

REPORT ON CORPORATE GOVERNANCE
YEAR 2024

To: - The State Securities Commission
- Hanoi Stock Exchange

- Listed Company Name: THONG NHAT JOINT STOCK COMPANY
- Address of headoffice: 2A Road, Bau Xeo Industrial Park, Trang Bom District, Dong Nai Province
- Telephone: 0251.3924377 – 3924690 Fax: 0251.3924692
- Younger Siblingail: info@bauxeo.com.vn
- Charter capital: 82,000,000,000 VND
- Stock symbol: BAX
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: In progress

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1		28/6/2024	Resolution of the 2024 Annual General Meeting of Shareholders

II. Board of Directors

1. Information about the members of the Board of Directors (BOD):

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Nguyen Thanh Son	Chairman of the Board of Directors	26/4/2019	28/6/2024

2	Tran Trung Tuan	Chairman of the Board of Directors	Reappointed on 28/6/2024	
3	Tran Thanh	Vice Chairman of the Board of Directors	28/6/2024	
4	Nguyen Cao Nhon	Non-Executive Member of the Board of Directors	16/3/2023	28/6/2024
5	Nguyen Van Thanh	Non-Executive Member of the Board of Directors	26/4/2019	28/6/2024
4	Nguyen Hoang Dung	Executive Member of the Board of Directors	Reappointed on 28/6/2024	
7	Nguyen Thi Thu Thao	Non-Executive Member of the Board of Directors	22/11/2021	28/6/2024
8	Tran Nhan	Non-Executive Member of the Board of Directors	28/6/2024	
9	Huynh Nguyen Tuan Brother	Independent Member of the Board of Directors	28/6/2024	

2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Nguyen Thanh Son	3/3	100%	
2	Tran Trung Tuan	7/7	100%	
3	Tran Thanh	4/4	100%	
4	Nguyen Cao Nhon	3/3	100%	
5	Nguyen Van Thanh	3/3	100%	
6	Nguyen Hoang Dung	7/7	100%	
7	Nguyen Thi Thu Thao	3/3	100%	
8	Tran Nhan	4/4	100%	
9	Huynh Nguyen Tuan Brother	4/4	100%	

3. Supervising the Board of Management by the Board of Directors:

In 2024, the Board of Directors of Thong Nhat Joint Stock Company carried out the following supervisory activities over the Executive Board:

- Supervised the management and operation of the Company's production and business activities. The Board of Directors provided direct guidance to the Executive Board to ensure the implementation of the Resolutions set forth by the General Meeting of Shareholders and the Board of Directors.

- The Chairman of the Board of Directors regularly participated in meetings with the Board of Directors and the Executive Board to address obstacles and difficulties, creating the most favorable Conditions for the production and business activities to proceed as planned.

- Directed the review and audit of quarterly and semi-annual financial statements in compliance with accounting regulations and standards.

- The Executive Board promptly implemented the Resolutions of the Board of Directors and regularly Consulted with the Board on arising issues in the management of the Company.

4. Activities of the Board of Directors' subcommittees: *None*

5. Resolutions/Decisions of the Board of Directors in 2024:

No.	Resolution/Decision No.	Date	Content
1	01/NQ-HDQT	12.1.2024	Resolution of the Board of Directors on the regular meeting for Q4/2023
2	02/NQ-HDQT	18.1.2024	Resolution of the Board of Directors on transactions between the Company and related parties arising in 2024
3	03/NQ-HDQT	27.3.2024	Resolution of the Board of Directors on changing the time for holding the Annual General Meeting of Shareholders in 2024
4	04/NQ-HDQT	11.4.2024	Resolution of the Board of Directors on the first extraordinary meeting in 2024
5	05/NQ-HDQT	19.4.2024	Resolution of the Board of Directors on changing the time for holding the Annual General Meeting of Shareholders in 2024.
6	06/NQ-HDQT	12.6.2024	Resolution of the Board of Directors on the time for organizing the 2024 Annual General Meeting of Shareholders.
7	07/NQ-HDQT	28.6.2024	Resolution of the Board of Directors on electing the Chairman and Vice Chairman of the Board of Directors for the 2024–2029 term.
8	08/NQ-HDQT	12.07.2024	Resolution of the Board of Directors on the payment of the second cash dividend for 2023 (5% per par value)
9	09/NQ-HDQT	28/6/2024	Resolution of the Board of Directors on the regular meeting for District 3/2024
10	10/NQ-HDQT	27.11.2024	Resolution of the Board of Directors through written consultation with members regarding matters under the Board's authority.

