

Indicator	Unit	2025 Actual	2024 Actual	% 2025 Actual/2024 Actual
Revenue		9.397	7.675	122,42%

Indicator	Unit	2025 Actual	2024 Actual	% 2025 Actual/2024 Actual
Revenue from sales and services	VND billion	8.464	7.398	114,40%
<i>Revenue from goods and finished products</i>		8.023	6.975	115,02%
<i>Industrial Park infrastructure revenue</i>		374	341	109,66%
<i>Real estate revenue</i>		22	41	53,80%
<i>Service provision revenue</i>		45	41	108,09%
Financial income	VND billion	923	263	350,38%
Other revenue	VND billion	10	14	71,98%
Gross profit	VND billion	270	308	87,68%
<i>Goods and finished products operations</i>		27	90	30,16%
<i>Industrial Park infrastructure leasing operations</i>		234	208	112,59%
<i>Real estate business operations</i>		(1)	2	-
<i>Service provision operations</i>		9	8	117,80%

✓ Revenue from the sale of goods and finished products accounts for 94,80% of the revenue structure.

✓ The industrial park infrastructure sector accounts for 86,89% of the Corporation's gross profit structure.

2.2 Expense implementation status

Unit: VND billion

Indicator	2025 Actual	2024 Actual	% 2025 Actual/2024 Actual
Revenue from sales and services	8.464	7.398	114,40%
<i>Cost of goods sold</i>	8.194	7.091	115,56%
Gross profit	270	308	87,68%
Financial income	923	263	350,38%
<i>Financial expenses</i>	148	103	143,57%
<i>- Of which: interest expenses</i>	134	75	177,59%
<i>Selling expenses</i>	27	34	81,63%
<i>General and administrative expenses</i>	79	79	99,63%

Indicator	2025 Actual	2024 Actual	% 2025 Actual/ 2024 Actual
Net profit from operating activities	940	355	264,56%
Other income	10	14	71,98%
Other expenses	327	73	448,94%
Other profit	-318	-59	535,18%
Total profit before tax	622	296	210,28%
Total profit after tax	499	247	201,97%

✓ Total expenses in 2025 were 8.774 VND billion, equal to 118,90% compared to the same period in 2024. The increase in expenses was primarily due to higher cost of goods sold resulting from increased sales revenue in the coffee business sector (an increase of 15,56% compared to the same period). Additionally, expenses increased compared to the same period due to the incurrence in 2025 of VAT payment expenses for the Cu Lao Tan Van Tourism and Service Area Project (53,5 VND billion) and the repayment to the Dong Nai Provincial Party Committee of the amount according to Judgment No. 09/2026/HS-ST dated January 20, 2026, of the People's Court of Dong Nai Province (125,2 VND billion).

✓ Financial expenses increased primarily due to higher interest expenses resulting from an increase in borrowings.

✓ General and administrative expenses were equivalent to the same period in 2024.

2.3 Changes in assets/capital and financial position

2.3.1 Changes in assets/capital

Unit: VND billion

Indicator	December 31, 2025	December 31, 2024	Fluctuation	
			Amount	%
ASSETS	10.572	10.272	300	102,92%
Current assets	3.714	4.442	-728	83,61%
Non-current assets	6.858	5.830	1.028	117,63%
LIABILITIES AND EQUITY	10.572	10.272	300	102,92%
Liabilities	7.367	7.340	27	100,37%
Owner's equity	3.205	2.923	273	109,30%

✓ Total assets and capital of the Corporation as of December 31, 2025, increased by 300 VND billion compared to December 31, 2024, primarily due to an increase in long-term assets resulting from higher long-term financial investments.

2.3.2 Financial position of the Corporation through financial ratios

	RATIOS	2025	2024
A	Liquidity ratio group (Calculated as of December 31)		
	Current ratio	1,32	1,35
	Quick ratio	1,31	1,31
	Cash ratio	0,35	0,04
B	Capital structure ratio group (Calculated as of December 31)		
	Debt ratio	0,70	0,71
	Debt-to-equity ratio	0,23	0,30
	Liabilities/Owner's equity ratio	2,30	2,50
C	Operating performance ratio group (Calculated for the year)		
	Accounts receivable turnover	4,14	4,60
	Average collection period (days)	88,07	79,27
	Inventory turnover	120,07	57,32
D	Profitability ratio group (Calculated for the year)		
	Return on Assets (ROA)	0,05	0,02
	Return on Equity (ROE)	0,25	0,12

✓ Based on the above financial ratios, the Corporation's financial position is relatively stable compared to 2024.

3. Review of Financial Statements

The 2025 financial statements for the period ending December 31, 2025 (including separate and consolidated financial statements) have been audited by AASC Auditing Firm Co., Ltd., including:

- ✓ Balance Sheet
- ✓ Income Statement
- ✓ Cash Flow Statement
- ✓ Notes to the Financial Statements

The Board of Supervisors has reviewed the audited financial statements and agrees with the audit opinion that "The financial statements reflect fairly and reasonably, in all material respects, the financial position of the Corporation as of December 31, 2025, as well as the business results and cash flows for the financial

year ended on the same date, in accordance with the Accounting Standards and Enterprise Accounting System."

4. Status of salary and remuneration payments for the Board of Supervisors

Based on the Resolution of the 2025 Annual General Meeting of Shareholders and the audited business results for 2025, the Board of Supervisors reports on the payment of salaries and remuneration for each member of the Board of Supervisors as follows:

Unit: VND

Full name	Position	Remuneration	Salary, bonus
Tran Tan Nhat	Head of the Board of Supervisors (Until June 11, 2025)	66.666.667	272.806.200
Tang Tran Tan Khai	Head of the Board of Supervisors (From 11 June 2025)	106.666.666	643.168.200
Nguyen Quoc Ky	Member (Until 11 June 2025)	40.000.000	243.466.300
Le Kim Thao	Member (From 11 June 2025)	40.000.000	-
Mai Thi Tham Hong	Member (From 11 June 2025)	40.000.000	-
Total		293.333.333	1.159.440.700

The salaries and remuneration of the Board of Supervisors members mentioned above include all mandatory obligations (Personal Income Tax and other payables) in accordance with current regulations.

5. Assessment report on transactions between Tin Nghia Corporation and subsidiaries controlled by the public company with 50% or more ownership:

Major transactions in 2025 between the Corporation and its subsidiaries, associates, and related parties primarily involved the purchase and sale of goods and services; lending, debt repayment, and loan recovery. The Corporation executed contracts and transactions between Tin Nghia Corporation and related parties in accordance with the Law on Enterprises and the Corporation's Charter; and disclosed information in compliance with regulations.

(Detailed list of internal transactions attached in Appendix 1)

III. RESULTS OF SUPERVISION OF THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT

1. Results of supervision of the Board of Directors

In 2025, the Board of Directors held 04 (four) quarterly periodic meetings in accordance with the law and the Corporation's Charter, and conducted 12 (twelve) instances of seeking written opinions from members. All meetings were chaired by

the Chairman of the Board of Directors, with discussions conducted in a serious and responsible manner. Members of the Board of Directors attended the meetings fully and demonstrated a high sense of responsibility in providing input on meeting agenda items. All meetings were recorded in Minutes, and Resolutions were issued for implementation. Documents and Resolutions were issued and archived in full compliance with regulations.

(Detailed list of Board of Directors Resolutions attached in Appendix 2)

2. Results of supervision of the Board of Management

The Board of Management proactively assessed business performance, market forecasts, controlled expenses, and implemented solutions to improve business efficiency. Ensured capital for business operations.

Fully implemented the Resolutions of the Board of Directors.

Reported and disclosed information in a timely manner in accordance with regulations for large-scale public companies registered for stock trading on the Upcom market.

IV. ASSESSMENT OF COORDINATION BETWEEN THE BOARD OF SUPERVISORS, THE BOARD OF DIRECTORS, AND THE BOARD OF MANAGEMENT

The Board of Supervisors participated fully in the meetings of the Board of Directors and provided input on the Corporation's management and administration.

The Board of Supervisors received full information regarding the decisions of the Board of Directors.

The reports of the Corporation's Board of Management reflect the Corporation's operational data and information transparently and are posted on the Corporation's website. Information disclosure activities are compliant with regulations and timely.

B. RECOMMENDATIONS

Based on the business performance results in 2025, the Board of Supervisors makes the following recommendations:

- ✓ Focus on debt recovery, especially long-standing and difficult-to-collect debts.

- ✓ Regarding coffee business operations: conduct business cautiously, ensure efficiency, and recover debts.

- ✓ Regarding industrial park infrastructure business operations: accelerate and complete legal procedures for land lessees to collect payments (infrastructure usage fees, management fees, land rent, etc.) in accordance with the progress of the Land Lease Agreement or Minutes of Agreement.

- ✓ Regarding investment activities: focus on investing in Ong Keo Industrial Park.

✓ Regarding long-term investments in subsidiaries and associates: focus on resolving difficulties for Nhon Trach Investment Joint Stock Company.

✓ Continue to carry out legal procedures related to land.

The above is the appraisal report on the business performance results for 2025 of the Board of Supervisors of Tín Nghĩa Corporation, respectfully submitted to the 2026 Annual General Meeting of Shareholders for review and approval.

Recipients: 

- AGM;
- BOD;
- Filed.

**ON BEHALF OF
THE BOARD OF SUPERVISORS
Head of the Board of Supervisors**



Tang Tran Tan Khai

APPENDIX 1

Transactions between the Company and its related persons; or between the Company and major shareholders, insiders, and related persons of insiders

(Attached to the Report of the Board of Supervisors of Tin Nghia Corporation dated 02/4/2026)

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transaction with the Corporation	Resolution No/ Decision (If any)	Content and transaction value
A Transactions where the Corporation is the Supplier of goods/services							
1	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HBQT dated 03/01/2025	Gas station rental. Total transaction value: 2.818.181.816 VND.
2	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HBQT dated 03/01/2025	Fees for electricity, water, and wastewater treatment. Total transaction value: 603.703.667 VND.
3	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 10/2025 to 12/2025	Resolution 02/NQ-HBQT dated 03/01/2025	Collection of land rental fees on behalf of others. Total transaction value: VND 32.065.400
4	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HBQT dated 03/01/2025	Collection of electricity fees on behalf of others. Total transaction value: VND 34.039.342

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transaction with the Corporation	Resolution No/ Decision (If any)	Content and transaction value
5	Tin Nghia Petrol Joint - Stock Company	Affiliated organization of the Corporation	3601038204 issued by Business Registration Office - Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Sale of tools and supplies. Total transaction value: VND 61.800.000
6	Tin Nghia Professional Security Services Corporation	Affiliated organization of the Corporation	Business Registration No. 3603272464 issued by the Business Registration Office – Department of Planning and Investment of Dong Nai Province on 25 March 2015	No. 60, Street No. 1, Tam Phuoc Residential and Resettlement Area, Tam Phuoc Ward, Dong Nai Province.	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Use of market services. Total transaction value: VND 1.888.888.884
7	Tin Nghia Professional Security Services Corporation	Affiliated organization of the Corporation	Business Registration No. 3603272464 issued by the Business Registration Office – Department of Planning and Investment of Dong Nai Province on 25 March 2015	No. 60, Street No. 1, Tam Phuoc Residential and Resettlement Area, Tam Phuoc Ward, Dong Nai Province.	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Lease of parking lot. Total transaction value: VND 15.554.252
8	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Management fees and infrastructure usage fees. Total transaction value: VND 2.420.525.658
9	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Provision of transportation services. Total transaction value: VND 18.000.000

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transaction with the Corporation	Resolution No/ Decision (If any)	Content and transaction value
10	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Provision of consultancy services for preparing environmental registration reports. Total transaction value: VND 20.000.000
11	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Rental of premises. Total transaction value: VND 11.661.514.952
12	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation	3601047417 issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Collection of land rental fees and infrastructure usage fees on behalf of others. Total transaction value: VND 224.218.035
13	Tuan Loc Commodities Company Limited	Affiliated organization of internal persons of the Corporation	3603655273 issued by the Department of Planning and Investment of Dong Nai Province on 11/7/2019	1st Floor, Nhon Trach 6 Industrial Park Building, Phuoc An Commune, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Coffee sales. Total transaction value: 785.823.153.981 VND.
14	Tuan Loc Commodities Company Limited	Affiliated organization of internal persons of the Corporation	3603655273 issued by the Department of Planning and Investment of Dong Nai Province on 11/7/2019	1st Floor, Nhon Trach 6 Industrial Park Building, Phuoc An Commune, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Providing warehouse and electricity rental services. Total transaction value: 4.649.742.730 VND.
15	Tuan Loc Commodities Company Limited	Affiliated organization of internal persons of the Corporation	3603655273 issued by the Department of Planning and Investment of Dong Nai Province on 11/7/2019	1st Floor, Nhon Trach 6 Industrial Park Building, Phuoc An Commune, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Wastewater treatment fee. Total transaction value: 11.454.689 VND.

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transaction with the Corporation	Resolution No/ Decision (If any)	Content and transaction value
16	Japanese SMEs Development JS Company	Affiliated organization of the Corporation	3603294411 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 30/06/2015	Nhon Trach 3 Industrial Park - Phase 2, Nhon Trach Commune, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HBQT dated 03/01/2025	Providing transportation, water, garbage collection, and waste treatment services. Total transaction value: 6.442.333.720 VND.
17	Thong Nhat Joint - Stock Company	Affiliated organization of the Corporation	3600667859 issued by the Department of Planning and Investment of Dong Nai Province on 24/02/2004	Road No. 2A, Bau Xeo Industrial Park, Trang Bom Commune, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HBQT dated 03/01/2025	Providing LED screen advertising services. Total transaction value: 38.041.920 VND.
18	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Affiliated organization of the Corporation	350149963 issued by the Department of Planning and Investment of Ba Ria - Vung Tau Province on 23/11/2009	Dat Do I Industrial Park, Dat Do Commune, Ho Chi Minh City	From 01/2025 to 12/2025	Resolution 02/NQ-HBQT dated 03/01/2025	Providing LED screen advertising services. Total transaction value: 40.392.000 VND.
19	Thong Nhat Real Estate Joint Stock Company	Affiliated organization of an internal person of the Corporation	3602041707 issued by the Department of Planning and Investment of Dong Nai Province on 17/8/2009	L4.09-10, N5 Road, Group 14, Lap Thanh Hamlet, Dau Giai Commune, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HBQT dated 03/01/2025	Providing LED screen advertising services. Total transaction value: 32.529.600 VND.
B	Transactions in which the Corporation is the Buyer of goods/services						
1	Tin Nghia Petrol Joint - Stock Company	Affiliated persons of the Corporation	3601038204 issued by the Department of Planning and Investment of Dong Nai Province on 08/12/2008	3rd Floor, No. 96 Ha Huy Giap, Tran Bien Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HBQT dated 03/01/2025	Purchasing petroleum fuel. Total transaction value: 999.677.412 VND
2	Tin Nghia Industrial Park Development Joint - Stock Company	Affiliated organization of the Corporation	3600964611 issued by the Department of Planning and Investment of Dong Nai Province on 08/11/2008	Road 6, Tam Phuoc Industrial Park, Tam Phuoc Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HBQT dated 03/01/2025	Waste collection and treatment services. Total transaction value: 11.073.200 VND.

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transaction with the Corporation	Resolution No/ Decision (If any)	Content and transaction value
3	Tin Nghia - Phuong Dong Industrial Park Joint Stock Company	Affiliated organization of the Corporation	350149963 issued by the Business Registration Office - Department of Planning and Investment of Ba Ria - Vung Tau province on 23/11/2009	Dat Do I Industrial Park, Dat Do Commune, Ho Chi Minh City	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Inspection fees and toll fees. Total transaction value: 9.030.903 VND.
4	Tin Nghia – Phuong Dong Industrial Park Joint Stock Company	Affiliated organization of the Corporation	350149963 issued by the Business Registration Office – Department of Planning and Investment of Ba Ria – Vung Tau Province on 23/11/2009	Dat Do I Industrial Park, Dat Do Commune, Ho Chi Minh City	From 10/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Collection of property valuation fees on behalf of others Total transaction value: VND 46.296.296
5	Tin Nghia Professional Security Services Corporation	Affiliated organization of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 25/03/2015	No. 60, Road 1, Residential & Tam Phuoc Resettlement Center, Tam Phuoc Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Security services. Total transaction value: 7.552.744.443 VND.
6	Tin Nghia Professional Security Services Corporation	Affiliated organization of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 25/03/2015	No. 60, Road 1, Residential & Tam Phuoc Resettlement Center, Tam Phuoc Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Loading and unloading services, import and export of goods. Labor, sanitation. Total transaction value: 576.516.945 VND.
7	Tin Nghia Professional Security Services Corporation	Affiliated organization of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 25/03/2015	No. 60, Road 1, Residential & Tam Phuoc Resettlement Center, Tam Phuoc Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Loading and unloading services, import and export of goods. Labor, sanitation. Total transaction value: 576.516.945 VND.

No.	Name of Organization/ Individual	Relationship with the Corporation	Ownership certificate, date of issuance, issuing authority	Address of head office	Time of transaction with the Corporation	Resolution No/ Decision (If any)	Content and transaction value
8	Tin Nghia Professional Security Services Corporation	Affiliated organization of the Corporation	3603272464 issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province on 25/03/2015	No. 60, Road 1, Residential & Tam Phuoc Resettlement Center, Tam Phuoc Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Maintenance, repair, and replacement fees for damaged equipment belonging to the fire protection system. Total transaction value: 195.967.000 VND.
9	ICD Bien Hoa - Tin Nghia Logistics Joint Stock Company	Affiliated organization of the Corporation.	3601047417, issued by the Department of Planning and Investment of Dong Nai Province on 07/10/2009.	Km 1+ 900 National Route 51, Long Hung Ward, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Logistics services rental. Total transaction value: 516.269.250 VND.
10	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Affiliated organization of the Corporation.	3600268170, issued by the Department of Planning and Investment of Dong Nai Province on 01/07/2010.	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province.	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Cashew nut purchase. Total transaction value: 22.259.724 VND.
11	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Affiliated organization of the Corporation.	3600268170, issued by the Department of Planning and Investment of Dong Nai Province on 01/07/2010.	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province.	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Warehouse rental services. Total transaction value: 360.000.000 VND.
12	Dong Nai Import Export Processing Agricultural Products And Foods Joint Stock Company	Affiliated organization of the Corporation.	3600268170, issued by the Department of Planning and Investment of Dong Nai Province on 01/07/2010.	No. 647, Hanoi Highway, Long Binh Ward, Dong Nai Province.	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Forklift and conveyor belt rental. Total transaction value: 12.000.000 VND.
13	Tuan Loc Commodities Company Limited	Affiliated organization of internal persons of the Corporation	3603655273 issued by the Department of Planning and Investment of Dong Nai Province on 11/7/2019	1st Floor, Nhon Trach 6 Industrial Park Building, Phuoc An Commune, Dong Nai Province	From 01/2025 to 12/2025	Resolution 02/NQ-HĐQT dated 03/01/2025	Purchase of coffee Total transaction value: 924.774.015.000 VND.

APPENDIX 2**Resolutions and Decisions of the Board of Directors issued in 2025**

(Attached to the Report of the Board of Supervisors of Tin Nghia Corporation dated 02/4/2026)

No.	Resolution/Decision	Date	Content	Approval rate
1	02/NQ-HĐQT	03/01/2025	Approval in principle of the signing and implementation of transaction contracts with related persons of insiders under the authority of the Board of Directors, expected to arise in 2025.	100%
2	07/NQ-HĐQT	06/01/2025	Approval in principle for the designated representative to participate in voting at the Extraordinary General Meeting of Shareholders of Tin Nghia – Phuong Dong Industrial Park Joint Stock Company regarding the plan to issue additional shares to existing shareholders.	100%
3	08, 16, 17, 19, 21, 22, 24, 25, 26, 28, 30, 31, 32, 33, 35, 36, 38, 39, 41, 42, 43, 44, 46, 53, 54, 55, 62, 63, 64, 72, 73/QĐ-HĐQT		Appointment/dismissal of personnel to participate in activities at member companies.	100%
4	13/NQ-HĐQT	24/01/2025	Approval in principle of signing the agreement for the transfer of Tin Nghia Corporation's capital contribution in Tin Nghia - A Chau Investment Joint Stock Company to the auction-winning entity.	80%
5	15/NQ-HĐQT	11/02/2025	Approval in principle to continue implementing the charter capital increase of Tin Nghia Corporation.	100%
6	71/QĐ-HĐQT	04/04/2025	Lease of 31,521.7 m ² of land at An Phuoc Industrial Park to Trung Dong Joint Stock Company.	100%
7	81/NQ-HĐQT	16/04/2025	Finalization of the list of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders.	100%
8	86/NQ-HĐQT	22/05/2025	Approval of matters to be submitted to the 2025 Annual General Meeting of Shareholders.	100%

No.	Resolution/Decision	Date	Content	Approval rate
9	106/NQ-HĐQT	26/06/2025	Selection of the auditor for the 2025 financial statements.	100%
10	108/NQ-HĐQT	27/6/2025	Approval in principle for the designated representative to participate in voting at the Board of Directors meeting and the Extraordinary General Meeting of Shareholders of ICD Bien Hoa – Tin Nghia Logistics Joint Stock Company regarding the plan to issue additional shares to existing shareholders.	100%
11	110/NQ-HĐQT	04/07/2025	Approval of the implemented salary fund for 2024 and the planned salary fund for 2025 of Tin Nghia Corporation.	100%
12	114/NQ-HĐQT	25/07/2025	Approval of cash dividend payment for 2024.	100%
13	122/NQ-HĐQT	08/08/2025	Approval of additional short-term credit limit for coffee trading in 2025 of Tin Nghia Corporation.	100%
14	124/NQ-HĐQT	15/08/2025	Approval in principle for short-term borrowing for coffee trading at Agribank – Dong Nai Branch.	100%
15	125/NQ-HĐQT	15/08/2025	Approval in principle for short-term borrowing for coffee trading at VietinBank – Dong Sai Gon Branch.	100%
16	130/NQ-HĐQT	03/11/2025	Approval of the Q3/2025 performance report and Q4/2025 business plan of Tin Nghia Corporation.	100%
17	136/NQ-HĐQT	30/12/2025	Approval in principle for short-term borrowing for coffee trading at China Construction Bank Corporation (CCB) – Ho Chi Minh City Branch.	100%
18	137/NQ-HĐQT	31/12/2025	Approval of the Q4/2025 performance report and Q1/2026 business plan of Tin Nghia Corporation.	100%

Dong Nai, April 02, 2026

REPORT
SUMMARY REPORT OF THE TERM II (2021-2026)

Pursuant to the functions, duties, and powers of the Board of Supervisors as stipulated in the Charter of Tin Nghia Corporation (hereinafter referred to as the Corporation);

Pursuant to the Operating Regulations of the Board of Supervisors for the 2021-2026 term, approved by the Annual General Meeting of Shareholders on June 29, 2021;

The Board of Supervisors reports to the Annual General Meeting of Shareholders on the summary of activities for Term II (2021-2026) as follows:

I. OPERATIONAL STATUS

1. Information on members of the Board of Supervisors for Term II (2021-2026)

No.	Full name	Position	Start date	End date
1	Tran Tan Nhat	Head of the Board of Supervisors	02/07/2021	11/06/2025
2	Tang Tran Tan Khai	Head of the Board of Supervisors	11/06/2025	-
3	Tang Tran Tan Khai	Member of the Board of Supervisors	29/06/2021	11/06/2025
3	Le Ngoc Dung	Member of the Board of Supervisors	29/06/2021	22/05/2024
4	Nguyen Quoc Ky	Member of the Board of Supervisors	22/05/2024	11/06/2025
5	Le Kim Thao	Member of the Board of Supervisors	11/06/2025	-
6	Mai Thi Tham Hong	Member of the Board of Supervisors	11/06/2025	-

The Board of Supervisors of Tin Nghia Corporation currently consists of 03 members as follows:

- ✓ Mr. Tang Tran Tan Khai – Head of the Board of Supervisors.
- ✓ Ms. Le Kim Thao – Member of the Board of Supervisors

- ✓ Ms. Mai Thi Tham Hong – Member of the Board of Supervisors

2. Activities of the Board of Supervisors

Pursuant to the Corporation's Charter and the Working Regulations of the Board of Supervisors, the Board of Supervisors has annually performed the following duties:

- ✓ Participating in Board of Directors meetings and other meetings of the Corporation.
- ✓ Reviewing semi-annual and annual financial statements.
- ✓ Inspecting and supervising the management and administration of business activities; compliance with the law and the Corporation's regulations; supervising the implementation of Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors; and promptly detecting and recommending to the Board of Directors any activities inconsistent with corporate governance regulations.
- ✓ Supervising the activities of the Board of Directors and the Board of Management.

II. RESULTS OF SUPERVISORY ACTIVITIES FOR TERM II (2021-2026)

1. Report on the supervision of production and business activities

Indicator	Unit	2021-2025 Plan	2021-2025 Actual	%Actual/Plan
1. Consolidated total revenue (*)	Billion VND	51.200	52.481	103%
<i>In which Parent Company</i>	<i>Billion VND</i>	<i>24.620</i>	<i>27.019</i>	<i>110%</i>
2. Consolidated profit after tax	Billion VND	1.962	2.039	104%
<i>In which Parent Company</i>	<i>Billion VND</i>	<i>1.712</i>	<i>1.452</i>	<i>85%</i>
3. Dividend payout ratio/Charter capital	%	52%	48%	92%

(*) Total revenue includes revenue from financial activities and other income

- Consolidated total revenue reached 52.481 billion VND, an increase of 3% compared to the plan. The 5-year average reached over 10.000 billion VND/year. In which, the Parent Company reached 27.019 billion VND, an increase of 10% compared to the plan. The 5-year average reached over 5.400 billion VND/year.

- Consolidated profit after tax reached 2.039 billion VND, an increase of 4% compared to the plan. In which, the Parent Company reached 1.452 billion VND, equal to 85% of the plan. The reason is that in 2022, the company was affected by the COVID-19 pandemic, resulting in missed business targets, and in 2025, there were VAT payments incurred for the Cu Lao Tan Van Tourism and Service Area Project (53,5 billion VND) and the repayment to the Dong Nai Provincial Party Committee of the amount pursuant to Judgment No. 09/2026/HS-ST dated January 20, 2026, of

the People's Court of Dong Nai Province (125,2 billion VND), causing profit to fall short of the plan. Excluding the factors arising from these two issues, the 5-year consolidated profit after tax of the Corporation was 2.218 billion VND, of which the Parent Company was 1.631 billion VND.

- The 5-year average dividend reached 9,6%/year, equal to 92% of the plan. The main reason is that during the COVID-19 pandemic, business activities were significantly affected and declined (profit after tax in 2022 was low, reaching 36% of the plan).

2. Assessment of the business performance of the Parent Company (Separate financial statements)

2.1 Business performance

Unit: billion VND

Indicator	2021	2022	2023	2024	2025
Total revenue	2.660	3.063	4.224	7.675	9.397
Revenue from sales and service provision	2.467	2.814	3.978	7.398	8.464
Revenue from goods and finished products	1.770	2.450	3.598	6.975	8.023
Revenue from Industrial Zone Infrastructure Leasing Activities	604	311	327	341	374
Real estate revenue	60	14	11	41	22
Revenue from service provision	33	39	42	41	45
Revenue from financial activities	190	248	242	263	923
Other income	3	1	4	14	10
Gross profit	461	223	258	308	270
Sales of goods and finished products	1	13	31	90	27
Industrial Zone Infrastructure Leasing Activities	421	182	198	208	234
Real estate business activities	19	4	3	2	-1
Service provision activities	20	23	26	8	9
Profit before tax	352	168	243	296	622
Profit after tax	323	160	222	247	499

- **Total revenue had an average annual growth of 39,3%.**

- Annual profit after tax basically met the targets assigned by the Annual General Meeting of Shareholders (Years 2022 and 2025 were not met due to objective factors as reported in section 1).

2.2 Expense implementation status

Unit: billion VND

Indicator	2021	2022	2023	2024	2025
Revenue from sales and service provision	2.467	2.814	3.978	7.398	8.464
Cost of goods sold	2.006	2.591	3.720	7.091	8.194
Gross profit	461	223	258	308	270
Revenue from financial activities	190	248	242	263	923
Financial expenses	-11	115	136	103	147
- In which interest expenses	46	43	52	75	134
Selling Expenses	29	21	30	34	27
Administrative Expenses	270	164	91	79	79
Net profit from business activities	363	171	242	355	940
Other income	3	1	4	14	10
Other expenses	14	4	3	73	327
Other profit	-11	-3	1	-59	-318
Total profit before tax	352	168	243	296	622
Total profit after tax	323	160	222	247	499

✓ Cost of goods sold and interest expenses increased mainly due to the increase in revenue.

✓ Selling expenses and Administrative Expenses decreased year by year, in which Administrative Expenses in 2025 were only 29,17% compared to 2021.

✓ Other expenses increased mainly due to the incurrence of VAT payments in 2025 for the Cu Lao Tan Van Tourism and Service Area Project (53,5 billion VND), the repayment to the Dong Nai Provincial Party Committee of the amount pursuant to Judgment No. 09/2026/HS-ST dated January 20, 2026, of the People's Court of Dong Nai Province (125,2 billion VND), and expenses related to the re-transfer of land for the Hiep Hoa Residential and Resettlement Area Project.

2.3 Status of changes in assets/capital sources and financial position

2.3.1 Status of changes in assets/capital sources

Unit: billion VND

Indicator	2021	2022	2023	2024	2025
ASSETS	7.293	7.323	8.153	10.272	10.572
Current Assets	1.338	1.074	2.334	4.442	3.714
Non-current Assets	5.955	6.249	5.819	5.830	6.858
Capital Sources	7.293	7.323	8.153	10.272	10.572

Indicator	2021	2022	2023	2024	2025
Liabilities	4.465	4.545	5.261	7.340	7.367
Owner's Equity	2.828	2.778	2.892	2.932	3.205

✓ Total assets and capital sources of the Corporation as of December 31, 2025, increased by 3.279 billion VND compared to December 31, 2021, corresponding to an increase rate of 44,96%. Assets and capital sources increased mainly due to an increase in Current Assets resulting from the expansion of revenue scale and an increase in Non-current Assets due to the increase in long-term financial investments.

✓ Owner's Equity as of December 31, 2025, increased by 377 billion VND compared to December 31, 2021, corresponding to an increase rate of 13,31%. Owner's Equity increased mainly due to the increase in undistributed profit after tax and the development investment fund.

2.3.2 Financial position of the Corporation through financial ratios

	RATIO	YEAR 2021	YEAR 2022	YEAR 2023	YEAR 2024	YEAR 2025
A	Liquidity ratio group (Calculated as of December 31)					
	Current ratio	1,77	1,36	1,78	1,35	1,32
	Quick Ratio	1,66	1,32	1,68	1,31	1,31
	Cash ratio	0,79	0,30	0,30	0,04	0,35
B	Capital structure ratio group (Calculated as of December 31)					
	Debt ratio	0,61	0,62	0,65	0,71	0,70
	Debt Ratio	0,10	0,10	0,15	0,30	0,23
	Debt-to-Equity Ratio	1,58	1,64	1,82	2,50	2,30
C	Operating performance ratio group (Calculated for the year)					
	Accounts receivable turnover	7,40	9,47	6,25	4,60	4,14
	Average Collection Period (days)	49,34	38,53	58,41	79,27	88,07
	Inventory turnover	14,41	46,36	46,93	57,32	120,07
D	Profitability ratio (Calculated for the year)					
	Return on Assets (ROA)	0,04	0,02	0,03	0,02	0,05
	Return on Equity (ROE)	0,16	0,08	0,11	0,12	0,25

✓ Through the above financial ratios, the financial position of the Corporation during the past term was basically stable.

The above is the summary report of the activities for Term II (2021-2026) of the Board of Supervisors of Tin Nghia Corporation, respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Recipients:

- General Meeting of Shareholders;
- Board of Directors;
- Filed.

**ON BEHALF OF
THE BOARD OF SUPERVISORS
Head of the Board of Supervisors**



Tang Tran Tan Khai

PROPOSAL

Regarding the approval of the audited Financial Statements for 2025

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 on amendments and supplements to a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation Joint Stock Company,

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the audited Financial Statements for 2025 as follows:

The Financial Statements of Tin Nghia Corporation Joint Stock Company (hereinafter referred to as "Tin Nghia Corporation" or the "Corporation") for the financial year ended December 31, 2025 (including the Consolidated Financial Statements and Separate Financial Statements) have been audited and certified by AASC Auditing Firm Company Limited and reviewed by the Board of Supervisors of the Corporation. The audited Financial Statements for 2025 include the following contents:

- (1) Report of the Board of Management.
- (2) Report of the Independent Auditor.
- (3) Balance Sheet as at December 31, 2025.
- (4) Income Statement for 2025.
- (5) Cash Flow Statement for 2025.
- (6) Notes to the Financial Statements for 2025.

AASC Auditing Firm Company Limited has audited and confirmed the Consolidated Financial Statements and Separate Financial Statements as follows: "In our opinion, the Consolidated Financial Statements (and the Separate Financial Statements) fairly present, in all material respects, the consolidated financial position of the Group (and of the Corporation) as at December 31, 2025, as well as the consolidated results of operations (and the separate results of operations) and the consolidated cash flows (and the separate cash flows) for the financial year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese

Enterprise Accounting Regime, and relevant legal regulations relating to the preparation and presentation of Financial Statements.”.

The detailed report is attached hereto and disclosed on the Website of Tin Nghia Corporation.

Respectfully submitted to the General Meeting for consideration and approval./.

Recipients:

- As above;
- Filed at: AGM Records, BOD Office.

**ON BEHALF OF
THE BOARD OF DIRECTORS**

CHAIRMAN



Dương Thị Thanh Hà

CONSOLIDATED FINANCIAL STATEMENTS

TIN NGHIA CORPORATION

For the fiscal year ended as at 31/12/2025

(Audited)

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Tin Nghia Corporation

No. 96 Ha Huy Giap street, Tran Bien ward, Dong Nai province

REPORT OF THE BOARD OF MANAGEMENT

The Board of Management of Tin Nghia Corporation ("the Corporation") presents its report and the Corporation's Consolidated Financial Statements for the fiscal year ended as at 31/12/2025.

THE COMPANY

Tin Nghia Corporation which was established and operating activities under Enterprise Registration Certificate joint stock company No. 3600283394 issued by Dong Nai Department of Investment and Planning (currently the Department of Finance of Dong Nai Province) for the first time on 03 November 2004, 26th re-registered on 30 August 2025.

The Company's head office is located at: No. 96 Ha Huy Giap street, Tran Bien ward, Dong Nai province.

BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISION

The members of the Board of Directors during the year and to the reporting date are:

Mrs. Dang Thi Thanh Ha	Chairwoman	
Mr. Tran Trung Tuan	Member	
Mr. Nguyen Cao Nhon	Member	(Appointed on 11/06/2025)
Mr. Tran Hoai Nam	Member	(Resigned on 11/06/2025)
Mr. Nguyen Thanh Dat	Member	(Resigned on 11/06/2025)
Mr. Tran Ngoc Tho	Member	(Resigned on 11/06/2025)

The members of the Board of Management during the year and to the reporting date are:

Mr. Tran Trung Tuan	General Director
Mr. Nguyen Cao Nhon	Deputy General Director

The members of the Board of Supervision during the year and to the reporting date are:

Mr. Tang Tran Tan Khai	Head of the BoS	(Appointed on 11/06/2025) <i>Previously Member of the BoS</i>
Mr. Tran Tan Nhat	Head of the BoS	(Resigned on 11/06/2025)
Mrs. Le Kim Thao	Member	(Appointed on 11/06/2025)
Mrs. Mai Thi Tham Hong	Member	(Appointed on 11/06/2025)
Mr. Nguyen Quoc Ky	Member	(Resigned on 11/06/2025)

LEGAL REPRESENTATIVE

The legal representatives of the Corporation during the year and until the preparation of these Consolidated Financial Statements are Mrs. Dang Thi Thanh Ha - Chairwoman of the Board of Directors and Mr. Tran Trung Tuan - General Director.

AUDITORS

The auditors of the AASC Auditing Firm Company Limited have taken the audit of the Consolidated Financial Statements for the Corporation.

Tin Nghia Corporation

No. 96 Ha Huy Giap street, Tran Bien ward, Dong Nai province

STATEMENT OF THE BOARD OF MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE CONSOLIDATED FINANCIAL STATEMENTS

The Board of Management is responsible for the Consolidated Financial Statements which give a true and fair view of the financial position of the Corporation, its operating results and its cash flows for the year. In preparing those Consolidated Financial Statements, the Board of Management is required to:

- Establish and maintain an internal control system which is determined necessary by the Board of Management and Board of Directors to ensure the preparation and presentation of the Consolidated Financial Statements do not contain any material misstatement caused by errors or frauds;
- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Consolidated Financial Statements; and
- Prepare and present the Consolidated Financial Statements on the basis of compliance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to preparation and presentation of the Financial Statements;
- Prepare the Consolidated Financial Statements on going concern basis unless it is inappropriate to presume that the Corporation will continue in business.

The Board of Management is responsible for ensuring that accounting records are kept to reflect the financial position of the Corporation, with reasonable accuracy at any time and to ensure that the Consolidated Financial Statements comply with the current State's regulations. It is responsible for safeguarding the assets of the Corporation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of Management confirms that the Consolidated Financial Statements give a true and fair view of the financial position as at 31 December 2025, its operating results and cash flows for the fiscal year then ended of the Corporation in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Consolidated Financial Statements.

Other commitments

The Board of Management pledges that the Corporation complies with the Decree No. 155/2020/ND-CP dated 31 December 2020 on detailing and guiding the implementation of a number of articles of the Law on Securities and the Corporation does not violate the obligations of information disclosure in accordance with the regulations of the Circular No. 96/2020/TT-BTC dated 16 November 2020 issued by the Ministry of Finance guiding the disclosure of information on Securities Market and the Circular No. 68/2024/TT-BTC dated 18 September 2024 issued by the Ministry of Finance amending and supplementing some articles of the Circular No. 96/2020/TT-BTC.



Tran Trung Tuan

General Director

Dong Nai, 30 March 2026

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INDEPENDENT AUDITORS' REPORT

To: **Shareholders, the Board of Directors and the Board of Management**
Tin Nghia Corporation

We have audited the Consolidated Financial Statements of Tin Nghia Corporation prepared on 30 March 2026, from page 05 to page 76, including: Consolidated Statement of Financial Position as at 31 December 2025, Consolidated Statement of Income, Consolidated Statement of Cash Flows for the fiscal year then ended and Notes to Consolidated Financial Statements.

The Board of Management's responsibility

The Board of Management is responsible for the preparation and presentation of the Consolidated Financial Statements that give a true and fair view in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of the Financial Statements and for such internal control as the Board of Management determines is necessary to enable the preparation and presentation of the Consolidated Financial Statements that are free from material misstatement, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on these Consolidated Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with standards and ethical requirements; plan and perform the audit to obtain reasonable assurance about whether the Consolidated Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Consolidated Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Consolidated Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and presentation of the Consolidated Financial Statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, as well as evaluating the overall presentation of the Consolidated Financial Statements.