11	11/NQ-HDQT	02.12.2024	Resolution approving the first interim cash dividend payment for 2024 (20% per par value)
12	12/NQ-HDQT	27.12.2024	Resolution of the Board of Directors on the regular meeting for Q4/2024
13	01/NQ-BOD	17.01.2024	Approval of adjustments to the foundation pile design for Block 5 within the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai
14	01A/NQ-BOD	12.3.2024	Approval of the budget for maintenance and repair works for the centralized wastewater treatment plant at Bau Xeo Industrial Park
15	02/NQ-BOD	18.3.2024	Approval of the cost estimates for packages related to the adjustment of Construction design and total cost estimates for the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai
16	02A/NQ-BOD	19.3.2024	Approval of Contractor selection results for the maintenance and repair package of the centralized wastewater treatment plant at Bau Xeo Industrial Park
17	03/NQ-BOD	25.3.2024	Approval of the Contractor selection plan for packages related to the adjustment of Construction design and total cost estimates for the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai
18	03A/NQ-BOD	25.3.2024	Approval of the cost estimates for upgrading the centralized wastewater treatment plant at Bau Xeo Industrial Park
19	04/NQ-BOD	29.3.2024	Approval of Contractor selection results for Consultancy services on preparing E-Bidding Documents, evaluating E-Bidding Submissions, and adjusting Construction design and total cost estimates for the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai.
20	05/NQ-BOD	29.3.2024	Approval of Contractor selection results for

			Consultancy services on appraising E-Bidding Documents and the results of Contractor selection for adjusting Construction design and total cost estimates for the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai
21	05A/NQ-BOD	29.3.2024	Approval of Contractor selection results for the package to upgrade the centralized wastewater treatment plant at Bau Xeo Industrial Park.
22	06/NQ-BOD	9.4.2024	Approval of additional work arising during the mass pile-driving process of Block 5 and its technical infrastructure under the Construction package of the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai.
23	07/NQ-BOD	12.4.2024	Approval of the starting price for the auction of commercial service land use rights (C5 plot) at Bau Xeo Industrial Park Service Center Area.
24	07A/NQ-BOD	22.4.2024	Approval of adjustments to the foundation design (additional piles and extended foundation beams) under the Construction package of Block 5 and its technical infrastructure within the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai.
25	08/NQ-BOD	3.5.2024	Assignment of the 2024 Labor & Salary Plan.
26	09/NQ-BOD	4.5.2024	Approval of the appointment of an advisory unit for the auction of commercial service land use rights (C5 plot) at Bau Xeo Industrial Park Service Center Area.
27	10/NQ-BOD	7.5.2024	Approval of the additional foundation cost estimates for Block 5 within the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai.
28	11/NQ-BOD	10.5.2024	Approval of the list of Contractors meeting technical requirements for the Consultancy package on adjusting Construction design and total cost estimates for the NC2 residential project, part of the housing

			development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai.
29	12/NQ-BOD	20.5.2024	Approval of Contractor selection results for the Consultancy package on adjusting Construction design and total cost estimates for the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai.
30	13/NQ-BOD	21.5.2024	Approval of the Economic-Technical Report for the Construction of Connection and wastewater collection works for Pousung and ShingMaik Companies under the infrastructure development and operation project at Bau Xeo Industrial Park.
31	14/NQ-BOD	24.5.2024	Approval of the Contractor selection plan for Consultancy and Construction packages for the Connection and wastewater collection works for Pousung and ShingMaik Companies under the infrastructure development and operation project at Bau Xeo Industrial Park.
32	15/NQ-BOD	30.5.2024	Approval of the cost estimates for the land leveling and tree planting isolation area project at Bau Xeo Industrial Park 2 near National Highway 1A (in front of Pousung Company)
33	16/NQ-BOD	30.5.2024	Approval of the cost estimates for the tree planting isolation area project at Bau Xeo Industrial Park 2 near National Highway 1A and the tree planting along the left-side frontage road of National Highway 1A (in front of Pousung Company)
34	17/NQ-BOD	30.5.2024	Approval of the Contractor selection plan for Construction packages for the Connection and wastewater collection works for Pousung and ShingMark Companies under the infrastructure development and operation project at Bau Xeo Industrial Park.
35	18/NQ-BOD	30.5.2024	Approval of Contractor selection results for the Consultancy package on project management of the Construction of Connection and wastewater collection works for Pousung and ShingMark Companies under