We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditors' opinion

In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, of the financial position of Tin Nghia Corporation as at 31 December 2025, its operating results and its cash flows for the fiscal year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of the Financial Statements.

AASC Auditing Firm Company Limited




Ngô Minh Quý
Deputy General Director
Certificate of registration to audit practice
No. 2434-2023-002-1
Ho Chi Minh City, 30 March 2026



Phạm Văn Sang
Auditor
Certificate of registration to audit practice
No. 3864-2023-002-1

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2025

Code	ASSETS	Note	31/12/2025 VND	01/01/2025 VND
100	A. CURRENT ASSETS		8,928,560,173,639	5,067,166,778,242
110	I. Cash and cash equivalents	3	2,801,108,322,701	536,544,589,313
111	1. Cash		1,151,535,341,839	279,633,871,956
112	2. Cash equivalents		1,649,572,980,862	256,910,717,357
120	II. Short-term financial investments	4	668,532,634,996	563,306,076,601
121	1. Trading securities		6,616,661,800	6,616,661,800
123	2. Held - to - maturity investments		661,915,973,196	556,689,414,801
130	III. Short-term receivables		5,246,767,492,013	3,589,887,007,733
131	1. Short-term trade receivables	5	2,158,282,991,174	2,550,934,547,283
132	2. Short-term prepayments to suppliers	6	118,607,136,892	762,790,423,176
135	3. Short-term lending receivables	7	1,381,037,144,861	312,954,805,041
136	4. Other short-term receivables	8	1,887,028,248,321	242,950,575,652
137	5. Provision for short-term doubtful debts		(298,188,029,235)	(279,770,606,911)
139	6. Shortage of assets awaiting resolution		-	27,263,492
140	IV. Inventories	10	186,968,002,422	311,613,753,279
141	1. Inventories		195,438,469,366	319,931,601,076
149	2. Provision for devaluation of inventories		(8,470,466,944)	(8,317,847,797)
150	V. Other short-term assets		25,183,721,507	65,815,351,316
151	1. Short-term prepaid expenses	15	6,294,976,985	6,327,880,854
152	2. Deductible VAT		10,168,700,490	40,276,040,832
153	3. Taxes and other receivables from State budget	20	8,720,044,032	19,211,429,630
200	B. NON-CURRENT ASSETS		9,074,230,609,672	13,014,274,131,028
210	I. Long-term receivables		2,809,415,713	1,043,019,280,498
216	1. Other long-term receivables	8	2,809,415,713	1,043,019,280,498

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2025

(continued)

Code	ASSETS	Note	31/12/2025 VND	01/01/2025 VND
220	II. Fixed assets		476,051,734,328	504,315,380,339
221	1. Tangible fixed assets	12	397,849,754,958	425,724,758,849
222	- Historical cost		1,075,429,978,484	1,109,760,307,726
223	- Accumulated depreciation		(677,580,223,526)	(684,035,548,877)
227	2. Intangible fixed assets	13	78,201,979,370	78,590,621,490
228	- Historical cost		90,366,394,453	91,301,689,163
229	- Accumulated amortization		(12,164,415,083)	(12,711,067,673)
230	III. Investment properties	14	2,019,096,430,164	2,058,204,368,003
231	- Historical cost		3,248,982,904,039	3,245,986,712,398
232	- Accumulated depreciation		(1,229,886,473,875)	(1,187,782,344,395)
240	IV. Long-term assets in progress	11	5,479,883,989,770	8,333,386,636,363
241	1. Long-term work in progress		3,232,379,223,821	5,492,966,979,185
242	2. Construction in progress		2,247,504,765,949	2,840,419,657,178
250	V. Long-term financial investments	4	265,424,664,263	266,625,757,612
252	1. Investments in joint ventures and associates		135,332,357,662	134,205,184,190
253	2. Investments in equity of other entities		130,222,430,065	137,315,605,065
254	3. Provision for devaluation of long-term investments		(130,123,464)	(4,895,031,643)
260	VI. Other long-term assets		830,964,375,434	808,722,708,213
261	1. Long-term prepaid expenses	15	802,938,959,380	808,236,403,231
262	2. Deferred income tax assets		28,025,416,054	-
269	3. Goodwill	16	-	486,304,982
270	TOTAL ASSETS		18,002,790,783,311	18,081,440,909,270

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2025
(continued)

Code	CAPITAL	Note	31/12/2025 VND	01/01/2025 VND
300	C. LIABILITIES		13,246,580,032,980	13,864,569,721,098
310	I. Short-term liabilities		4,620,557,630,870	5,149,560,624,621
311	1. Short-term trade payables	18	185,550,543,667	182,266,594,928
312	2. Short-term prepayments from customers	19	201,582,901,270	371,512,871,331
313	3. Taxes and other payables to State budget	20	210,303,804,956	68,748,438,599
314	4. Payables to employees		18,662,545,341	14,867,421,484
315	5. Short-term accrued expenses	21	227,630,312,931	229,912,250,973
318	6. Short-term unearned revenue	22	184,676,205,098	140,675,792,245
319	7. Other short-term payables	23	559,357,191,571	494,053,240,392
320	8. Short-term borrowings and finance lease liabilities	17	2,999,444,844,580	3,614,891,829,277
322	9. Bonus and welfare fund		33,349,281,456	32,632,185,392
330	II. Long-term liabilities		8,626,022,402,110	8,715,009,096,477
332	1. Long-term prepayments from customers	19	252,487,200,195	252,487,200,195
333	2. Long-term accrued expenses	21	590,744,908,414	590,744,908,414
336	3. Long-term unearned revenue	22	6,554,108,109,209	4,958,776,147,099
337	4. Other long-term payables	23	167,716,514,791	262,949,393,685
338	5. Long-term borrowings and finance lease liabilities	17	1,056,621,719,521	2,601,232,870,614
341	6. Deferred income tax liabilities	37	-	43,610,926,490
342	7. Provisions for long-term payables	24	4,343,949,980	5,207,649,980





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CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2025

(continued)

Code	CAPITAL	Note	31/12/2025 VND	01/01/2025 VND
400	D. OWNER'S EQUITY		4,756,210,750,331	4,216,871,188,172
410	1. Owner's equity	25	4,756,131,441,194	4,216,791,879,035
411	1. Contributed capital		2,000,000,000,000	2,000,000,000,000
411a	- Ordinary shares with voting rights		2,000,000,000,000	2,000,000,000,000
412	2. Share premium		5,634,952,321	5,634,952,321
414	3. Other capital		83,029,718,628	83,029,718,628
416	4. Differences upon asset revaluation		(34,066,931,456)	(216,747,758,176)
417	5. Exchange rate differences		(10,712,456,611)	(11,217,792,404)
418	6. Development and investment fund		198,406,813,189	174,005,490,476
420	7. Other reserves		1,109,462,265	1,058,573,962
421	8. Retained earnings		825,291,619,779	288,645,871,647
421a	- Retained earnings accumulated to the previous year		142,912,635,533	(21,843,556,233)
421b	- Retained earnings of the current year		682,378,984,246	310,489,427,880
429	9. Non - Controlling Interest		1,687,438,263,079	1,892,382,822,581
430	II. Non-business funds and other funds		79,309,137	79,309,137
431	1. Non-business fund		79,309,137	79,309,137
440	TOTAL CAPITAL		<u>18,002,790,783,311</u>	<u>18,081,440,909,270</u>

 Duong Thi Minh Hong Preparer	 Nguyen Thi Thuy Van Chief Accountant	  Tran Trung Tuan General Director Dong Nai, 30 March 2026
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CONSOLIDATED STATEMENT OF INCOME

For the fiscal year ended as at 31/12/2025

Code	ITEMS	Note	Year 2025 VND	Year 2024 VND
01	1. Revenue from sales of goods and rendering of services	27	13,398,198,389,558	11,737,055,057,707
02	2. Revenue deductions	28	2,006,521,633	3,372,680,233
10	3. Net revenue from sales of goods and rendering of services		13,396,191,867,925	11,733,682,377,474
11	4. Cost of goods sold	29	12,343,342,830,230	10,945,508,563,195
20	5. Gross profit from sales of goods and rendering of services		1,052,849,037,695	788,173,814,279
21	6. Financial income	30	904,555,144,612	272,219,449,565
22	7. Financial expenses	31	219,468,060,935	172,115,475,935
23	In which: Interest expense		207,756,954,738	143,673,919,758
24	8. Share of associates' profit or loss		17,242,718,472	2,336,920,882
25	9. Selling expenses	32	151,063,047,345	136,926,510,342
26	10. General administrative expenses	33	206,243,836,446	231,148,312,318
30	11. Net profits from operating activities		1,397,871,956,053	522,539,886,131
31	12. Other income	34	21,907,189,033	118,712,114,574
32	13. Other expenses	35	341,038,185,287	122,896,886,598
40	14. Other profit		(319,130,996,254)	(4,184,772,024)
50	15. Total net profit before tax		1,078,740,959,799	518,355,114,107
51	16. Current corporate income tax expense	36	393,377,014,919	132,201,785,520
52	17. Deferred corporate income tax expense	37	(147,928,556,644)	(38,401,629,295)
60	18. Profit after corporate income tax		833,292,501,524	424,554,957,882
61	19. Profit after tax attributable to owners of the Parent Company		682,378,984,246	310,489,427,880
62	20. Profit after tax attributable to non-controlling interest		150,913,517,278	114,065,530,002
70	21. Basic earnings per share	38	3,412	1,552

Dương Thị Minh Hùng
Preparer

Nguyễn Thị Thủy Vân
Chief Accountant

Trần Trung Tuấn
General Director

Dong Nai, 30 March 2026

CONSOLIDATED STATEMENT OF CASH FLOWS


For the fiscal year ended as at 31/12/2025
(Under indirect method)


Code ITEMS	Note	Year 2025 VND	Year 2024 VND
I. CASH FLOWS FROM OPERATING ACTIVITIES			
01 1. Profit before tax		1,078,740,959,799	518,355,114,107
2. Adjustments for			
02 1. Depreciation and amortization of fixed assets and investment properties		162,836,763,064	166,060,907,521
03 2. Provisions		16,389,183,935	(12,947,763,299)
04 3. Exchange gains, losses from retranslation of monetary items denominated in foreign currency		1,702,699,387	2,164,740,085
05 4. Gains, losses from investment activities		(1,061,624,396,228)	(196,349,800,675)
06 5. Interest expense		207,756,954,738	143,673,919,758
08 3. Operating profit before changes in working capital		405,802,164,695	620,957,117,497
09 1. Increase, decrease in receivable		666,207,914,898	(1,910,561,731,946)
10 2. Increase, decrease in inventories		125,304,862,641	(75,802,867,937)
11 3. Increase, decrease in payable (excluding interest payables / corporate income tax payables)		1,972,735,357,762	579,492,849,765
12 4. Increase or decrease in prepaid expenses		5,179,456,323	23,629,515,121
14 5. Interest paid		(207,133,179,346)	(97,643,249,434)
15 6. Corporate income tax paid		(280,653,488,283)	(123,310,015,772)
17 7. Other payments on operating activities		(19,080,866,793)	(43,338,798,382)
20 Net cash flow from operating activities		2,668,362,221,897	(1,026,577,181,088)
II. CASH FLOWS FROM INVESTING ACTIVITIES			
21 1. Purchase or construction of fixed assets and other long-term assets		(386,677,833,347)	(302,333,753,058)
22 2. Proceeds from disposals of fixed assets and other long-term assets		377,666,274,639	8,038,823,075
23 3. Lendings and purchase of debt instruments from other entities		(979,411,697,009)	(571,878,908,609)
24 4. Collection of lendings and resale of debt instrument of other entities		455,551,046,580	224,775,000,000
26 5. Proceeds from equity investment in other entities		681,355,879,058	-
27 6. Interest and dividend received		214,310,905,617	162,182,298,292
30 Net cash flow from investing activities		362,794,575,538	(479,216,540,300)

CONSOLIDATED STATEMENT OF CASH FLOWS

For the fiscal year ended as at 31/12/2025
(Under indirect method)

Code ITEMS	Note	Year 2025	Year 2024
		VND	VND
III. CASH FLOWS FROM FINANCING ACTIVITIES			
31	1. Proceeds from issuance of shares and receipt of contributed capital	8,843,881,740	-
33	2. Proceeds from borrowings	9,655,310,680,859	9,444,329,632,166
34	3. Repayment of principal	(10,088,919,102,400)	(7,765,913,753,931)
36	4. Dividends or profits paid to owners	(340,269,398,873)	(236,252,799,427)
40	Net cash flow from financial activities	(765,033,938,674)	1,442,163,078,808
50	Net cash flows in the year	2,266,122,858,761	(63,630,642,580)
60	Cash and cash equivalents at beginning of the year	536,544,589,313	602,122,958,828
61	Effect of exchange rate fluctuations	(1,559,125,373)	(1,947,726,935)
70	Cash and cash equivalents at end of the year	32,801,108,322,701	536,544,589,313


Duong Thi Minh Hong
Preparer


Nguyen Thi Duy Van
Chief Accountant


Tran Trung Tuan
General Director
Dong Nai, 30 March 2026





SEPARATE FINANCIAL STATEMENTS

TIN NGHIA CORPORATION

For the fiscal year ended as at 31/12/2025
(audited)

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REPORT OF THE BOARD OF MANAGEMENT

The Board of Management of Tin Nghia Corporation ("the Corporation") presents its report and the Corporation's Separate Financial Statements for the fiscal year ended as at 31/12/2025.

THE CORPORATION

Tin Nghia Corporation which was established and operating activities under Enterprise Registration Certificate joint stock company No. 3600283394 issued by Dong Nai Department of Investment and Planning (currently the Department of Finance of Dong Nai Province) for the first time on 03 November 2004, 26th re-registered on 30 August 2025.

The Corporation's head office is located at: 96 Ha Huy Giap street, Tran Bien ward, Dong Nai province.

BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISION

The members of the Board of Directors during the year and to the reporting date are:

Mrs. Dang Thi Thanh Ha	Chairwoman	
Mr. Tran Trung Tuan	Member	
Mr. Nguyen Cao Nhon	Member	(Appointed on 11/06/2025)
Mr. Tran Hoai Nam	Member	(Resigned on 11/06/2025)
Mr. Nguyen Thanh Dat	Member	(Resigned on 11/06/2025)
Mr. Tran Ngoc Tho	Member	(Resigned on 11/06/2025)

The members of the Board of Management during the year and to the reporting date are:

Mr. Tran Trung Tuan	General Director
Mr. Nguyen Cao Nhon	Deputy General Director

The members of the Board of Supervision are:

Mr. Tang Tran Tan Khai	Head of Board of Supervision	(Appointed on 11/06/2025) <i>Formerly a Member of the BoS</i>
Mr. Tran Tan Nhat	Head of Board of Supervision	(Resigned on 11/06/2025)
Mrs. Le Kim Thao	Member	(Appointed on 11/06/2025)
Mrs. Mai Thi Tham Hong	Member	(Appointed on 11/06/2025)
Mr. Nguyen Quoc Ky	Member	(Resigned on 11/06/2025)

LEGAL REPRESENTATIVE

The legal representatives of the Corporation during the year and until the preparation of these Separate Financial Statements are Mrs. Dang Thi Thanh Ha - Chairwoman of the Board of Directors and Mr. Tran Trung Tuan - General Director.

AUDITORS

The auditors of the AASC Auditing Firm Company Limited have taken the audit of the Separate Financial Statements for the Corporation.

STATEMENT OF THE BOARD OF MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE SEPARATE FINANCIAL STATEMENTS

The Board of Management is responsible for the Separate Financial Statements which give a true and fair view of the financial position of the Corporation, its operating results and its cash flows for the year. In preparing those Separate Financial Statements, the Board of Management is required to:

- Establish and maintain an internal control system which is determined necessary by the Board of Management and Board of Directors to ensure the preparation and presentation of the Separate Financial Statements do not contain any material misstatement caused by errors or frauds;
- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Separate Financial Statements;
- Prepare and present the Separate Financial Statements on the basis of compliance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to preparation and presentation of the Financial Statements;
- Prepare the Separate Financial Statements on the going concern basis unless it is inappropriate to presume that the Corporation will continue in business.

The Board of Management is responsible for ensuring that accounting records are kept to reflect the financial position of the Corporation, with reasonable accuracy at any time and to ensure that the Separate Financial Statements comply with the current State's regulations. It is responsible for safeguarding the assets of the Corporation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of Management confirms that the Separate Financial Statements give a true and fair view of the financial position as at 31/12/2025, its operation results and cash flows for the fiscal year then ended of the Corporation in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of the Financial Statements.

Other commitments

The Board of Management pledges that the Corporation complies with Decree No. 155/2020/ND-CP dated 31/12/2020 on detailing and guiding the implementation of a number of articles of the Law on Securities and the Corporation does not violate the obligations of information disclosure in accordance with the regulations of the Circular No. 96/2020/TT-BTC dated 16/11/2020 issued by the Ministry of Finance guiding the disclosure of information on Securities Market and the Circular No. 68/2024/TT-BTC dated 18/09/2024 issued by Ministry of Finance.



On behalf of the Board of Management

Tran Trung Tuan
General Director

Dong Nai, 30 March 2026

INDEPENDENT AUDITORS' REPORT

To: **Shareholders, the Board of Directors and the Board of Management
Tin Nghia Corporation**

We have audited the Separate Financial Statements of Tin Nghia Corporation prepared on 30 March 2026, from page 05 to page 62, including: Separate Statement of Financial Position as at 31 December 2025, Separate Statement of Income, Separate Statement of Cash Flows for the fiscal year then ended and Notes to the Separate Financial Statements.

The Board of Management's responsibility

The Board of Management is responsible for the preparation and presentation of the Separate Financial Statements that give a true and fair view in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of the Financial Statements and for such internal control as the Board of Management determines is necessary to enable the preparation and presentation of the Separate Financial Statements that are free from material misstatement, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on these Separate Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with standards and ethical requirements; plan and perform the audit to obtain reasonable assurance about whether the Separate Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Separate Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Separate Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and presentation of the Separate Financial Statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, as well as evaluating the overall presentation of the Separate Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditors' opinion

In our opinion, the Separate Financial Statements give a true and fair view, in all material respects, of the financial position of Tin Nghia Corporation as at 31 December 2025, its operating results and its cash flows for the fiscal year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Financial Statements.



Ngô Minh Quy
Deputy General Director
Certificate of registration to audit practice
No. 2434-2023-002-1
Ho Chi Minh City, 30 March 2026

Phạm Văn Sung
Auditor
Certificate of registration to audit practice
No. 3864-2023-002-1

SEPARATE STATEMENT OF FINANCIAL POSITION

As at 31 December 2025

Code	ASSETS	Note	31/12/2025 VND	01/01/2025 VND
	A. CURRENT ASSETS		3,714,014,679,564	4,441,976,550,506
110	I. Cash and cash equivalents		982,024,042,114	134,146,425,483
111	1. Cash	03	982,024,042,114	134,146,425,483
120	II. Short-term financial investments	04	527,184,721,296	433,583,366,242
121	1. Trading securities		6,616,661,800	6,616,661,800
123	2. Held-to-maturity investments		520,568,059,496	426,966,704,442
130	III. Short-term receivables		2,185,176,545,143	3,745,659,829,553
131	1. Short-term trade receivables	05	1,850,941,847,428	2,233,551,146,132
132	2. Short-term prepayments to suppliers	06	25,775,362,720	740,080,908,239
135	3. Short-term lending receivables	07	179,783,264,335	606,939,894,599
136	4. Other short-term receivables	08	411,547,787,226	431,134,010,539
137	5. Provision for short-term doubtful debts	09	(282,871,716,566)	(266,046,129,956)
140	IV. Inventories	10	17,837,157,700	118,649,924,559
141	1. Inventories		17,837,157,700	118,649,924,559
150	V. Other short-term assets		1,792,213,311	9,937,004,669
151	1. Short-term prepaid expenses	15	1,670,201,061	1,782,585,478
152	2. Deductible VAT		-	446,651,903
153	3. Taxes and other receivables from State budget	18	122,012,250	7,707,767,288

SEPARATE STATEMENT OF FINANCIAL POSITION

As at 31 December 2025

(continued)

Code	ASSETS (continued)	Note	31/12/2025 VND	01/01/2025 VND
200	B. NON-CURRENT ASSETS		6,857,746,695,778	5,829,994,858,047
210	I. Long-term receivables		61,269,644,610	27,010,467,576
216	1. Other long-term receivables	08	109,838,538,001	75,579,360,967
219	2. Provision for long-term doubtful debts	09	(48,568,893,391)	(48,568,893,391)
220	II. Fixed assets		298,967,356,168	312,210,810,927
221	1. Tangible fixed assets	12	250,473,418,845	263,690,517,204
222	- Historical cost		472,739,055,521	469,683,343,297
223	- Accumulated depreciation		(222,265,636,676)	(205,992,826,093)
227	2. Intangible fixed assets	13	48,493,937,323	48,520,293,723
228	- Historical cost		52,473,077,066	52,473,077,066
229	- Accumulated amortization		(3,979,139,743)	(3,952,783,343)
230	III. Investment properties	14	957,540,161,203	1,040,026,267,445
231	- Historical cost		1,772,573,600,916	1,808,177,035,633
232	- Accumulated depreciation		(815,033,439,713)	(768,150,768,188)
240	IV. Long-term assets in progress	11	1,286,929,620,428	1,235,272,266,808
242	1. Construction in progress		1,286,929,620,428	1,235,272,266,808
250	V. Long-term investments	04	3,853,467,434,569	2,814,665,423,094
251	1. Investments in subsidiaries		4,113,780,165,702	3,066,293,895,702
252	2. Investments in joint ventures and associates		35,529,209,727	35,529,209,727
254	3. Provision for devaluation of long-term investments		(295,841,940,860)	(287,157,682,335)
260	VI. Other long-term assets		399,572,478,800	400,809,622,197
261	1. Long-term prepaid expenses	15	399,572,478,800	400,809,622,197
270	TOTAL ASSETS		10,571,761,375,342	10,271,971,408,553

SEPARATE STATEMENT OF FINANCIAL POSITION

As at 31 December 2025

(continued)

Code	CAPITAL	Note	31/12/2025	01/01/2025
			VND	VND
300	C. LIABILITIES		7,367,218,433,649	7,340,093,072,546
310	I. Current liabilities		2,963,346,032,883	3,404,861,787,374
311	1. Short-term trade payables	16	68,504,289,492	33,698,142,401
312	2. Short-term prepayments from customers	17	81,346,065,069	44,479,461,509
313	3. Taxes and other payables to State budget	18	55,199,360,012	29,075,208,405
314	4. Payables to employees		7,633,701,000	3,324,589,100
315	5. Short-term accrued expenses	19	85,740,978,277	74,530,894,287
318	6. Short-term unearned revenue	21	140,678,030,451	118,818,899,445
319	7. Other short-term payments	20	251,127,099,601	108,148,121,893
320	8. Short-term borrowings and finance lease liabilities	22	2,266,741,375,301	2,985,706,872,852
322	9. Bonus and welfare funds		6,375,133,680	7,079,597,482
330	II. Non-current liabilities		4,403,872,400,766	3,935,231,285,172
332	1. Long-term prepayments from customers	17	80,000,000,000	80,000,000,000
336	2. Long-term unearned revenue	21	4,147,257,993,688	3,635,730,912,191
337	3. Other long-term payables	20	48,079,016,308	41,433,826,374
338	4. Long-term borrowings and finance lease liabilities	22	118,071,592,801	134,099,436,365
341	5. Deferred income tax liabilities	34a	6,119,847,989	38,759,460,262
342	6. Long-term provisions for payables		4,343,949,980	5,207,649,980
400	D. OWNER'S EQUITY		3,204,542,941,693	2,931,878,336,007
410	I. Owner's equity	23	3,204,542,941,693	2,931,878,336,007
411	1. Contributed capital		2,000,000,000,000	2,000,000,000,000
411a	Ordinary shares with voting rights		2,000,000,000,000	2,000,000,000,000
412	2. Share premium		5,634,952,321	5,634,952,321
418	3. Development and investment fund		140,363,678,048	128,018,554,241
421	4. Retained earnings		1,058,544,311,324	798,224,829,445
421a	Retained earnings accumulated to the previous year		559,879,705,638	551,322,353,309
421b	Retained earnings of the current year		498,664,605,686	246,902,476,136
440	TOTAL CAPITAL		10,631,761,375,342	10,271,971,408,553

Nguyen Nhu Huynh
Preparer

Nguyen Thi Thu Van
Chief Accountant


Tran Trung Tuan
General Director
Dong Nai, 30 March 2026





SEPARATE STATEMENT OF INCOME

For the fiscal year ended as at 31/12/2025

Code	ITEMS	Note	Year 2025	Year 2024
			VND	VND
01	1. Revenue from sales of goods and rendering of services	25	8,463,662,627,351	7,398,336,565,224
02	2. Revenue deductions		-	-
10	3. Net revenue from sales of goods and rendering of services		8,463,662,627,351	7,398,336,565,224
11	4. Cost of goods sold	26	8,193,941,252,538	7,090,709,321,065
20	5. Gross profit from sales of goods and rendering of services		269,721,374,813	307,627,244,159
21	6. Financial income	27	923,099,619,518	263,455,209,065
22	7. Financial expenses	28	146,780,891,640	103,237,224,531
23	In which: Interest expense		133,922,296,261	75,410,323,560
25	8. Selling expenses	29	27,357,372,269	33,512,698,435
26	9. General administrative expenses	30	78,753,425,246	79,048,122,389
30	10. Net profit from operating activities		939,929,305,176	355,284,407,869
31	11. Other income	31	9,773,011,431	13,577,077,715
32	12. Other expenses	32	327,396,367,597	72,926,001,784
40	13. Other profit		(317,623,356,166)	(59,348,924,069)
50	14. Total profit before tax		622,305,949,010	295,935,483,800
51	15. Current corporate income tax expense	33	156,280,955,597	51,451,691,862
52	16. Deferred corporate income tax expense	34b	(32,639,612,273)	(2,418,684,198)
60	17. Profit after corporate income tax		<u>498,664,605,686</u>	<u>246,902,476,136</u>


Nguyen Nhu Huynh
Preparer


Nguyen Thi Thuy Van
Chief Accountant


Tran Trung Tuan
General Director
Dong Nai, 30 March 2026



SEPARATE STATEMENT OF CASH FLOWS

For the fiscal year ended as at 31/12/2025
(Under indirect method)

Code	ITEMS	Note	Year 2025 VND	Year 2024 VND
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	1. Profit before tax		622,305,949,010	295,935,483,800
	2. Adjustments for			
02	- Depreciation and amortization of fixed assets and investment properties		94,062,371,180	88,435,420,928
03	- Provisions		24,646,145,135	(14,468,215,090)
04	- Exchange gains / losses from retranslation of monetary items denominated in foreign currency		32,226,895	(378,414,532)
05	- Gains / losses from investment activities		(768,350,074,463)	(186,144,615,435)
06	- Interest expense		133,922,296,261	75,410,323,560
08	3. Operating profit before changes in working capital		106,618,914,018	258,789,983,231
09	- Increase, decrease in receivables		1,132,115,341,811	(1,819,596,982,428)
10	- Increase, decrease in inventories		100,812,766,859	10,124,058,109
11	- Increase, decrease in payables (excluding interest payable, corporate income tax payables)		800,961,772,345	180,961,342,836
12	- Increase, decrease in prepaid expenses		1,349,527,814	10,089,663,196
14	- Interest paid		(134,663,571,974)	(73,934,700,891)
15	- Corporate income tax paid		(140,197,093,361)	(52,178,532,285)
16	- Other receipts from operating activities		73,944,000	8,117,409,079
17	- Other payments on operating activities		(6,778,407,802)	(20,081,092,201)
20	Net cash flow from operating activities		1,860,293,193,710	(1,497,708,411,354)
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	1. Purchase or construction of fixed assets and other long-term assets		(51,887,367,223)	(252,176,883,013)
22	2. Proceeds from disposals of fixed assets and other long-term assets		7,529,903,532	29,862,913
23	3. Lendings and purchase of debt instruments from other entities		(98,996,632,794)	(518,465,592,462)
24	4. Collection of lendings and resale of debt instrument of other entities		432,551,908,004	249,324,237,393
25	5. Equity investments in other entities		(1,322,886,270,000)	-
26	6. Proceeds from equity investment in other entities		688,549,467,563	-
27	7. Interest and dividend received		287,651,453,501	74,460,550,068
30	Net cash flow from investing activities		(57,487,537,417)	(446,827,825,101)

SEPARATE STATEMENT OF CASH FLOWS

For the fiscal year ended as at 31/12/2025
(Under indirect method)

Code	ITEMS	Note	Year 2025 VND	Year 2024 VND
III. CASH FLOWS FROM FINANCING ACTIVITIES				
33	1. Proceeds from borrowings		6,428,109,460,634	6,906,039,791,412
34	2. Repayment of principal		(7,163,102,801,749)	(5,019,308,293,460)
36	3. Dividends or profits paid to owners		(219,909,880,400)	(199,941,397,000)
40	<i>Net cash flow from financing activities</i>		<i>(954,903,221,515)</i>	<i>1,686,790,100,952</i>
50	Net cash flows in the year		847,902,434,778	(257,746,575,503)
60	Cash and cash equivalents at the beginning of the year		134,146,425,483	391,864,647,067
61	Effect of exchange rate fluctuations		(24,818,147)	28,353,919
70	Cash and cash equivalents at the end of the year	03	<u>982,024,042,114</u>	<u>134,146,425,483</u>

Nh

Nguyen Nhu Huynh
Preparer

Nguyen Thi Thuy Van
Chief Accountant



Tran Trung Tuan
General Director
Dong Nai, 30 March 2026

No.: 408 /TTr-HĐQT

Dong Nai, May 24, 2026

PROPOSAL
Regarding the profit distribution plan for 2025

To: The 2026 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 on amendments and supplements to a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation;

Based on the profit achieved in 2025, capital requirements for investment and business operations in 2026 and subsequent years, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders the profit distribution plan for 2025 as follows:

Unit: VND

No.	Description	Amount
1	Profit after tax in the consolidated Financial Statements for 2025	833.292.501.524
2	Profit after tax in the separate Financial Statements for 2025	498.664.605.686
3	Profit distribution for 2025	255.973.292.114
3.1	Allocation to the Development Investment Fund (2% of PAT)	9.973.292.114
3.2	Allocation to the Bonus and Welfare Fund (2 months' salary)	6.000.000.000
3.3	Dividend payment for 2025 (12% of charter capital)	240.000.000.000
4	Remaining profit after tax for 2025 (4=2-3)	242.691.313.572

Respectfully submitted to the General Meeting for consideration and approval of the above profit distribution plan, including the allocation to funds and the dividend payment ratio for 2025 of 12%.

ON BEHALF OF
THE BOARD OF DIRECTORS

Recipients: 

- As above;
- Filed at: AGM Records, BOD Office.



Đặng Thị Thanh Hà

No: 109 /TTr-HĐQT

Dong Nai, May 14, 2026

PROPOSAL**Regarding the 2026 production and business plan targets and the projected dividend payout ratio for 2026**

To: The Annual General Meeting of Shareholders 2026.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation,

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the 2026 production and business plan targets and the projected dividend payout ratio for 2026 as follows:

Unit: VND billion

No.	Items	Actual 2025	Plan 2026
1	Total consolidated revenue	14.323	10.000
	<i>Of which: Parent Company</i>	9.397	5.800
2	Consolidated profit after tax	833	450
	<i>Of which: Parent Company</i>	499	250
3	Dividend payout ratio / charter capital (minimum)	12%	10%

The Board respectfully submits to the General Meeting of Shareholders for consideration and approval the 2026 production and business plan targets and the projected dividend payout ratio for 2026.

Recipients:

- As above;
- Filed at: General Meeting documents,
Board of Directors Office

**ON BEHALF OF
THE BOARD OF DIRECTORS**

**Đặng Thị Thanh Hà**

PROPOSAL**Regarding the finalization of remuneration, salaries and bonuses for 2025 and the estimated remuneration, salaries and bonuses for 2026 of the Board of Directors and the Board of Supervisors**

To: The Annual General Meeting of Shareholders 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation" or the "Corporation")

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders of Tin Nghia Corporation dated June 11, 2025 approving the remuneration, salaries and bonuses of the Board of Directors and the Board of Supervisors for 2025,

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval the following matters:

1. Remuneration, salaries and bonuses of the Board of Directors and the Board of Supervisors for 2025*Unit: VND*

No.	Description	Approved by the 2025 GMS Resolution	Amount payable	Amount paid
1	Remuneration of the Board of Directors and the Board of Supervisors (3 members of the BOD and 3 members of the BOS)	864.000.000	864.000.000	864.000.000
2	Bonuses of the Board of Directors and the Board of Supervisors	5% of profit after tax exceeding the plan	-	-
	Total		864.000.000	864.000.000

Note: Salaries of full-time members of the Board of Directors and the Board of Supervisors are paid from the Corporation's salary fund.

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the finalization of remuneration expenses of the Board of Directors and the Board of Supervisors for 2025 amounting to VND 864.000.000.

2. Plan for remuneration, salaries and bonuses of the Board of Directors and the Board of Supervisors in 2026

Based on the 2026 production and business plan of Tin Nghia Corporation and in order to implement the Resolution of the Annual General Meeting of Shareholders, with the objective of ensuring efficiency and cost savings, the Board of Directors respectfully submits to the Annual General Meeting of Shareholders for approval the estimated remuneration, salaries and bonuses of the Board of Directors and the Board of Supervisors for 2026 as follows:

a) Remuneration of members of the Board of Directors and the Board of Supervisors.

The total remuneration for members of the Board of Directors (expected 6 members) and the Board of Supervisors (3 members) in 2026 is VND 1.500.000.000 (*this total remuneration is after personal income tax*).

b) Salaries of full-time members of the Board of Directors and the Board of Supervisors: To be paid from the Corporation's salary fund.

c) Bonuses for members of the Board of Directors and the Board of Supervisors:

The bonus for members of the Board of Directors and the Board of Supervisors in 2026 shall be up to 5% of the portion of profit after tax exceeding the 2026 plan.

d) Authorization The Board of Directors is authorized to decide the specific remuneration, salaries and bonuses for each member of the Board of Directors and the Board of Supervisors and shall be responsible for disclosure in accordance with regulations.

The Board respectfully submits to the General Meeting for consideration and approval as a basis for implementation.

Recipients: 

- As above;
- Filed at: General Meeting documents, Board of Directors Office.

**ON BEHALF OF
THE BOARD OF DIRECTORS**



Dang Thi Thanh Ha

No.: 01 /TTr - BKS

Dong Nai, May 11, 2026

PROPOSAL**Regarding the selection of the auditing firm for the 2026 financial statements**

To: The Annual General Meeting of Shareholders 2026.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation" or the "Corporation"),

In order to comply with regulations and ensure transparency in the business operations of Tin Nghia Corporation as required by the State Securities Commission, the Board of Supervisors respectfully submits to the Annual General Meeting of Shareholders for approval the list of independent auditing firms to audit the 2026 financial statements of Tin Nghia Corporation as follows:

No.	Name of auditing firm
1	KPMG Limited Company
2	AASC Auditing Firm Company Limited
3	CPA VietNam Auditing Company Limited
4	A&C Auditing and Consulting Company Limited

The above auditing firms operate legally in Vietnam and are included in the list approved by the State Securities Commission as eligible to audit public companies and listed companies.

The Board of Supervisors respectfully submits to the Annual General Meeting of Shareholders to authorize the Board of Directors to select one of the four (04) auditing firms from the above list to audit the 2026 financial statements of Tin Nghia Corporation.

In the event that an agreement cannot be reached with the four (04) auditing firms mentioned above, the Annual General Meeting of Shareholders 2026 authorizes the Board of Directors of Tin Nghia Corporation to select another auditing firm from the list approved by the State Securities Commission as eligible to audit public companies and listed companies to audit the 2026 financial statements of Tin Nghia Corporation.

The Board respectfully submits to the General Meeting for consideration and approval as a basis for implementation./.

Recipients:

- As above;
- Filed at: General Meeting documents,
Board of Directors Office.

**ON BEHALF OF THE BOARD OF
SUPERVISORS**

**HEAD OF THE BOARD OF
SUPERVISORS**

A handwritten signature in black ink, appearing to read 'Tang Tran Tan Khai', is written over a horizontal line.

Tang Tran Tan Khai

No.: 444/TTr - HĐQT

Dong Nai, May 44., 2026

PROPOSAL**Regarding amendments and supplements to the
Charter of Tin Nghia Corporation**

To: The Annual General Meeting of Shareholders 2026.

Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation" or the "Corporation") is currently organized and operates in accordance with the Charter approved by the General Meeting of Shareholders on May 22, 2024, and operates in compliance with the Law on Enterprises, the Law on Securities and other relevant legal regulations.

Based on the needs and operational and governance situation of the Corporation, the Board of Directors respectfully submits to the General Meeting of Shareholders:

1. Approval of the amendments and supplements to the Charter of the Corporation, prepared in accordance with the Law on Enterprises No. 59/2020/QH14; Law No. 76/2025/QH15 amending and supplementing the Law on Enterprises; the Law on Securities No. 54/2019/QH14 and Law No. 56/2024/QH15 amending and supplementing the Law on Securities, and other relevant legal regulations (*Draft amendments and supplements to the Charter attached*).

2. Except for the amendments and supplements stated in the Draft, the remaining provisions of the Charter of Tin Nghia Corporation approved by the General Meeting of Shareholders on May 22, 2024 shall remain unchanged.

3. The amendments and supplements to the Charter of Tin Nghia Corporation shall take effect from the date of approval by the General Meeting of Shareholders and shall be updated into a new Charter replacing the Charter dated May 22, 2024.

4. Pursuant to Point c, Clause 4, Article 24 of the Law on Enterprises No. 59/2020/QH14 dated July 16, 2020, the Chairman of the Board of Directors, being the legal representative of Tin Nghia Corporation, is assigned to sign and promulgate the new Charter to replace the Charter issued on May 22, 2024.

The Board respectfully submits to the General Meeting for consideration and approval as a basis for implementation.

**ON BEHALF OF
THE BOARD OF DIRECTORS****CHAIRMAN***Recipients:* 

- As above;
- Filed at: AGM Records, BOD Office.