			the infrastructure development and operation project at Bau Xeo Industrial Park
36	19/NQ-BOD	30.5.2024	Approval of Contractor selection results for the Consultancy package on supervision of the Construction of Connection and wastewater collection works for Pousung and ShingMark Companies under the infrastructure development and operation project at Bau Xeo Industrial Par
37	20/NQ-BOD	30.5.2024	Approval of adjustments to the Appraisal Team for bidding activities in 2024
38	21/NQ-BOD	7.6.2024	Approval of the Contractor selection plan for the land leveling package and tree planting isolation area project at Bau Xeo Industrial Park 2 near National Highway 1A (in front of Pousung Company)
39	22/NQ-BOD	19.6.2023	Approval of the Contractor selection plan for the Construction package for the tree planting isolation area project at Bau Xeo Industrial Park 2 near National Highway 1A and the tree planting along the left-side frontage road of National Highway 1A (in front of Pousung Company)
40	23/NQ-BOD	7.6.2024	Approval of Contractor selection results for the Consultancy package on reviewing the adjusted Construction design and total cost estimates for the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai
41	24/NQ-BOD	19.6.2024	Approval of Contractor selection results for the land leveling package and tree planting isolation area project at Bau Xeo Industrial Park 2 near National Highway 1A (in front of Pousung Company)
42	25/NQ-BOD	19.6.2024	Approval of Contractor selection results for the Construction package for the tree planting isolation area project at Bau Xeo Industrial Park 2 near National Highway 1A and the tree planting along the left-side frontage road of National Highway 1A (in front of Pousung Company)
43	26/NQ-BOD	19.6.2024	Approval of Contractor selection results for the package on inspection and acceptance of the

			Construction of Block 5 and its technical infrastructure within the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai
44	27/NQ-BOD	21.6.2024	Approval of Contractor selection results for the Consultancy package on auditing and finalizing the Connection and wastewater collection works for Pousung and ShingMark Companies under the infrastructure development and operation project at Bau Xeo Industrial Park
45	28/NQ-BOD	21.6.2024	Approval of Contractor selection results for the Consultancy package on auditing and finalizing Block 5 and its technical infrastructure within the NC2 residential project, part of the housing development project at Bau Xeo Industrial Park Service Center Area, Trang Bom District, Dong Nai
46	29/NQ-BOD	28.6.2024	Approval of reappointment of General Director Nguyen Hoang Dung
47	30/NQ-BOD	28.6.2024	Approval of reappointment of Deputy General Director Tran Huu Trung
48	31/NQ-BOD	28.6.2024	Approval of reappointment of Deputy General Director Nguyen Huu Tri
49	32/NQ-BOD	28.6.2024	Approval of reappointment of Head of Business Planning Department Phan Trong Dat
50	33/NQ-BOD	28.6.2024	Approval of reappointment of Head of Administration Department Mai Hoang Lam
51	34/NQ-BOD	28.6.2024	Approval of reappointment of Head of Environmental Management Department Pham Van Thien
52	35/NQ-BOD	28.6.2024	Approval of change in legal representative
53	36/NQ-BOD	5.7.2024	Approval of Contractor selection results for the Consultancy package on auditing and reviewing financial statements for the fiscal year ending December 31, 2024.
54	37NQ-BOD	23.10.2024	Approval of appointment of the Board of Directors' Secretary
55	38/NQ-BOD	21.11.2024	Approval of the budget estimate for purchasing water tanker trucks for firefighting, tree irrigation, and road

			washing.
56	39/NQ-BOD	26.11.2024	Approval of the Contractor selection plan for the procurement of water tanker trucks for firefighting, tree irrigation, and road washing.
57	40/NQ-BOD	28.1.2024	Approval of the establishment of the Appraisal Team for the Economic-Technical Report for the Construction of the cultural house project (C2 plot)
58	41/NQ-BOD	29.11.2024	Approval of the project for the right-side frontage road of National Highway 1A (section passing Binh Tay Company), including traffic road, stormwater drainage, and wastewater drainage works in Bau Xeo Industrial Park infrastructure project.
59	42/NQ-BOD	29.11.2024	Approval of the total cost estimate for the fence section from point C64 to C65 (section passing Binh Tay Company) of Bau Xeo Industrial Park 1
60	43/NQ-BOD	2.12.2024	Approval of the Economic-Technical Report for the Construction of the cultural house project (C2 plot)
61	44/NQ-BOD	9.12.2024	Approval of Contractor selection results for the procurement of water tanker trucks for firefighting, tree irrigation, and road washing
62	45/NQ-BOD	9.12.2024	Approval of the Contractor selection plan for Consultancy and Construction packages for the right-side frontage road of National Highway 1A (section passing Binh Tay Company), including traffic road, stormwater drainage, and wastewater drainage works in Bau Xeo Industrial Park infrastructure project.
63	46/NQ-BOD	9.12.2024	Approval of the Contractor selection plan for Consultancy and Construction packages for the fence section from point C64 to C65 (section passing Binh Tay Company) of Bau Xeo Industrial Park 1.
64	47/NQ-BOD	19.12.2024	Approval of Contractor selection results for the Construction package for the right-side frontage road of National Highway 1A (section passing Binh Tay Company), including traffic road, stormwater drainage, and wastewater drainage works in Bau Xeo Industrial Park infrastructure project.
65	48/NQ-BOD	19.12.2024	Approval of Contractor selection results for the Construction package for the fence section from point

			C64 to C65 (section passing Binh Tay Company) of Bau Xeo Industrial Park 1.
66	49/NQ-BOD	19.12.2024	Approval of Contractor selection results for the Consultancy package on supervision of the Construction of the right-side frontage road of National Highway 1A (section passing Binh Tay Company), including traffic road, stormwater drainage, and wastewater drainage works in Bau Xeo Industrial Park infrastructure project.
67	50/NQ-BOD	19.12.2024	Approval of Contractor selection results for the Consultancy package on supervision of the Construction of the fence section from point C64 to C65 (section passing Binh Tay Company) of Bau Xeo Industrial Park 1.
68	51/NQ-BOD	19.12.2024	Approval of Contractor selection results for the Consultancy package on auditing and finalizing the Construction of the right-side frontage road of National Highway 1A (section passing Binh Tay Company), including traffic road, stormwater drainage, and wastewater drainage works in Bau Xeo Industrial Park infrastructure project.
69	52/NQ-BOD	19.12.2024	Approval of Contractor selection results for the Consultancy package on auditing and finalizing the fence section from point C64 to C65 (section passing Binh Tay Company) of Bau Xeo Industrial Park 1.
70	53/NQ-BOD	27.12.2024	Approval of the establishment of the Appraisal Team for adjusting the feasibility study report for the Construction of the worker residential building project (NC2 plot)
71	54/NQ-BOD	30.12.2024	Approval of the finalization of the 2024 Labor and Salary Plan
72	55/NQ-BOD	30.12.2024	Approval of commendation for individuals with outstanding achievements in 2024
73	56/NQ-BOD	30.12.2024	Approval of the procurement plan for production and business activities and routine operational maintenance
74	57/NQ-BOD	30.12.2024	Approval of adjustments to the feasibility study report for the Construction of the worker residential building

			project (NC2 plot)
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III. Board of Supervisors/Audit Committee:

1. Information about members of Board of Supervisors or Audit Committee:

No.	Members of Board of Supervisors/ Audit Committee	Position	The date becoming/ceasing to be the member of the Board of Supervisors/ Audit Committee	Qualification
1	Vo Thi Quynh Tien	Head of the Board of Supervisors	Appointed on 28/6/2024	Bachelor of Economics
2	Dao Sy Du	Head of the Board of Supervisors	Dismissed on 28/6/2024	Bachelor of Economics
3	Le Minh Chuong	Member of the Board of Supervisors	Reappointed on 28/6/2024	Master of Business Administration
4	Nguyen Chi Hieu	Member of the Board of Supervisors	Reappointed on 28/6/2024	Civil Engineer