**Đặng Thị Thanh Hà**

CONTENT OF AMENDMENTS TO THE CORPORATION CHARTER

No.	Content of current Charter	Content of proposed amendments	Notes
1	<p>Article 1. Interpretation of terms</p> <p>1. Unless the provisions or context of this Charter provide otherwise, the following terms shall be understood as follows:</p> <p>d) "Voting capital" means share capital, according to which the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;</p> <p>e) "Securities Law" means the Securities Law No. 54/2019/QH14 dated November 26, 2019;</p> <p>f) "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;</p> <p>m) "Insider" means a person holding an important position in the management and executive apparatus of the Corporation and as prescribed in Clause 46, Article 4 of the Securities Law;</p>	<p>Article 1. Interpretation of terms</p> <p>1. Unless the provisions or context of this Charter provide otherwise, the following terms shall be understood as follows:</p> <p>d) "Voting capital" means the portion of the Corporation's share capital corresponding to voting shares, according to which the owner has the right to vote on matters within the decision-making authority of the General Meeting of Shareholders;</p> <p>e) "Securities Law" means the Securities Law No. 54/2019/QH14 dated November 26, 2019 and Law No. 56/2024/QH15 dated November 29, 2024 on amending and supplementing a number of articles of the Securities Law, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves, Law on Handling of Administrative Violations;</p> <p>f) "Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 on amending and supplementing a number of articles of the Law on Enterprises;</p> <p>m) "Insider" means a person holding an important position in the management and executive apparatus of the Corporation, including subjects identified as insiders according to the regulations of the Securities Law;</p>	<p>+ The amended and supplemented content is the italicized text (items d, e, f, m, n, q, r)</p> <p>- Supplementing new effective Laws</p> <p>- Supplementing the definition: "Beneficial owner of an enterprise"</p> <p>- Amending the definition of "dividend" according to Law No. 76/2025/QH15.</p> <p>+ Removing Clause 4, Article 1 because the provision is unclear and inconsistent with the principles of applying legal normative documents.</p>

No.	Content of current Charter	Content of proposed amendments	Notes
	<p>q) "Dividend" means the net profit paid for each share in cash or other assets;</p> <p>r) "Personal legal documents" means one of the following types of documents: Citizen Identity Card, Identity Card, Passport, or other lawful personal identification documents;</p> <p>4. Words or terms defined in the Law on Enterprises and the Securities Law (if not contradictory to the subject or context) shall have the same meaning as in this Charter.</p>	<p><i>n) "Beneficial owner of an enterprise" means an individual who directly or indirectly owns 25% or more of the charter capital or 25% or more of the total voting shares; or an organization that owns 25% or more of the total voting shares."</i></p> <p>q) "Dividend" means the profit after tax paid for each share in cash or other assets;</p> <p>r) "Personal legal documents" means one of the following types of documents: Citizen Identity Card, Identity Card, Passport, or other lawful personal identification documents;</p>	
2	<p>Article 2. Name, form, headquarters, branches, representative offices, business locations, and duration of operation of the Corporation</p> <p>2. Form of operation:</p> <p>a) The Corporation is a joint-stock company established under the Enterprise Registration Certificate No. 3600283394, issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province;</p> <p>3. Registered office of the Corporation:</p> <p>Address: No. 96, Ha Huy Giap, Quyet Thang Ward, Bien Hoa City, Tran Bien Ward, Dong Nai Province.</p>	<p>Article 2. Name, form, headquarters, branches, representative offices, business locations, and duration of operation of the Corporation</p> <p>2. Form of operation:</p> <p>a) The Corporation is a joint-stock company established under the Enterprise Registration Certificate No. 3600283394, issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province (now the Business Registration Office - Department of Finance of Dong Nai City);</p> <p>3. Registered office of the Corporation:</p>	<p>+ The amended and supplemented content is the italicized text (item a, Clause 2, Clause 3, Clause 4)</p> <p>- Updating the new management agency after the merger.</p> <p>- Updating the new address after the merger.</p>

No.	Content of current Charter	Content of proposed amendments	Notes
	<p>4. Branches, representative offices, and business locations of the Corporation:</p> <p>During its operation, the Corporation may establish branches, representative offices, and business locations in the business area to carry out the Corporation's operational objectives in accordance with the decision of the Board of Directors and within the scope permitted by law.</p>	<p>Address: No. 96, Ha Huy Giap, Tran Bien Ward, Dong Nai City.</p> <p>4. Branches, representative offices, and business locations of the Corporation:</p> <p>During its operation, the Corporation may establish branches, representative offices, and business locations according to the decision of the Board of Directors and in accordance with the provisions of law.</p>	
3	<p>Article 3. Legal representative of the Corporation</p> <p>b) The legal representative of the Corporation shall be personally responsible for damages to the Corporation due to violation of the responsibilities prescribed in Point a, Clause 3 of this Article.</p>	<p>Article 3. Legal representative of the Corporation</p> <p>b) The legal representative of the Corporation shall be personally responsible in accordance with the provisions of law for damages to the Corporation due to violation of the responsibilities prescribed in Point a, Clause 3 of this Article.</p> <p><i>- Rights and obligations of the Legal representative who is the Chairperson of the Board of Directors: managing the activities of the Board of Directors, orienting strategy, supervising the implementation and execution in accordance with the provisions of Article 28 of this Charter.</i></p> <p><i>- Rights and obligations of the Legal representative who is the General Director: managing business activities, executing strategy, taking comprehensive responsibility for the daily activities of the Corporation, reporting to the Board of Directors and performing in accordance with the provisions of Article 34 of this Charter.</i></p>	<p>+ The amended and supplemented content is the italicized text (item b, Clause 3)</p> <p>- Updating according to Law No. 76/2025/QH15.</p>

No.	Content of current Charter	Content of proposed amendments	Notes
4	<p>Article 4. Operational objectives of the Corporation</p> <p>1. Business lines of the Corporation:</p> <p>b) In order to meet the strategy, development plan, and business plan of the Corporation, the Board of Directors of the Corporation is authorized to decide on changing, supplementing, increasing, or decreasing business lines and to carry out notification procedures with the Business Registration Authority in accordance with the provisions of law;</p>	<p>Article 4. Operational objectives of the Corporation</p> <p>1. Business lines of the Corporation:</p> <p>b) In order to meet the strategy, development plan, and business plan of the Corporation, the Board of Directors of the Corporation is authorized to propose to the General Meeting of Shareholders to change, supplement, increase, or decrease business lines and to carry out notification procedures with the Business Registration Authority in accordance with the provisions of law;</p>	<p>+ The amended and supplemented content is the italicized text (item b, Clause 1)</p>
5	<p>Article 9. Transfer and inheritance of shares</p> <p>1. All shares of the Corporation are freely transferable, except in cases of restrictions on share transfer. In case there are restrictions on share transfer, these provisions shall only be effective when clearly stated in the share certificate of the corresponding shares.</p> <p>10. Regardless of the above provisions, shares of members of the Board of Directors or members of the Board of Supervisors may be freely bequeathed, but the legal heir will not automatically become a member of the Board of Directors or a member of the Board of Supervisors.</p>	<p>Article 9. Transfer and inheritance of shares</p> <p>1. All shares of the Corporation are freely transferable, except in cases of restrictions on transfer according to regulations. Restrictions on share transfer shall only be effective when clearly stated in the share certificate of the corresponding shares.</p> <p>10. Regardless of the above provisions, shares owned by members of the Board of Directors or members of the Board of Supervisors may be bequeathed in accordance with the provisions of law; however, the legal heir does not automatically become a member of the Board of Directors or a member of the Board of Supervisors.</p>	<p>+ The amended and supplemented content is the italicized text (Clause 1, Clause 10)</p>

No.	Content of current Charter	Content of proposed amendments	Notes
6	<p>Article 11. Rights of ordinary shareholders</p> <p>2. Shareholders or groups of shareholders owning 05% or more of the total ordinary shares have the following rights:</p> <p>a) Request the Board of Directors to convene a meeting of the General Meeting of Shareholders in accordance with the provisions of Clause 3, Article 115 and Article 140;</p>	<p>Article 11. Rights of ordinary shareholders</p> <p>2. Shareholders or groups of shareholders owning 05% or more of the total ordinary shares have the following rights:</p> <p>a) Request the Board of Directors to convene the General Meeting of Shareholders in accordance with the provisions of Clause 3, Clause 4, Article 115 and Article 140 of the Law on Enterprises 2020, as amended and supplemented by Clause 18, Article 1 of Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;</p>	<p>+ The amended and supplemented content is the italicized text (item a, clause 2)</p> <p>- Updated in accordance with Law No. 76/2025/QH15.</p>
7	<p>Article 14. Rights and obligations of the General Meeting of Shareholders</p> <p>r) Approve transactions specified in Clause 4, Article 293 of Decree No. 155/2020/NĐ-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p>	<p>Article 14. Rights and obligations of the General Meeting of Shareholders</p> <p>r) Approve transactions specified in Clause 84, Article 1 of Decree No. 245/2025/NĐ-CP dated 11 September 2025 of the Government on amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p>	<p>+ The amended and supplemented content is the italicized text (item r, clause 1)</p> <p>- Updated in accordance with the new Decree No. 245/2025/NĐ-CP</p>

No.	Content of current Charter	Content of proposed amendments	Notes
8	<p>Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders</p> <p>1. Before opening the meeting, the Corporation must carry out the shareholder registration procedure and must continue the registration until all shareholders entitled to attend the meeting have registered, in the following order:</p> <p>a) When conducting shareholder registration, the Corporation shall issue to each shareholder or authorized representative with voting rights a voting card, on which the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting shares of that shareholder are recorded. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in favor, against, or abstaining. At the Meeting, the cards voting in favor of the resolution shall be collected first, the cards voting against the resolution shall be collected later, and finally, the total number of votes in favor or against shall be counted to make a decision. The vote counting results shall be announced by the Chairperson immediately before the closing of the meeting. The Meeting shall elect persons responsible for vote counting or supervising the vote counting as proposed by the Chairperson. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the meeting Chairperson;</p> <p>b) Shareholders, authorized representatives of institutional shareholders, or authorized persons</p>	<p>Article 19. Procedures for conducting meetings and voting at the General Meeting of Shareholders</p> <p>1. Before opening the meeting, the Corporation must carry out the shareholder registration procedure and must continue the registration until all shareholders entitled to attend the meeting have registered, in the following order:</p> <p>a) When conducting shareholder registration, the Corporation shall issue to each shareholder or authorized representative with voting rights a voting card, ballot, or authentication method corresponding to the meeting format, on which the registration number, full name of the shareholder, full name of the authorized representative (if any), and the number of voting shares of that shareholder are recorded. The Meeting shall elect persons responsible for vote counting or supervising the vote counting as proposed by the Chairperson. The number of members of the Vote Counting Committee shall be decided by the General Meeting of Shareholders based on the proposal of the meeting Chairperson;</p> <p>b) Shareholders, authorized representatives of institutional shareholders, or authorized persons arriving</p>	<p>+ The amended and supplemented content is the italicized text (item a, b, clause 1, clause 5)</p> <p>+ Remove the content of clause 6 due to duplication with the content in item b, clause 1.</p>

No.	Content of current Charter	Content of proposed amendments	Notes
	<p>arriving after the meeting has opened have the right to register immediately and subsequently have the right to participate and vote at the meeting immediately after registration. The Chairperson is not responsible for stopping the meeting to allow late-arriving shareholders to register, and the validity of matters already voted upon shall not change.</p> <p>5. The General Meeting of Shareholders shall discuss and vote on each issue in the agenda. Voting shall be conducted by voting in favor, against, or abstaining. The vote counting results shall be announced by the Chairperson immediately before the closing of the meeting.</p> <p>6. Shareholders or authorized persons attending the meeting who arrive after the meeting has opened may still register and have the right to participate and vote immediately after registration; in this case, the validity of matters already voted upon shall not change.</p>	<p>after the meeting has opened still have the right to register immediately and are entitled to participate in discussions and vote immediately after completing registration. The Chairperson is not responsible for stopping the meeting to carry out registration procedures for late-arriving shareholders, and the validity of matters already voted upon shall not change.</p> <p>5. The General Meeting of Shareholders shall discuss and vote on each issue in the meeting agenda. Voting shall be conducted in forms as prescribed by law and this Charter, including: direct voting at the meeting, secret ballot, electronic voting, or other electronic forms. Voting shall be expressed in the following levels: in favor, against, and abstaining. The Vote Counting Committee (or the department assigned the task) shall collect ballots (if any), count votes, and prepare a vote counting report. The collection of voting ballots shall be carried out according to the guidance of the Chairperson; in case of voting by card/ballot directly at the meeting, the ballots in favor shall be collected first, the ballots against shall be collected later, and then the results shall be aggregated and determined. The vote counting results shall be announced by the Chairperson at the meeting before the closing.</p>	

No.	Content of current Charter	Content of proposed amendments	Notes
9	<p>Article 24. Candidacy and nomination of members of the Board of Directors</p> <p>2. A shareholder or group of shareholders holding 05% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the following provisions:</p> <p>A shareholder or group of shareholders holding from 05% to less than 10% of the total ordinary shares may nominate one (01) candidate; from 10% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% to less than 90% may nominate a maximum of eight (08) candidates.</p>	<p>Article 24. Candidacy and nomination of members of the Board of Directors</p> <p>2. A shareholder or group of shareholders holding 10% or more of the total ordinary shares has the right to nominate candidates for the Board of Directors in accordance with the following provisions:</p> <p>A shareholder or group of shareholders holding from 10% to less than 20% of the total ordinary shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06) candidates; from 70% to less than 80% may nominate a maximum of seven (07) candidates; and from 80% to less than 90% may nominate a maximum of eight (08) candidates.</p> <p><i>5. A member of the Board of Directors of the Corporation may only concurrently serve as a member of the Board of Directors or the Board of Members at a maximum of 05 other companies.</i></p>	<p>+ The amended and supplemented content is the <i>**italicized text</i> (amending clause 2 and adding clause 5)**</p> <p>- The content adjusted in clause 2 is in accordance with Clause 5, Article 115 of the Law on Enterprises.</p> <p>- Added clause 5 in accordance with Clause 3, Article 275 of Decree 245/2025/NĐ-CP on amending and supplementing Decree 155/2020/NĐ-CP</p>

No.	Content of current Charter	Content of proposed amendments	Notes
10	<p>Article 25. Composition and term of office of members of the Board of Directors</p> <p>3. The structure of the Board of Directors is as follows:</p> <p>The structure of the Board of Directors of the Corporation (being a public company) must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The Corporation shall limit the number of members of the Board of Directors concurrently holding executive positions of the Corporation to ensure the independence of the Board of Directors.</p> <p>In case the Corporation is a listed company, the total number of independent members of the Board of Directors must ensure the following provisions:</p> <p>a) Have at least 01 independent member in case the company has from 03 to 05 members of the Board of Directors;</p> <p>b) Have at least 02 independent members in case the company has from 06 to 08 members of the Board of Directors;</p> <p>c) Have at least 03 independent members in case the company has from 09 to 11 members of the Board of Directors.</p>	<p>Article 25. Composition and term of office of members of the Board of Directors</p> <p>3. The structure of the Board of Directors is as follows:</p> <p>The structure of the Board of Directors of the Corporation (being a public company) must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The number of non-executive members of the Board of Directors of the Corporation must ensure the following provisions:</p> <p><i>a) Have at least 01 non-executive member in case the company has from 03 to 05 members of the Board of Directors;</i></p> <p><i>b) Have at least 02 non-executive members in case the company has from 06 to 08 members of the Board of Directors;</i></p>	<p>+ The amended and supplemented content is the italicized text (adding clause 3) and removing the content regarding listed companies</p> <p>- Added in accordance with Clause 79, Article 1 of Decree No. 245/2025/NĐ-CP</p>

No.	Content of current Charter	Content of proposed amendments	Notes
11	<p>Article 26. Powers and obligations of the Board of Directors</p> <p>m) Decide on the organizational structure, internal management regulations of the Corporation, decide on the establishment of subsidiaries, branches, representative offices, and the contribution of capital, purchase of shares of other enterprises;</p>	<p>Article 26. Powers and obligations of the Board of Directors</p> <p>m) Decide on the organizational structure and internal management regulations of the Corporation; decide on the establishment, reorganization, and dissolution of subsidiaries, branches, and representative offices; and decide on capital contributions and the purchase of shares in other enterprises; increase or decrease the capital of the Corporation in subsidiaries.</p>	<p>+ The amended and supplemented content is the **bolded** text (item m, Clause 2)</p>
12	<p>Article 39. Rights and obligations of the Board of Supervisors</p> <p>10. Other rights and obligations as prescribed by law and this Charter.</p>	<p>Article 39. Rights and obligations of the Board of Supervisors</p> <p><i>10. In case of violation of the provisions of Clause 5 of this Article that causes damage to the Corporation or other persons, the relevant Supervisor shall be personally or jointly liable to compensate for such damage. Income and other benefits obtained by the Supervisor due to the violation must be returned to the Corporation.</i></p> <p>11. Other rights and obligations as prescribed by law and this Charter.</p>	<p>+ The amended and supplemented content is the bolded text (supplementing Clause 10)</p>
13	<p>Article 48. Profit distribution</p> <p>1. The General Meeting of Shareholders decides on the dividend payment rate and the form of annual dividend payment from the retained earnings of the Corporation.</p>	<p>Article 48. Profit distribution</p> <p>1. The General Meeting of Shareholders decides on the dividend payment rate and the form of annual dividend payment from the profit after tax and other sources permitted for distribution in accordance with the law.</p>	<p>+ The amended and supplemented content is the bolded text (Clause 1)</p>

No.	Content of current Charter	Content of proposed amendments	Notes
14	<p>Article 50. Handling of business losses</p> <p>1. In case the Corporation incurs business losses, the General Meeting of Shareholders may decide to resolve them promptly according to the following two options:</p> <p>a) Deduct from reserve funds to cover losses;</p> <p>3. Principles of bearing losses:</p> <p>The shareholders of the Corporation shall bear losses in proportion to their capital contribution to the Corporation.</p>	<p>Article 50. Handling of business losses</p> <p>1. In case the Corporation incurs business losses, the General Meeting of Shareholders may decide to resolve them promptly according to the following two options:</p> <p>a) Deduct from funds to cover losses (if any) in accordance with the law;</p> <p>3. Principles of bearing losses:</p> <p>The shareholders shall bear losses within the scope of their capital contribution to the Corporation in proportion to their share ownership.</p>	<p>+ The amended and supplemented content is the bolded text (item a, Clause 1 and Clause 3)</p>
15	<p>Article 52. Reserve fund for supplementing charter capital</p> <p>Annually, the Corporation shall deduct a portion of its profit after tax for the reserve fund to supplement charter capital as prescribed by law. This deduction shall not exceed 5% of the Corporation's profit after tax and shall be made until the reserve fund equals 10% of the Corporation's charter capital.</p>		<p>Proposal to remove the content of Article 52 because the Corporation is not a Credit institution</p>
16	<p>Article 57. Audit</p> <p>1. The General Meeting of Shareholders appoints an independent audit firm or approves a list of independent audit firms and authorizes the Board of Directors to select one of these entities to audit the Corporation's financial statements for the next fiscal year based on the terms and conditions agreed upon with the Board of Directors.</p>	<p>Article 56. Audit</p> <p>1. The General Meeting of Shareholders appoints an independent audit firm or approves a list of independent audit firms and authorizes the Board of Directors to select one of these entities to audit the Corporation's financial statements for the next fiscal year and sign the audit contract according to appropriate terms and conditions.</p>	<p>+ The amended and supplemented content is the bolded text (Clause 1)</p>