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Vo Thi Quynh Tien	2/2	100%	100%	
2	Dao Sy Du	1/1	100%	100%	
3	Le Minh Chuong	3/3	100%	100%	
4	Nguyen Chi Hieu	3/3	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee:

In 2024, the Board of Directors held six meetings, including one meeting through written consultation, issued 62 decisions, and passed 12 resolutions. These focused on improving and enhancing the Company's operational and management activities. The resolutions of the Board of Directors were issued within their functions and authority, in alignment with the directives and resolutions of the General Meeting of Shareholders, and fully complied with the Company's Charter, the Enterprise Law, and applicable legal regulations;

The Executive Board effectively organized and directed business activities in accordance with its functions, duties, and authority, ensuring compliance with state laws and the provisions of the Company's Charter;

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers:

In 2024, the Board of Supervisors Conducted two inspections to review the Company's business operations and one meeting to elect the Head of the Board of Supervisors for the 2024–

2029 term. Additionally, the Board of Supervisors held official working sessions with the Company's leadership to promptly address and propose solutions for urgent and critical issues. Members of the Board of Supervisors also participated in and provided opinions at the regular meetings of the Board of Directors.

5. Other activities of the Board of Supervisors and Audit Committee (if any):

- Inspection and supervision of the Quarterly and Semi-Annual Financial Statements for 2024;

- Inspection and supervision of Construction activities;

- Inspection and supervision of compliance with the Company's Charter, the Enterprise Law, and current legal regulations.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1	Nguyen Hoang Dung	05/01/1971	Th.s QTKD	Reappointed on 28/6/2024
2	Tran Huu Trung	29/4/1973	Th.s QTKD	Reappointed on 1/7/2024
3	Nguyen Huu Tri	09/2/1979	Bachelor of Economics	Reappointed on 1/7/2024

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Nguyen Huu Tri	09/2/1979	Bachelor of Economics	Reappointed on 1/7/2024

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: Regularly assign professional staff to participate in corporate governance training courses.

VII. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company).

1. The list of affiliated persons of the Company : *Details in Appendix 1 attached to this report*
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: *Details in Appendix 2 attached to this report*
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes Controlling power: *None*
4. Transactions between the Company and other objects:

4.1. Transactions between the Company and the company that members of the Board of Directors, the Board of Supervisors, or the Director (General Director) have been founding members or members of the Board of Directors, or Directors (General Directors) in the past three (03) years (as of the reporting date): *None*.

4.2. Transactions between the Company and the company where affiliated persons of members of the Board of Directors, the Board of Supervisors, or the Director (General Director) are members of the Board of Directors or Directors (General Directors): *Information is available in Appendix 2*.

4.3. Other transactions of the Company (if any) that may bring material or non-material benefits to members of the Board of Directors, the Board of Supervisors, or the Director (General Director): *None*.

VIII. Share transactions of internal persons and their affiliated persons 2024.

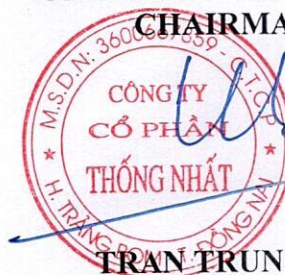
1. The list of internal persons and their affiliated persons: *Details in Appendix 3 attached to this report*
2. Transactions of internal persons and affiliated persons with shares of the company: *None*

IX. Other significant issues (None)

Recipients:

- Same as above.
- Archived: VT/P.TCKT.

ON BEHALF OF THE BOD
CHAIRMAN



TRAN TRUNG TAN

APPENDIX 1

THE LIST OF AFFILIATED PERSONS OF THE COMPANY AT 31/12/2024

(Attached to the Corporate Governance Report No. 02/BC-BOD on 21/01/2025)

No.	Name of organization / individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
I	Board of Directors, Executive Board								
1	Nguyen Thanh Son		Chairman of the Board of Directors			22/8/2018	28/6/2024	Dismissal	Insider of the Company
2	Tran Trung Tuan		Chairman of the Board of Directors			Reappointed on 28/6/2024			Insider of the Company
3	Nguyen Cao Nhon		Non-Executive Member of the Board of Directors			03/2023	28/6/2024	Dismissal	Insider of the Company
4	Nguyen Van Thanh		Non-Executive Member of the Board of Directors			01/2004	28/6/2024	Dismissal	Insider of the Company
5	Nguyen Hoang Dung		Executive Member of the Board of Directors kiêm TGD			Reappointed on 28/6/2024			Insider of the Company
6	Nguyen Thi Thu Thao		Non-Executive Member of the Board of Directors			11/2021	28/6/2024	Dismissal	Insider of the Company
7	Tran Thanh		Vice Chairman of the Board of Directors			28/6/2024			Insider of the Company
8	Tran Nhan		Non-Executive Member of the			28/6/2024			Insider of the Company