No.	Content of current Charter	Content of proposed amendments	Notes
17	<p>Article 60. Dissolution</p> <p>2. The dissolution of the Corporation before the expiration of the term (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified to or approved by the competent authority (if required) in accordance with regulations.</p> <p>3. The order and procedures for dissolution shall be carried out in accordance with the provisions of law on related matters.</p>	<p><i>Article 59. Dissolution</i></p> <p>2. The dissolution of the Corporation before the expiration of the term (including any extended term) shall be decided by the General Meeting of Shareholders and implemented by the Board of Directors. This dissolution decision must be notified in accordance with the provisions of law; if required by law, it must be approved by the competent authority.</p> <p>3. The order and procedures for dissolution shall be carried out in accordance with the Law on Enterprises and relevant laws.</p>	<p>+ The amended and supplemented content is the bolded text (Clause 2 and Clause 3)</p>
18	<p>Article 61. Liquidation</p> <p>3. Proceeds from liquidation shall be paid in the following order:</p> <p>e) The remainder after paying all debts from point a to point d above shall be divided among shareholders in proportion to their ownership of capital contributions and shares. Preference shares shall be given priority in payment.</p>	<p><i>Article 60. Liquidation</i></p> <p>3. Proceeds from liquidation shall be paid in the following order:</p> <p>e) The remainder after paying all debts from point a to point d above shall be divided among shareholders in proportion to their share ownership. Preference shares shall be given priority in payment according to the priority rights prescribed in this Charter and/or the issuance terms of that type of share (if any).</p>	<p>+ The amended and supplemented content is the bolded text (item e, Clause 3)</p>

No.	Content of current Charter	Content of proposed amendments	Notes
19	<p>Article 63. Internal dispute resolution</p> <p>1. In case of disputes or complaints related to the Corporation's operations, or the rights and obligations of shareholders as prescribed by the Law on Enterprises, this Charter, other legal provisions, or agreements between:</p> <p>b) Shareholders and the Board of Directors, the Board of Supervisors, the General Director, or other managers;</p> <p>The involved parties shall attempt to resolve such disputes through negotiation and conciliation. Except for disputes related to the Board of Directors or the Chairperson of the Board of Directors, the Chairperson of the Board of Directors shall preside over the dispute resolution and require each party to present information related to the dispute within 15 working days from the date the dispute arises. In case of disputes related to the Board of Directors or the Chairperson of the Board of Directors, any party may request the Board of Supervisors to appoint an independent expert to act as a mediator for the dispute resolution process.</p> <p>2. In case a conciliation decision is not reached within 06 weeks from the start of the conciliation process or if the mediator's decision is not accepted by the parties, one party may refer the dispute to Arbitration or a Court.</p>	<p>Article 62. Internal dispute resolution</p> <p>1. In case of disputes or complaints related to the Corporation's operations, or the rights and obligations of shareholders as prescribed by the Law on Enterprises, this Charter, other legal provisions, or agreements between the following parties:</p> <p>b) Shareholders and the Board of Directors, the Board of Supervisors, the General Director, or other managers;</p> <p>The involved parties shall attempt to resolve such disputes through negotiation and conciliation. Except for disputes related to the Board of Directors or the Chairperson of the Board of Directors, the Chairperson of the Board of Directors shall preside over the organization of negotiation and conciliation and require each party to present information related to the dispute within 15 working days from the date the Corporation receives the written request for dispute resolution. In case of disputes related to the Board of Directors or the Chairperson of the Board of Directors, any party may request the Board of Supervisors to appoint an independent expert to act as a mediator for the dispute resolution process.</p> <p>2. In case a conciliation agreement is not reached within 06 weeks from the start of the conciliation process or if the conciliation result is not accepted by the parties, one party may refer the dispute to Arbitration (if there is an arbitration agreement) or a competent Court.</p>	<p>+ The amended and supplemented content is the bolded text (item b, Clause 1 and Clause 2)</p>

No.	Content of current Charter	Content of proposed amendments	Notes
20	<p>Article 64. Amendments and supplements to the Charter</p> <p>1. During operation, if deemed necessary for the interests of the Corporation, the Board of Directors or the General Director may propose amendments and supplements to this Charter.</p> <p>3. In case the law has provisions related to the Corporation's operations that are not mentioned in this Charter, or in case there are new legal provisions different from the terms in this Charter, those provisions shall apply to regulate the Corporation's operations.</p>	<p><i>Article 63. Amendments and supplements to the Charter</i></p> <p>1. During operation, if deemed necessary for the interests of the Corporation, the Board of Directors may propose amendments and supplements to this Charter; the General Director may recommend that the Board of Directors consider and submit to the General Meeting of Shareholders for decision.</p> <p>3. In case the law has provisions related to the Corporation's operations that are not mentioned in this Charter, or in case there are new legal provisions different from the terms in this Charter, those provisions shall apply within the relevant scope to regulate the Corporation's operations.</p>	<p>+ The amended and supplemented content is the bolded text (Clause 1 and Clause 3)</p>
21	<p>Article 65. Effective date</p> <p>3. Copies or extracts of this Charter shall only be valid if signed by the Chairperson of the Board of Directors, or at least 1/2 of the total members of the Board of Directors, or the General Director of the Corporation, or a person assigned or authorized by the General Director of the Corporation to sign certified copies or extracts.</p>	<p><i>Article 64. Effective date</i></p> <p>3. Copies or extracts of this Charter shall only be valid if signed by the Chairperson of the Board of Directors, or the Legal representative of the Corporation, or a legally authorized person to sign certified copies or extracts.</p>	<p>+ The amended and supplemented content is the italicized text (Clause 3)</p>

No.: 112/TTr-HĐQT

*Dong Nai, May 14th, 2026***PROPOSAL****Regarding the approval of amendments and supplements to the Internal
Corporate Governance Regulations Tin Nghia Corporation****To: The 2026 Annual General Meeting of Shareholders.**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 76/2025/QH15 dated June 17, 2025, on amendments and supplements to a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024, on amendments and supplements to a number of articles of the Law on Securities;

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, and Decree No. 245/2025/NĐ-CP dated September 11, 2025, on amendments and supplements to a number of articles of Decree No. 155/2020/NĐ-CP;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as “Tin Nghia Corporation”) as approved by the General Meeting of Shareholders

The Board of Directors of Tin Nghia Corporation respectfully submits to the General Meeting of Shareholders:

1. To approve the contents of the amendments and supplements to the Internal Corporate Governance Regulations of Tin Nghia Corporation, prepared in accordance with the provisions of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 76/2025/QH15 dated June 17, 2025; the Law on Securities No. 54/2019/QH14 dated November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024; the Charter of the Corporation and other relevant legal regulations (Draft of the amended and supplemented Regulations attached).

The amended and supplemented Internal Corporate Governance Regulations of Tin Nghia Corporation shall take effect from the date of approval by the General Meeting of Shareholders of the Corporation.

2. Pursuant to the provisions of the Corporation's Charter, to authorize the Chairman of the Board of Directors of the Corporation to sign and issue the Regulations on behalf of the Board of Directors and to implement them.

Respectfully submitted to the General Meeting for consideration and approval as a basis for implementation.

**ON BEHALF OF
THE BOARD OF DIRECTORS**

CHAIRMAN

Recipients: 

- As above;
- Filed at the General Meeting records, Office of the Board of Directors.



Dang Thi Thanh Ha

CONTENT OF AMENDMENTS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF THE GENERAL CORPORATION

No.	Content of current Regulations	Content of proposed amendments	Notes
1	<p>Legal grounds: Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;</p> <p>Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;</p> <p>Pursuant to Law No. 03/2022/QH15 dated January 11, 2022, amending and supplementing a number of articles of the Law on Public Investment, Law on Public-Private Partnership Investment, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Excise Tax, and Law on Enforcement of Civil Judgments;</p> <p>Pursuant to the Government's Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;</p>	<p>Legal grounds: Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024, on amending and supplementing a number of articles of the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves, and Law on Handling of Administrative Violations;</p> <p>Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 76/2025/QH15 dated June 17, 2025, on amending and supplementing a number of articles of the Law on Enterprises;</p> <p>Pursuant to Law No. 03/2022/QH15 dated January 11, 2022, amending and supplementing a number of articles of the Law on Public Investment, Law on Public-Private Partnership Investment, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Excise Tax, and Law on Enforcement of Civil Judgments, and Law No. 90/2025/QH15 dated June 25, 2025, on amending and supplementing a number of articles of the Law on Bidding, Law on Public-Private Partnership Investment, Law on Customs, Law on Value Added Tax, Law on Export and Import Duties, Law on Investment, Law on Public Investment, and Law on Management and Use of Public Assets;</p>	<p>Supplementing the new Law in effect</p>

No.	Content of current Regulations	Content of proposed amendments	Notes
		Pursuant to the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities, and Decree No. 245/2025/NĐ-CP amending and supplementing a number of articles of the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;	
2	<p>Article 3. Roles, rights, and obligations of the General Meeting of Shareholders</p> <p>2. Rights and obligations of the General Meeting of Shareholders.</p> <p>1) Approve the list of approved auditing firms; decide on the approved auditing firm to perform the inspection of the General Corporation's operations, and dismiss the approved auditor when deemed necessary;</p>	<p>Article 3. Roles, rights, and obligations of the General Meeting of Shareholders</p> <p>2. Rights and obligations of the General Meeting of Shareholders.</p> <p>1) Approve the list of approved auditing firms; decide on the approved auditing firm to perform the inspection of the financial statement audit activities of the General Corporation, and dismiss the approved auditor when deemed necessary;</p>	Adjusted according to the Charter of the General Corporation
3	<p>Article 4. Sequence and procedures for the General Meeting of Shareholders to pass resolutions by voting at the General Meeting of Shareholders</p> <p>1. Authority to convene the General Meeting of Shareholders.</p> <p>a) The Board of Directors shall convene the annual and extraordinary General Meeting of Shareholders; the Board of Directors shall convene the extraordinary General Meeting of Shareholders in cases specified in Clause 4, Article 13 of the</p>	<p>Article 4. Sequence and procedures for the General Meeting of Shareholders to pass resolutions by voting at the General Meeting of Shareholders</p> <p>1. Authority to convene the General Meeting of Shareholders.</p> <p>a) The Board of Directors shall convene the annual and extraordinary General Meeting of Shareholders in accordance with the provisions of this Charter; The convening of the extraordinary General Meeting of Shareholders by the Board of Directors shall be carried out in cases specified in Clause 4, Article 13 of the Charter of</p>	Adjusted according to the Charter of the General Corporation

No.	Content of current Regulations	Content of proposed amendments	Notes
	Charter of the General Corporation.	the General Corporation.	
4	<p>Article 7. Roles, rights, and obligations of the Board of Directors, responsibilities of members of the Board of Directors</p> <p>3. Responsibilities of members of the Board of Directors</p> <p>d) Independent members of the Board of Directors of a listed company must prepare an assessment report on the activities of the Board of Directors</p>	<p>Article 7. Roles, rights, and obligations of the Board of Directors, responsibilities of members of the Board of Directors</p> <p>3. Responsibilities of members of the Board of Directors</p> <p>d) Independent members of the Board of Directors of a listed company must prepare an assessment report on the activities of the Board of Directors.</p>	<p>Proposal to remove point d, Clause 3, Article 7 because the General Corporation is not a listed company</p>
5	<p>Article 8. Nomination, candidacy, election, dismissal, and removal of members of the Board of Directors</p> <p>2. Structure, standards, and conditions of members of the Board of Directors.</p> <p>a) The structure of the Board of Directors of the General Corporation (which is a public company) must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The General Corporation shall minimize the number of members of the Board of Directors concurrently holding executive positions of the General Corporation to ensure the independence of the Board of Directors.</p> <p>In case the General Corporation is a listed company, the total number of independent members of the Board of Directors must ensure the following provisions:</p> <p>- Have at least 01 independent member in case</p>	<p>Article 8. Nomination, candidacy, election, dismissal, and removal of members of the Board of Directors</p> <p>2. Structure, standards, and conditions of members of the Board of Directors.</p> <p>a) The structure of the Board of Directors of the General Corporation (which is a public company) must ensure that at least 1/3 of the total number of members of the Board of Directors are non-executive members. The General Corporation shall minimize the number of members of the Board of Directors concurrently holding executive positions of the General Corporation to ensure the independence of the Board of Directors. The number of non-executive members of the Board of Directors of the General Corporation must ensure the following provisions:</p> <p><i>a) Have at least 01 non-executive member in case the company has from 03 to 05 members of the Board of Directors;</i></p> <p><i>b) Have at least 02 non-executive members in case the</i></p>	<p>Adjusted according to the provisions of Clause 79, Article 1, Decree No. 245/2025/NĐ-CP</p>

No.	Content of current Regulations	Content of proposed amendments	Notes
	<p>the company has from 03 to 05 members of the Board of Directors;</p> <ul style="list-style-type: none"> - Have at least 02 independent members in case the company has from 06 to 08 members of the Board of Directors; - Have at least 03 independent members in case the company has from 09 to 11 members of the Board of Directors. 	<p><i>company has from 06 to 08 members of the Board of Directors;</i></p> <p>In case the General Corporation is a listed company, the total number of independent members of the Board of Directors must ensure the following provisions:</p> <ul style="list-style-type: none"> - Have at least 01 independent member in case the company has from 03 to 05 members of the Board of Directors; - Have at least 02 independent members in case the company has from 06 to 08 members of the Board of Directors; - Have at least 03 independent members in case the company has from 09 to 11 members of the Board of Directors. 	
6	<p>Article 10. Sequence and procedures for organizing meetings of the Board of Directors</p> <p>2. Cases where an extraordinary meeting of the Board of Directors must be convened.</p> <ul style="list-style-type: none"> - Upon the request of the General Director or at least 05 other managers; <p>3. Notice of the meeting of the Board of Directors.</p> <p>a) The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in point a, Clause 2 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors shall be responsible for any damages that may occur to the General Corporation; the requester</p>	<p>Article 10. Sequence and procedures for organizing meetings of the Board of Directors</p> <p>2. Cases where an extraordinary meeting of the Board of Directors must be convened.</p> <ul style="list-style-type: none"> - Upon the request of the General Director or at least 05 other managers according to the list of managers of the General Corporation; <p>3. Notice of the meeting of the Board of Directors.</p> <p>a) The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request specified in point a, Clause 2 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairman of the Board of Directors shall be responsible for any damages that may occur to the General Corporation; the member of the Board of Directors who</p>	<p>Adjusted according to the Charter of the General Corporation</p>

No.	Content of current Regulations	Content of proposed amendments	Notes
	<p>has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors.</p> <p>5. Conditions for organizing meetings of the Board of Directors.</p> <p>A meeting of the Board of Directors shall be conducted when 3/4 or more of the total number of members attend. In case the meeting convened in accordance with this Clause does not have enough members to attend as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors attend.</p> <p>8. Authorization for others to attend meetings by members of the Board of Directors.</p> <p>Members must fully attend meetings of the Board of Directors. Members may authorize others to attend and vote at meetings if approved by the majority of the members of the Board of Directors.</p>	<p>made the request has the right to replace the Chairman of the Board of Directors to convene the meeting of the Board of Directors.</p> <p>5. Conditions for convening a meeting of the Board of Directors.</p> <p>A meeting of the Board of Directors shall be conducted when at least 3/4 of the total number of members are present. In case the first meeting convened under this clause does not have sufficient members present as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.</p> <p>8. Authorization for other persons to attend meetings by members of the Board of Directors.</p> <p>Members must fully attend meetings of the Board of Directors. A member may authorize another person to attend and vote if approved by a majority of the members of the Board of Directors.</p>	

No.	Content of current Regulations	Content of proposed amendments	Notes
7	<p>Article 11. Subcommittees under the Board of Directors</p> <p>1. The Board of Directors may establish subcommittees to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a subcommittee shall be decided by the Board of Directors and shall have at least 03 members, including members of the Board of Directors and external members.</p> <p>Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute the majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee according to the decision of the Board of Directors. The operation of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only effective when approved by a majority of members attending and voting at the subcommittee meeting.</p>	<p>Article 11. Subcommittees under the Board of Directors</p> <p>1. The Board of Directors may establish subcommittees to be in charge of development policy, personnel, remuneration, internal audit, and risk management. The number of members of a subcommittee shall be decided by the Board of Directors and shall have at least 03 members, including members of the Board of Directors and external members.</p> <p>Independent members of the Board of Directors or non-executive members of the Board of Directors should constitute the majority in the subcommittee, and one of these members shall be appointed as the Head of the subcommittee according to the decision of the Board of Directors. The operation of the subcommittee must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only effective when approved by a majority of members attending and voting at the subcommittee meeting according to the scope assigned by the Board of Directors.</p>	Adjusted according to the Charter of the General Corporation
8	<p>Article 12. Selection, appointment, and dismissal of the Corporate Governance Officer of the General Corporation</p> <p>5. Rights and obligations of the Corporate Governance Officer of the General Corporation.</p> <p>f) Provide financial information, copies of minutes of the Board of Directors' meetings, and other information to members of the Board of Directors and members of the Board of Supervisors;</p>	<p>Article 12. Selection, appointment, and dismissal of the Corporate Governance Officer of the General Corporation</p> <p>5. Rights and obligations of the Corporate Governance Officer of the General Corporation.</p> <p>f) Provide financial information according to authority, copies of minutes of the Board of Directors' meetings, and other information to members of the Board of Directors and members of the Board of Supervisors;</p>	Adjusted according to the Charter of the General Corporation

No.	Content of current Regulations	Content of proposed amendments	Notes
9	<p>Article 14. Term, number, composition, and structure of members of the Board of Supervisors</p> <p>2. Standards and conditions for members of the Board of Supervisors.</p> <p>- Is a member or employee of an independent audit firm that has audited the financial statements of the General Corporation in the 03 consecutive years prior to that.</p> <p>7. Salary and other benefits of members of the Board of Supervisors.</p> <p>a) Members of the Board of Supervisors shall be paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders shall decide the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.</p> <p>b) Members of the Board of Supervisors shall be reimbursed for reasonable expenses for food, accommodation, travel, and the use of independent consulting services. The total amount of remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.</p>	<p>Article 14. Term, number, composition, and structure of members of the Board of Supervisors</p> <p>2. Standards and conditions for members of the Board of Supervisors.</p> <p>- Is a member or employee of an independent audit firm that has audited the financial statements of the General Corporation in the 03 consecutive years prior to the date of being elected as a member of the Board of Supervisors.</p> <p>7. Salary and other benefits of members of the Board of Supervisors.</p> <p>a) Members of the Board of Supervisors shall be paid salaries, remuneration, bonuses, and other benefits. The General Meeting of Shareholders shall decide the total amount of salaries, remuneration, bonuses, other benefits, and the annual operating budget of the Board of Supervisors.</p> <p>b) Members of the Board of Supervisors shall be reimbursed for reasonable expenses for food, accommodation, travel, and the use of independent consulting services serving supervisory activities. The total amount of remuneration and expenses shall not exceed the total annual operating budget of the Board of Supervisors approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders.</p>	<p>Adjusted according to the Charter of the General Corporation</p>

No.: 143 /TTr-HĐQT

Dong Nai, May 14., 2026

PROPOSAL

Regarding the amendment and supplementation of the Board of Directors' Operating Regulations Tin Nghia Corporation

To: The 2026 Annual General Meeting of Shareholders.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 76/2025/QH15 dated June 17, 2025, on amendments and supplementations to a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024, on amendments and supplementations to a number of articles of the Law on Securities;

Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of a number of articles of the Law on Securities, and Decree No. 245/2025/NĐ-CP dated September 11, 2025, on amendments and supplementations to a number of articles of Decree No. 155/2020/NĐ-CP;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Minister of Finance guiding a number of articles on corporate governance applicable to public companies;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation") as approved by the General Meeting

The Board of Directors of the Corporation hereby proposes to the General Meeting of Shareholders:

1. To approve the contents of the amendment and supplementation of the Operating Regulations of the Board of Directors of Tin Nghia Corporation, established in accordance with the provisions of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 76/2025/QH15 dated June 17, 2025; the Law on Securities No. 54/2019/QH14 dated November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024; the Corporation's Charter and other relevant legal regulations (Draft of the amended and supplemented contents attached).

The amended and supplemented Operating Regulations of the Board of Directors of Tin Nghia Corporation shall take effect from the date of approval by the General Meeting of Shareholders of the Corporation.

2. Pursuant to the provisions of Article 26 of the Corporation's Charter, to authorize the Chairman of the Board of Directors of the Corporation to sign and issue the Regulations and implement them on behalf of the Board of Directors.

Respectfully submitted to the General Meeting for consideration and approval as a basis for implementation.

Recipients: 

- As above;
- Archived: General Meeting records,
Board of Directors Office.

**ON BEHALF OF
THE BOARD OF DIRECTORS**

CHAIRMAN



Dang Thi Thanh Ha


AMENDMENTS TO OPERATING REGULATIONS OF THE BOARD OF DIRECTORS

No.	Content of the current Charter	Proposed amendment content	Notes
1	<p>Legal grounds: Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;</p> <p>Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;</p> <p>Pursuant to Law No. 03/2022/QH15 dated January 11, 2022, on amendments and supplements to a number of articles of the Law on Public Investment, Law on Public-Private Partnership Investment, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Excise Tax, and Law on Enforcement of Civil Judgments;</p> <p>Pursuant to the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;</p>	<p>Legal grounds: Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 dated November 29, 2024, on amendments and supplements to a number of articles of the Law on Securities, Law on Accounting, Law on Independent Audit, Law on State Budget, Law on Management and Use of Public Assets, Law on Tax Administration, Law on Personal Income Tax, Law on National Reserves, and Law on Handling of Administrative Violations;</p> <p>Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 76/2025/QH15 dated June 17, 2025, on amendments and supplements to a number of articles of the Law on Enterprises;</p> <p>Pursuant to Law No. 03/2022/QH15 dated January 11, 2022, on amendments and supplements to a number of articles of the Law on Public Investment, Law on Public-Private Partnership Investment, Law on Investment, Law on Housing, Law on Bidding, Law on Electricity, Law on Enterprises, Law on Special Excise Tax, and Law on Enforcement of Civil Judgments, and Law No. 90/2025/QH15 dated June 25, 2025, on amendments and supplements to a number of articles of the Law on Bidding, Law on Public-Private Partnership Investment, Law on Customs, Law on Value Added Tax, Law on Export and Import Duties, Law on Investment, Law on Public Investment, and Law on Management and Use of Public Assets;</p>	Supplementing newly effective laws

No.	Content of the current Charter	Proposed amendment content	Notes
		Pursuant to the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities, and Decree No. 245/2025/NĐ-CP on amendments and supplements to a number of articles of the Government's Decree No. 155/2020/NĐ-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities;	
2	<p>Article 6. Standards and conditions for members of the Board of Directors</p> <p>3. Members of the Board of Directors of the Corporation may concurrently serve as members of the Board of Directors of other companies;</p>	<p>Article 6. Standards and conditions for members of the Board of Directors</p> <p>3. Members of the Board of Directors of the Corporation may only concurrently serve as members of the Board of Directors or the Board of Members at a maximum of 05 other companies;</p>	Updated in accordance with the provisions of Clause 3, Article 275, Decree No. 245/2025/NĐ-CP
3	<p>Article 10. Procedures for election, dismissal, and removal of members of the Board of Directors</p> <p>1. Shareholders or groups of shareholders owning 5% or more of the total common shares have the right to nominate candidates to the Board of Directors. The nomination of candidates to the Board of Directors shall be carried out as follows:</p>	<p>Article 10. Procedures for election, dismissal, and removal of members of the Board of Directors</p> <p>1. Shareholders or groups of shareholders owning 10% or more of the total common shares have the right to nominate candidates to the Board of Directors. The nomination of candidates to the Board of Directors shall be carried out as follows:</p>	Adjusted in accordance with the provisions of Clause 5, Article 115, Law on Enterprises

No.	Content of the current Charter	Proposed amendment content	Notes
4	<p>Article 12. Rights and obligations of the Board of Directors</p> <p>2. The rights and obligations of the Board of Directors are prescribed by law, the Corporation's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p>m) Decide on the organizational structure and internal management regulations of the Corporation; decide on the establishment of subsidiaries, branches, and representative offices; and decide on capital contributions and the purchase of shares in other enterprises;</p>	<p>Article 12. Rights and obligations of the Board of Directors</p> <p>2. The rights and obligations of the Board of Directors are prescribed by law, the Corporation's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:</p> <p>m) Decide on the organizational structure and internal management regulations of the Corporation; decide on the establishment, reorganization, and dissolution of subsidiaries, branches, and representative offices; and decide on capital contributions, the purchase of shares in other enterprises, and the increase or decrease of the Corporation's capital in subsidiaries;</p>	Adjusted in accordance with the Corporation's Charter
5	<p>Article 15. Sub-committees assisting the Board of Directors</p> <p>1. The Board of Directors may establish sub-committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of members of a sub-committee shall be decided by the Board of Directors and shall consist of at least 03 people, including members of the Board of Directors and external members.</p> <p>Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute the majority in the sub-committee, and one of these members shall be appointed as the Head of the sub-committee according to the decision of the Board of Directors. The activities of the sub-committee must comply</p>	<p>Article 15. Sub-committees assisting the Board of Directors</p> <p>1. The Board of Directors may establish sub-committees to be in charge of development policy, human resources, remuneration, internal audit, and risk management. The number of members of a sub-committee shall be decided by the Board of Directors and shall consist of at least 03 people, including members of the Board of Directors and external members.</p> <p>Independent members of the Board of Directors/non-executive members of the Board of Directors should constitute the majority in the sub-committee, and one of these members shall be designated as the Head of the sub-committee according to the decision of the Board of Directors. The activities of the sub-committee must comply with the regulations of the Board of Directors. Resolutions of the sub-committee shall only be effective</p>	Adjusted in accordance with the Corporation's Charter

No.	Content of the current Charter	Proposed amendment content	Notes
	with the regulations of the Board of Directors. Resolutions of the sub-committee shall only be effective when the majority of members attend and vote in favor at the sub-committee meeting.	when the majority of members attend and vote in favor at the sub-committee meeting, within the scope of assignment by the Board of Directors.	
6	<p>Article 16. Meetings of the Board of Directors</p> <p>3. The Chairperson of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:</p> <p>...</p> <p>b) At the request of the General Director or at least 05 other managers;</p> <p>5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request as prescribed in Clause 3 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairperson of the Board of Directors shall be responsible for any damages incurred to the Corporation; the requester has the right to replace the Chairperson of the Board of Directors to convene the meeting of the Board of Directors.</p> <p>8. A meeting of the Board of Directors shall be conducted when 3/4 or more of the total members are present. In case the meeting convened in accordance with this Clause does not have enough members present as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the</p>	<p>Article 16. Meetings of the Board of Directors</p> <p>3. The Chairperson of the Board of Directors shall convene a meeting of the Board of Directors in the following cases:</p> <p>...</p> <p>b) At the request of the General Director or at least 05 other managers according to the list of managers of the Corporation;</p> <p>5. The Chairperson of the Board of Directors must convene a meeting of the Board of Directors within 07 working days from the date of receiving the request as prescribed in Clause 3 of this Article. In case the meeting of the Board of Directors is not convened as requested, the Chairperson of the Board of Directors shall be responsible for any damages incurred to the Corporation; the member of the Board of Directors who made the request has the right to replace the Chairperson of the Board of Directors to convene the meeting of the Board of Directors.</p> <p>8. A meeting of the Board of Directors shall be conducted when 3/4 or more of the total members are present. In case the first meeting convened in accordance with this Clause does not have enough members present as prescribed, it shall be convened for the second time within 07 days from the intended date of the first meeting. In this case, the meeting shall be conducted if more than half of the members of the Board of Directors are present.</p> <p>11. Members must attend all meetings of the Board</p>	Adjusted in accordance with the Corporation's Charter

No.	Content of the current Charter	Proposed amendment content	Notes
	<p>Board of Directors are present.</p> <p>11. Members must attend all meetings of the Board of Directors. Members may authorize others to attend and vote if approved by the majority of the members of the Board of Directors.</p>	<p>of Directors. Members may authorize others to attend and vote if approved by the majority of the members of the Board of Directors.</p>	
7	<p>Article 19. Remuneration, bonuses, and other benefits of members of the Board of Directors</p> <p>1. The Corporation has the right to pay remuneration and bonuses to members of the Board of Directors based on business results and performance.</p> <p>2. Members of the Board of Directors are entitled to work remuneration and bonuses. Work remuneration is calculated based on the number of working days required to complete the tasks of a member of the Board of Directors and the daily remuneration rate. The Board of Directors estimates the remuneration for each member based on the principle of consensus. The total amount of remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at the annual meeting.</p>	<p>Article 19. Remuneration, bonuses, and other benefits of members of the Board of Directors</p> <p>1. The Corporation shall pay remuneration and bonuses to members of the Board of Directors based on business results and performance.</p> <p>2. Members of the Board of Directors are entitled to remuneration for their work and bonuses. Remuneration for work shall be calculated based on the number of working days required to complete the duties of a member of the Board of Directors and the daily remuneration rate. The Board of Directors shall estimate the remuneration for each member based on the principle of majority vote. The total remuneration and bonuses for the Board of Directors shall be decided by the General Meeting of Shareholders at its annual meeting.</p>	<p>Adjusted in accordance with the Corporation's Charter</p> 

Dong Nai, May 14, 2026.

REGULATION
ON NOMINATION, CANDIDACY, AND ELECTION OF THE BOARD OF
DIRECTORS AND THE BOARD OF SUPERVISORS
TIN NGHIA CORPORATION, TERM III (2026 – 2031)

Chapter I
GENERAL PROVISIONS

Article 1. Purpose, scope, and subjects of application

1. This Regulation is used for the nomination, candidacy, and election of members of the Board of Directors and members of the Board of Supervisors of Tin Nghia Corporation (hereinafter referred to as “Tin Nghia Corporation” or “the Corporation”), Term III (2026 - 2031) at the 2026 Annual General Meeting of Shareholders, ensuring compliance with the Law on Enterprises and current legal regulations.

2. Subjects of application: Shareholders owning voting shares and authorized representatives of shareholders owning voting shares (according to the Company's List of Shareholders as of 05/5/2026), members of the Vote Counting Committee for voting and election, and units involved in organizing the 2026 Annual General Meeting of Shareholders.

Article 2. Vote Counting Committee for voting and election

In accordance with the provisions of the Working Regulation of the 2026 Annual General Meeting of Shareholders.

Chapter II
REGULATIONS ON NOMINATION, CANDIDACY, AND ELECTION
OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF
THE BOARD OF SUPERVISORS

Article 3. Number and criteria for nominees and candidates for the Board of Directors

1. Number of members to be elected to the Board of Directors of the Corporation for Term III (2026 - 2031): 06 (six) members.

2. Criteria and conditions for persons nominated or standing for election to the position of member of the Board of Directors are as follows:

a) Must fully meet the requirements specified in Clause 1, Article 155 of the Law on Enterprises;

b) Possess full civil act capacity and not be subject to the prohibition on enterprise management as specified in Clause 2, Article 17 of the Law on Enterprises;

c) Possess professional qualifications and experience in business administration or in the fields, sectors, or trades of the Corporation, and are not necessarily shareholders of the Corporation;

d) Possess good health, moral character, honesty, integrity, objectivity, and a sense of compliance with the law.

3. Nomination of candidates for election to the Board of Directors:

a) Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding:

- From 10% to less than 20% may nominate 01 (one) candidate;
- From 20% to less than 30% may nominate a maximum of 02 (two) candidates;
- From 30% to less than 40% may nominate a maximum of 03 (three) candidates;
- From 40% to less than 50% may nominate a maximum of 04 (four) candidates;
- From 50% to less than 60% may nominate a maximum of 05 (five) candidates;
- From 60% to less than 70% may nominate a maximum of 06 (six) candidates;
- From 70% to less than 80% may nominate a maximum of 07 (seven) candidates;
- And from 80% to less than 90% may nominate a maximum of 08 (eight) candidates.

b) In case the number of candidates through nomination and candidacy is still insufficient, the incumbent Board of Directors shall nominate additional candidates or organize nominations according to the mechanism prescribed by the Corporation.

Article 4. Number and criteria for nominees and candidates for the Board of Supervisors

1. Number of members to be elected to the Board of Supervisors of the Corporation for Term III (2026 - 2031): 03 (three) members.

2. Criteria and conditions for persons nominated or standing for election to the position of member of the Board of Supervisors are as follows:

a) Fully meet the requirements specified in Article 169 of the Law on Enterprises and not fall into the following cases:

- Not be a subject as specified in Clause 2, Article 17 of the Law on Enterprises;
- Not be employed in the accounting or finance department of the Corporation;
- Not be a member or employee of an auditing organization approved to audit the financial statements of the Corporation in the 03 consecutive years immediately preceding.

b) Have been trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major suitable for the business activities of the Corporation; they are not necessarily shareholders or employees of the Corporation.

3. Nomination of candidates for election to the Board of Supervisors:

a) Shareholders holding ordinary shares have the right to aggregate their voting rights to nominate candidates for the Board of Supervisors. A shareholder or group of shareholders holding:

- From 10% to less than 20% may nominate 01 (one) candidate;
- From 20% to less than 30% may nominate a maximum of 02 (two) candidates;
- From 30% to less than 40% may nominate a maximum of 03 (three) candidates;
- From 40% to less than 50% may nominate a maximum of 04 (four) candidates;
- From 50% to less than 60% may nominate a maximum of 05 (five) candidates;
- From 60% to less than 70% may nominate a maximum of 06 (six) candidates;
- From 70% to less than 80% may nominate a maximum of 07 (seven) candidates;
- And from 80% to less than 90% may nominate a maximum of 08 (eight) candidates.

b) In case the number of candidates through nomination and candidacy is still insufficient, the incumbent Board of Supervisors shall nominate additional candidates or organize nominations according to the mechanism prescribed by the Corporation in the Internal Regulation on Corporate Governance and the Operating Regulation of the Board of Supervisors.

Article 5. Selection of candidates

Based on the applications for candidacy and nominations by shareholders or individuals representing shareholders, groups of shareholders, and the accompanying dossiers of candidates for the Board of Directors and the Board of Supervisors of Tin Nghia Corporation, the Board of Directors shall prepare a list of candidates who meet the prescribed criteria and conditions to be included in the list of candidates for the election of members of the Board of Directors and members of the Board of Supervisors, and shall approve the list at the General Meeting.

Chapter III

ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND MEMBERS OF THE BOARD OF SUPERVISORS

Article 6. Election method

1. Voting for members of the Board of Directors and members of the Board of Supervisors shall be conducted by cumulative voting as prescribed in Clause 3, Article 148 of the Law on Enterprises.

2. Each shareholder has a total number of voting rights corresponding to the total number of shares owned multiplied by the number of members of the Board of Directors and the Board of Supervisors to be elected as approved by the General Meeting of Shareholders. Shareholders have the right to aggregate all or part of their total votes for one or more candidates.

Article 7. Electronic voting at the General Meeting

1. Principles:

a) Shareholders and authorized representatives shall cast their votes by electronic voting at the link: <https://ezgsm.fpts.com.vn> within the time prescribed in the Working Regulation of the General Meeting.

b) The vote counting procedure shall be conducted immediately after the conclusion of the electronic voting.

c) The vote counting results shall be recorded in writing and announced by the Head of the Vote Counting Committee before the General Meeting.

2. Ballots:

a) The ballot is an online ballot.

b) A ballot is invalid in the following cases:

(i) The ballot leaves the feedback section blank for the issue requiring an opinion;

(ii) The total number of votes cast by the shareholder for the candidates exceeds the total number of voting rights held by that shareholder (including owned and authorized shares).

3. Conducting the election and determining the results:

a) How to fill out the ballot:

- Shareholders and authorized representatives of shareholders shall vote for a number of candidates at most equal to the number of members to be elected.

- If voting by aggregating all votes for one candidate or dividing all votes equally among candidates, the delegate shall mark the "Cumulative/Equal Voting" box for the corresponding candidates.

- If voting an unequal number of votes for each candidate, the delegate shall clearly write the number of votes in the "Number of votes" box for the corresponding candidates.

b) In case of errors, shareholders may change the election results but cannot revoke the election results. The online system only records the vote counting for the final election results at the time of the conclusion of the electronic voting for each vote counting session as prescribed in the Working Regulation of the General Meeting.

Article 8. Principles for determining the election of members of the Board of Directors and members of the Board of Supervisors

1. Persons elected as members of the Board of Directors and members of the Board of Supervisors shall be determined by the number of votes from highest to lowest, starting from the candidate with the highest number of votes until the required number of members to be elected is reached.

2. In case the final member to be elected cannot be selected because two (02) or more candidates have the same number of votes, the General Meeting shall conduct a re-election among the candidates with the same number of votes.

3. If the results of the first (01) election do not reach the required number, whether to continue the election until the required number of members is reached shall be decided by the General Meeting of Shareholders.

Article 9. Regulations on complaints

Complaints regarding the election and vote counting for members of the Board of Directors and members of the Board of Supervisors shall be resolved by the Chairperson of the General Meeting of Shareholders right at the General Meeting and recorded in the minutes of the General Meeting of Shareholders.

Chapter IV IMPLEMENTATION PROVISIONS


Article 10. Organization of implementation

1. These regulations consist of 4 Chapters and 10 Articles, officially taking effect and being applied immediately at the 2026 Annual General Meeting of Shareholders of Tin Nghia Corporation after being approved by shareholders representing more than 50% of the total voting shares of the shareholders and authorized representatives present at the meeting.

2. Shareholders, authorized representatives, and members of the Organizing Committee for the 2026 Annual General Meeting of Shareholders of Tin Nghia Corporation are responsible for the implementation of these regulations./.

**ON BEHALF OF
THE BOARD OF DIRECTORS**

CHAIRMAN

Recipients: 

- As above;

- Archived: Meeting records, Board of Directors Office.



Dang Thi Thanh Ha

ANNOUNCEMENT**Regarding the nomination and candidacy of members expected to be elected to the Board of Directors and Board of Supervisors, Term III (2026 – 2031)**

To: Esteemed Shareholders of Tin Nghia Corporation.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 76/2025/QH15 dated June 17, 2025, on amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as “Tin Nghia Corporation” or the “Corporation”);

The Board of Directors and Board of Supervisors of Tin Nghia Corporation, Term II (2021 - 2026), will conclude their term in 2026. In accordance with the provisions of law and the Corporation's Charter, the General Meeting of Shareholders of the Corporation will elect the Board of Directors and Board of Supervisors for Term III (2026 – 2031) at the 2026 Annual General Meeting of Shareholders.

To proceed with the preparations for the election, the Board of Directors of the Corporation respectfully announces to the esteemed shareholders the nomination and candidacy of personnel expected to be elected to the Board of Directors and Board of Supervisors for Term III (2026 - 2031) as follows:

I. Standards and conditions for candidacy:**1. Position of member of the Board of Directors:**

- a) Must fully meet the requirements stipulated in Clause 1, Article 155 of the Law on Enterprises;
- b) Must have full civil act capacity and not be subject to the prohibition on enterprise management as stipulated in Clause 2, Article 17 of the Law on Enterprises;
- c) Must possess professional qualifications and experience in business administration or in the fields, sectors, or trades of the Corporation, and is not necessarily a shareholder of the Corporation;
- d) Must have good health, good moral character, be honest, upright, objective, and have a sense of compliance with the law.