			Board of Directors						
9	Huynh Nguyen Tuan Brother		Independent Member of the Board of Directors			28/6/2024			Insider of the Company
10	Tran Huu Trung		Deputy General Director			Reappointed on 01/7/2024			Insider of the Company
11	Nguyen Huu Tri		Deputy General Director cum Chief Accountant, Corporate Governance Officer			Reappointed on 01/7/2024			Insider of the Company
II	Board of Supervisors								
1	Dao Sy Du		Head of the Board of Supervisors			03/2009	28/6/2024	Dismissal	Insider of the Company
2	Vo Thi Quynh Tien		Head of the Board of Supervisors			28/6/2024			Insider of the Company
3	Le Minh Chuong		Member of the Board of Supervisors			Reappointed on 28/6/2024			Insider of the Company
4	Nguyen Chi Hieu		Member of the Board of Supervisors			Reappointed on 28/6/2024			Insider of the Company
III	Major Shareholder Holding Over 10%								
1	America LLC					2022			Major Shareholder Holding Over 10%
IV	Related Organization								
1	DONG NAI RUBBER CORPORATION					2004			Shareholder Holding 10% or More

2	TIN NGHIA CORPORATION					2004			Shareholder Holding 10% or More
3	TIN NGHIA PROFESSIONAL SECURITY SERVICES CORPORATION					2015			Subsidiary of Tin Nghia Corporation Joint Stock Company
4	TIN NGHIA PROJECT MANAGEMENT JOINT-STOCK COMPANY					2008			Subsidiary of Tin Nghia Corporation Joint Stock Company
5	JAPANESE SMES DEVELOPMENT JS COMPANY					2015			Subsidiary of Tin Nghia Corporation Joint Stock Company
6	NHON TRACH GREEN TREES CORPORATION					2017			Associate Company of Tin Nghia Group Joint Stock Company
7	DONG NAI IMPORT EXPORT PROCESSING AGRICULTURAL PRODUCTS AND FOODS JOINT STOCK COMPANY					2010			Subsidiary of Tin Nghia Corporation Joint Stock Company
8	PELIO GROUP CORPORATION					2018			The Company is related to a major shareholder, Mr Quach Trong Nguyen.
9	AN LOC RUBBER CONSTRUCTION COMPANY LIMITED					2014			The Company is an associate of Dong Nai Rubber Corporation Limited Liability Company.

10	AMERICA LLC					2024			The Company is related to an independent member of the Board of Directors.
11	TIN NGHIA INDUSTRIAL PARK DEVELOPMENT JOINT_STOCK COMPANY					2024			<ul style="list-style-type: none"> - A subsidiary of Tin Nghia Corporation Joint Stock Company. - The Company is related to an independent member of the Board of Directors.
12	DONG NAI VALUATION CORPORATION								The Company is an associate of Tin Nghia Corporation Joint Stock Company – a major shareholder of the Company.
IV	Related Individual								
1	Nguyen Thanh Son		Chairman of the Board of Directors			22/8/2018	28/6/2024	Dismissal	
1.1	DONG NAI RUBBER CORPORATION								Related Functional Group
1.2	LONG KHANH INDUSTRIAL ZONE JOINT-STOCK COMPANY		Chairman of the Board of Directors						Related Functional Group
1.3	DAU GIAY INDUSTRIAL ZONE JOINT-STOCK COMPANY		General Director						Related Functional Group
1.4	Nguyen Thanh Xuan								Father