2. Position of member of the Board of Supervisors:

- a) Must fully meet the requirements stipulated in Article 169 of the Law on Enterprises and not fall into the following cases:

- Not being a person as stipulated in Clause 2, Article 17 of the Law on Enterprises;
- Not working in the accounting or finance department of the Corporation;
- Not being a member or employee of an auditing organization approved to audit the financial statements of the Corporation in the 03 consecutive years prior.

b) Must have been trained in one of the majors of economics, finance, accounting, auditing, law, business administration, or a major suitable for the business activities of the Corporation; not necessarily a shareholder or employee of the Corporation.

II. Instructions on procedures and documents for nomination and candidacy:

1. Nomination and candidacy documents shall consist of 02 (two) copies according to the forms, including:

- a) Application for candidacy/nomination, Minutes of the nominating group meeting (if any) to elect to the Board of Directors, Board of Supervisors (according to the form);
- b) Curriculum vitae (according to the form);
- c) Copies of the following documents: ID card/Passport;
- d) Diplomas, certificates, and certifications of educational level and professional qualifications (if any).

2. Deadline for receiving nomination and candidacy documents: No later than 03:00 P.M., on 22/5/2026. After this time, if the number of candidates through nomination and candidacy is still insufficient, the incumbent Board of Directors will nominate additional candidates or organize nominations according to the mechanism prescribed by the Corporation.

3. Place for receiving nomination and candidacy documents: Tin Nghia Corporation Joint Stock Company.

- Address: No. 96, Ha Huy Giap, Tran Bien Ward, Dong Nai City.
- Contact person: Duong Thi Loan Anh – Assistant Department.
- Email: info@tinnghiacorp.com.vn
- Telephone: (0251) 3 822 486 – Ext.: 120. Fax: (0251) 3823 747.

Individuals nominated or applying as candidates for election to the Board of Directors and Board of Supervisors of Tin Nghia Corporation Joint Stock Company, Term III (2026 - 2031), shall be responsible before the law and the General Meeting of Shareholders for the accuracy and honesty of the content of their nomination and candidacy documents.

Sincerely./.

Recipients:

- As above;
- Archived: General Meeting records, Board of Directors Office.

**ON BEHALF OF
THE BOARD OF DIRECTORS**

CHAIRMAN



Đặng Thị Thanh Hà

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**NOMINATION FORM FOR MEMBER OF THE BOARD OF DIRECTORS /
BOARD OF SUPERVISORS, TERM III (2026 – 2031)**



(Applicable to individual/institutional shareholders)

To: Board of Directors of Tin Nghia Corporation

Shareholder's full name:

ID Card/Passport/ERC No.: Date of issue: Place of issue:

Legal representative (if any):

Number of TID shares owned (As of May 5, 2026):

Corresponding to a total value at par: VND

I hereby request Tin Nghia Corporation to allow me to nominate:

1. **Mr./Ms.:**

ID Card/Passport No.: Date of issue: Place of issue:

Permanent address:

Educational level: Major:

Currently owning: TID shares

Corresponding to a total value at par: VND

**As a candidate for the Board of Directors/Board of Supervisors of Tin Nghia Corporation for
Term III (2026 – 2031).**

2. **Mr./Ms.:**

** Next candidate (if any): fill in similarly to the first candidate.*

**As a candidate for the Board of Directors/Board of Supervisors of Tin Nghia Corporation for
Term III (2026 – 2031).**

Sincerely thank you.

Attached documents:

- a) Curriculum vitae (according to the template);*
- b) Copies of the following documents: ID Card/Passport;*
- c) Diplomas, certificates, and proof of educational and professional qualifications (if any).*

....., Month, Day Year

Nominator

(Signature, full name, and seal, if any)

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**NOMINATION FORM FOR MEMBER OF THE BOARD OF
DIRECTORS / BOARD OF SUPERVISORS, TERM III (2026 – 2031)**

(Applicable to a group of shareholders)

To: Board of Directors of Tin Nghia Corporation

Representative of the shareholder group:

ID Card/Passport/ERC No.: Date of issue: Place of issue:
..... (attach list of shareholder group)

Number of TID shares owned (As of May 5, 2026) by the shareholder group:

.....

Corresponding to a total value at par: VND

We hereby request Tin Nghia Corporation to allow us to nominate:

1. **Mr./Ms.:**

ID Card/Passport No.: Date of issue: Place of issue:

Permanent address:

Educational level: Major:

Currently owning: TID shares

Corresponding to a total value at par: VND

**As a candidate for the Board of Directors/Board of Supervisors of Tin Nghia Corporation for
Term III (2026 – 2031).**

2. **Mr./Ms.:**

** Next candidate (if any): fill in similarly to the first candidate.*

**As a candidate for the Board of Directors/Board of Supervisors of Tin Nghia Corporation for
Term III (2026 – 2031).**

Sincerely thank you.

Attached documents:

- a) Curriculum vitae (according to the template);*
- b) Copies of the following documents: ID Card/Passport;*
- c) Diplomas, certificates, and proof of educational and professional qualifications (if any).*

....., Month, Day Year

**Representative of the nominating
shareholder group**
(Signature, full name, and seal, if any)

LIST OF SHAREHOLDER GROUP

ATTACHED TO THE NOMINATION FORM OF THE SHAREHOLDER GROUP

(according to the template)



No.	Full name	ID Card/Passport/ERC	Permanent address	Number of shares owned (as of May 5, 2026)	Shareholder's signature/signature, seal if an organization
1					
2					
3					
....					
....					
....					
....					
Total					

GROUP MEETING MINUTES

NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS / BOARD OF SUPERVISORS



TIN NGHIA CORPORATION, TERM III (2026-2031)

Pursuant to the Charter of Tin Nghia Corporation.
Pursuant to the Regulations on nomination, candidacy, and election of members of the Board of Directors/Board of Supervisors of Tin Nghia Corporation for Term III (2026 – 2031).

Today, on/...../2026, at, we, the shareholders of Tin Nghia Corporation, collectively holding shares (in words: shares), accounting for% of the Company's voting shares, whose names are listed below:

No.	Shareholder Name	ID CARD/PASSPORT/BUSINESS REGISTRATION	Address	Number of shares held as of May 5, 2026	Signature and full name
1					
2					
3					
	Total				

We unanimously agree to appoint:

Mr./Ms.:

ID Card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:

To act as the group representative to carry out procedures for nomination to the Board of Directors / Board of Supervisors of Tin Nghia Corporation Joint Stock Company for Term III (2026 – 2031).

And unanimously agree to nominate the following candidates for the BOD/SB:

1. Mr./Ms.:

ID Card/Passport No.:.....Date of issue:..... Place of issue:.....

Permanent address:

Educational level:.....Major:

Currently holding: TID shares

Corresponding to a total value at par:.....VND

*** Next candidate (if any): record similarly to the first candidate.**

These minutes were prepared at hours, on /...../..... at

....., [Month], [Year]

Group representative

(Signature, full name, and seal, if any)

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NOMINATION FORM FOR MEMBER

BOARD OF DIRECTORS / BOARD OF SUPERVISORS

TERM III (2026 – 2031)

(Applicable to individual shareholders)



To: Board of Directors of Tin Nghia Corporation

My name is:

ID Card/Passport No.:..... Date of issue:.....Place of issue:.....

Number of TID shares owned (As of May 5, 2026):.....

Corresponding to a total par value of: VND

I hereby request Tin Nghia Corporation to allow me to stand for election to the Board of Directors/Supervisory Board of Tin Nghia Corporation for Term III (2026 – 2031). If elected by the shareholders as a member of the Board of Directors/Supervisory Board, I commit to dedicating my full capacity and dedication to contributing to the development of Tin Nghia Corporation.

Sincerely thank you.

Attached documents:

- a) Curriculum vitae (as per template);*
- b) Copies of the following documents: ID Card/Passport;*
- c) Diplomas, certificates, and proof of educational and professional qualifications (if any).*

....., [Month] [Day], [Year].....

Self-nominee

(Signature and full name)

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CURRICULUM VITAE

(For candidates for the Board of Directors / Board of Supervisors)

Full name:


Candidate: Member of the Board of Directors / Board of Supervisors

<i>Full name:</i>	
<i>Gender:</i>	
<i>Date of birth:</i>	
<i>Place of birth:</i>	
<i>Citizen Identity Card (CCCD):</i>	No., date of issue:, place of issue:
<i>Nationality:</i>	
<i>Permanent address:</i>	
<i>Contact phone number:</i>	
<i>Professional qualifications:</i>	
<i>Work history:</i>	
+ From to	
+ From to	
<i>Current positions held at the Corporation:</i>	
<i>Positions currently held at other organizations:</i>	
<i>Interests related to the Corporation (if any):</i>	
<i>Number of TID shares held (as of May 5, 2026):</i> shares, accounting for % of charter capital
+ <i>Representing ownership:</i> shares, accounting for % of charter capital
+ <i>Personally owned:</i> shares, accounting for % of charter capital
<i>Holding commitments (if any)</i>	
<i>Related persons holding shares of the Corporation:</i>	1. Relationship: Name of individual/organization: holding: shares, accounting for% of charter capital.
	2. Relationship: Name of individual/organization: holding: shares, accounting for% of charter capital.

I hereby declare that the above information is completely true. If incorrect, I take full responsibility before the law and commit to performing my duties honestly if elected as a member of the Board of Supervisors.

....., [Month] [DD], [YYYY]
 Declarant signs and writes full name

No.: /NQ-AGM

Dong Nai, , 2026

DRAFT

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

GENERAL MEETING OF SHAREHOLDERS
TIN NGHIA CORPORATION

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and Law No. 76/2025/QH15 dated June 17, 2025, on amendments and supplements to a number of articles of the Law on Enterprises;

Pursuant to the Business Registration Certificate No. 3600283394, issued by the Business Registration Office - Department of Planning and Investment of Dong Nai Province;

Pursuant to the Charter of Tin Nghia Corporation (hereinafter referred to as "Tin Nghia Corporation" or the "Corporation");

Pursuant to the rights and obligations of the General Meeting of Shareholders of Tin Nghia Corporation as stipulated in the Corporation's Charter;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Tin Nghia Corporation dated 04/6/2026.

RESOLVED:

Article 1. Approve the Report of the Board of Directors of Tin Nghia Corporation on the business performance results for 2025 and the plan for 2026 (Report attached) with the following key indicators:

Indicator	Unit	2025 Plan	2025 Actual	% Comparison 2025 Actual	
				Plan	Same period
Total consolidated revenue	Billion VND	11.700	14.323	122,4%	118,1%
<i>In which: Parent Company</i>	Billion VND	7.600	9.397	123,6%	122,4%
Profit after tax	Billion VND	672	833	124%	196,3%

Indicator	Unit	2025 Plan	2025 Actual	% Comparison 2025 Actual	
				Plan	Same period
<i>In which: Parent Company</i>	Billion VND	622	499	80,2%	202%
Dividend (*)	%	12	12	100%	109,1%

Article 2. Approve the Report of the Board of Directors of Tin Nghia Corporation Joint Stock Company on the summary of activities for the II term (2021 – 2026) and development orientation for the 2026 – 2031 period (Report attached).

Article 3. Approve the Report of the Board of Supervisors of Tin Nghia Corporation Joint Stock Company on the operational results for 2025 and the audit plan for 2026 (Report attached).

Article 4. Approve the Report of the Board of Supervisors of Tin Nghia Corporation Joint Stock Company on the summary of activities for the II term (2021 – 2026) (Report attached).

Article 5. Approve the Financial Statements of Tin Nghia Corporation for the fiscal year ending December 31, 2025 (including the Consolidated Financial Statements and Separate Financial Statements) which have been audited and confirmed by AASC Auditing Firm Co., Ltd. (AASC) and examined by the Corporation's Board of Supervisors (Report attached).

Article 6. Approve the profit distribution plan of Tin Nghia Corporation for 2025 with the following key indicators:

Unit: VND

No.	Description	Amount
1	Profit after tax on 2025 consolidated Financial Statements	833.292.501.524
2	Profit after tax on 2025 separate Financial Statements	498.664.605.686
3	2025 Profit distribution	255.973.292.114
3.1	Allocation to Development Investment Fund (2% of PAT)	9.973.292.114
3.2	Allocation to Bonus and Welfare Fund (2 months' salary)	6.000.000.000
3.3	2025 Dividend payment (12% of Charter Capital)	240.000.000.000
4	Remaining profit after tax in 2025 (4=2-3)	242.691.313.572

Based on the realized profit in 2025 and undistributed profit after tax according to the parent company's Financial Statements as of December 31, 2025, approve the appropriation rates for the funds as mentioned above and agree to pay dividends for 2025 at the rate of 12% of the par value of shares in cash.

Article 7. Approve the production and business plan targets for 2026 and the projected dividend payout ratio for 2026 with the following key indicators:

1. Total consolidated revenue: 10.000 billion VND.
Of which, Parent Company: 5.800 billion VND.
2. Consolidated profit after tax: 450 billion VND.
Of which, Parent Company: 250 billion VND.
3. Dividend payout ratio/charter capital (minimum) in cash: 10%.

Article 8. Finalization of remuneration, salaries, and bonuses for 2025 and the budget for remuneration, salaries, and bonuses for 2026 for the Board of Directors and the Board of Supervisors of Tin Nghia Corporation.

1. Approve the finalization of the remuneration expenses for the Board of Directors and the Board of Supervisors incurred in 2025 at 864.000.000 VND.

2. Approve the budget for remuneration, salaries, and bonuses for the Board of Directors and the Board of Supervisors in 2026 as follows:

a) Remuneration for members of the Board of Directors and members of the Board of Supervisors: The total remuneration for members of the Board of Directors and members of the Board of Supervisors in 2026 is 1.500.000.000 VND (The total remuneration for the Board of Directors and the Board of Supervisors is after personal income tax).

b) Salaries for executive members of the Board of Directors and executive members of the Board of Supervisors: Paid from the Corporation's Salary Fund.

c) Bonuses for members of the Board of Directors and members of the Board of Supervisors: The bonus allocation for members of the Board of Directors and members of the Board of Supervisors in 2026 is a maximum of 5% of the profit after tax exceeding the 2026 plan.

d) Authorization is granted to the Board of Directors of the Corporation to decide on the specific remuneration, salary, and bonus levels for each member of the Board of Directors and the Board of Supervisors, and to be responsible for ensuring transparency and disclosure in accordance with regulations.

Article 9. Regarding the selection of an auditing firm for the 2026 Financial Statements.

1. Approve the list of independent auditing firms to be selected to audit the 2026 Financial Statements of Tin Nghia Corporation as follows:

No.	Name of Auditing Firm
1	KPMG Limited Company
2	AASC Auditing Firm Company Limited
3	CPA VietNam Auditing Company Limited
4	A&C Auditing and Consulting Company Limited

2. Authorization is granted to the Board of Directors of the Corporation to select one of the 04 (four) auditing firms from the list above to audit the 2026 Financial Statements of Tin Nghia Corporation.

3. In the event that an agreement cannot be reached with the 04 (four) auditing firms mentioned above, the 2026 Annual General Meeting of Shareholders authorizes the Board of Directors to select 01 (one) other auditing firm from the list approved by the State Securities Commission as eligible to audit public companies and listed companies to audit the 2026 Financial Statements of Tin Nghia Corporation.

Article 10. Approve the amendments and supplements to the Charter of Tin Nghia Corporation.

1. Approval of the full text of the amended Charter of Tin Nghia Corporation, prepared in accordance with the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 76/2025/QH15 dated June 17, 2025, on amendments and supplements to the Law on Enterprises; the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and Law No. 56/2024/QH15 on amendments and supplements to the Law on Securities, and other relevant legal regulations, consisting of 21 Chapters and 65 Articles (Charter attached).

The amended Charter shall take effect from the date it is approved by the General Meeting of Shareholders of the Corporation and shall replace the version of the Charter approved by the General Meeting of Shareholders on May 22, 2024.

2. Pursuant to the provisions of Point c, Clause 4, Article 24 of the Law on Enterprises No. 59/2020/QH14 dated July 16, 2020, the legal representative of the Corporation is assigned to sign and issue the Charter.

Article 11. Approve the amendments and supplements to the Internal Regulations on Corporate Governance of Tin Nghia Corporation.

1. Approve the full text of the revised Internal Regulations on Corporate Governance of Tin Nghia Corporation, prepared in accordance with the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 76/2025/QH15 dated June 17, 2025; the Law on Securities No. 54/2019/QH14 dated November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024; the Corporation's Charter and other relevant legal regulations, consisting of 7 Chapters and 19 Articles (Regulations attached).

The Internal Regulations on Corporate Governance of Tin Nghia Corporation shall take effect from the date they are approved by the General Meeting of Shareholders of the Corporation.

2. Pursuant to the provisions of the Corporation's Charter, the Chairman of the Board of Directors is authorized to sign and issue the Regulations and implement them on behalf of the Board of Directors.

Article 12. Approve the amendments and supplements to the Operating Regulations of the Board of Directors of Tin Nghia Corporation.

1. Approve the full text of the revised Operating Regulations of the Board of Directors of Tin Nghia Corporation, prepared in accordance with the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020; Law No. 76/2025/QH15 dated June 17, 2025; the Law on Securities No. 54/2019/QH14 dated November 26, 2019; Law No. 56/2024/QH15 dated November 29, 2024; the Corporation's Charter and other relevant legal regulations, consisting of 7 Chapters and 24 Articles (Regulations attached).

The Operating Regulations of the Board of Directors of Tin Nghia Corporation shall take effect from the date they are approved by the General Meeting of Shareholders of the Corporation.

2. Pursuant to the provisions of the Corporation's Charter, the Chairman of the Board of Directors is authorized to sign and issue the Regulations and implement them on behalf of the Board of Directors.

Article 13. Approve the number and list of elected members of the Board of Directors of Tin Nghia Corporation, III term (2026 - 2031):

1. Approve the number of members of the Board of Directors of Tin Nghia Corporation for the III term (2026 – 2031) as 06 (six) members.

2. Approve the list of elected members of the Board of Directors of Tin Nghia Corporation, III term (2026 - 2031), including the following individuals:

No.	Full name	Year of birth	Gender	ID Card/Citizen ID No.	Professional qualification
1					
2					
3					
4					
5					
6					

Article 14. Approve the number and list of elected members of the Board of Supervisors of Tin Nghia Corporation, III term (2026 - 2031):

1. Approve the number of members of the Board of Supervisors of Tin Nghia Corporation for the III term (2026 – 2031) as 03 (three) members.

2. Approve the list of elected members of the Board of Supervisors of Tin Nghia Corporation, III term (2026 - 2031), including the following individuals:

No.	Full name	Year of birth	Gender	ID Card/Citizen ID No.	Professional qualification
1					
2					
3					

Article 15. Implementation provisions.

1. The Board of Directors of the Corporation is responsible for:

a) Organizing the meeting to elect the Chairman of the Board of Directors to exercise the rights and obligations in accordance with regulations.

b) Directing and organizing the implementation of the contents stated in this Resolution in accordance with the provisions of the law and the Corporation's Charter.

b) Reporting the status and results of the implementation of this Resolution at the next General Meeting of Shareholders.

2. The Board of Supervisors of the Corporation is responsible for:

a) Organizing the meeting to elect the Head of the Board of Supervisors to exercise the rights and obligations in accordance with regulations.

b) Inspecting and supervising the implementation of this Resolution in accordance with the provisions of the law and the Corporation's Charter.

3. This Resolution was voted and approved by the 2026 Annual General Meeting of Shareholders of Tin Nghia Corporation in accordance with the provisions of law and the Corporation's Charter; it shall be posted on the website of Tin Nghia Corporation at: www.tinnghiacorp.com.vn within 24 hours from the time of the conclusion of the Meeting.

4. This Resolution takes effect from the date of signing./.

**ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS
CHAIRWOMAN**

Recipient:

- As Article 16;
- Shareholders (via Website);
- Archive: Meeting records, BOD Office.