1.5	Pham Thi My Kim								Mother
1.6	Ngo Thi Thuy Lan								Wife
1.7	Nguyen Thanh Nam								Child
1.8	Nguyen Lan Phuong								Child
1.9	Nguyen Thanh Lâm								Younger Sibling
1.10	Nguyen Thanh Hai								Younger Sibling
2	Tran Trung Tuan		Chairman of the Board of Directors			28/6/2024			
2.1	TIN NGHIA CORPORATION		Member of the Board of Directors/General Director						Related Functional Group
2.2	TINNGHIA PETROL JOINT STOCK COMPANY		Member of the Board of Directors						Related Functional Group
2.3	NHON TRACH INVESTMENT JSC		Chairman of the Board of Directors						Related Functional Group
2.4	ICD BIEN HOA - TIN NGHIA LOGISTICS JOINT - STOCK COMPANY		Chairman of the Board of Directors						Related Functional Group
2.5	Truong Thi Ngoc Trang								Wife
2.6	Tran Thuy Brother								Child
2.7	Tran Thuy Han								Child
2.8	Nguyen Huu Hanh								Biological Mother
2.9	Tran Thanh Thao								Elder Sister
2.10	Tran Trung Hau								Elder Brother

2.11	Tran Trung Binh								Younger Sibling
2.12	Tran Trung Hoa								Younger Sibling
2.13	Truong Van Thuc								Father-in-law
2.14	Doan Thi Tam								Mother-in-law
2.15	Tran Thi Tuyet Brother								Sister dâu
2.16	Nguyen Thi Ai Luyen								Sister-in-law
2.17	Duong Thi Thuy Nhuan								Sister-in-law
3	Nguyen Cao Nhon		Member of the Board of Directors			3/2023	28/6/2024	Dismissal	
3.1	TIN NGHIA CORPORATION		Deputy General Director and Information Disclosure Officer						Related Functional Group
3.2	HIEP PHU JOINT STOCK COMPANY		Chairman of the Board of Directors						Related Functional Group
3.3	TIN NGHIA (LAOS) JOINT STOCK COMPANY		Chairman of the Board of Directors						Related Functional Group
3.4	TIN NGHIA LOGISTICS JOINT STOCK COMPANY - ICD BIEN HOA		Member of the Board of Directors cum General Director						Related Functional Group
3.5	OLYMPIC COFFEE JOINT STOCK COMPANY		Member of the Board of Directors						Related Functional Group
3.6	DONG NAI CONTAINER PORT JOINT STOCK COMPANY		Member of the Board of Directors						Related Functional Group
3.7	Huynh Thi Thu Thuy								Wife

3.8	Nguyen Huynh Cao Minh								Child
3.9	Nguyen Huynh Nam Phuong								Child
3.10	Nguyen Thi Khanh								Mother
3.11	Nguyen Hong Thuy								Brother
3.12	Nguyen Cao Le								Younger Sibling
3.13	Nguyen Thi Hong Nghia								Younger Sibling
3.14	Nguyen Thi Cao Tri								Younger Sibling
3.15	Ha Thi Nhu Y								Sister-in-law
3.16	Tran Ngoc Hong Phuoc								Brother-in-law
3.17	Nguyen Thi Kim Hoa								Sister-in-law
3.18	Vo Thi Bich Lien								Sister-in-law
4	Nguyen Van Thanh		Member of the Board of Directors			1/2014	28/6/2024	Dismissal	
4.1	DONG NAI RUBBER CORPORATION		Deputy General Director						Related Functional Group
4.2	DONG NAI RUBBER CONSTRUCTION JOINT STOCK COMPANY		Member of the Board of Directors						Related Functional Group
4.3	Le Thi Be								Mother
4.4	Le Thi Giang Thanh								Wife
4.5	Nguyen Thanh Truc								Child
4.6	Nguyen Truc Mai								Child
5	Nguyen Hoang Dung		Member of the Board of			28/6/2024			

			Directors cum General Director						
5.1	Vo Duy Nha Doan								Wife
5.2	Nguyen Van An								Father
5.3	Truong Thi Cam								Mother
5.4	Nguyen Hoang Luan								Child
5.5	Nguyen Hoang Nha Khue								Child
5.6	Nguyen Duc Dung								Brother
5.7	Nguyen Tri Dung								Brother
5.8	Nguyen Thi Huyen Trang								Sister
5.9	Nguyen Thi Phuong Trang								Younger Sibling
5.10	Nguyen Thi Doan Trang								Younger Sibling
5.11	Nguyen Thi Thu Trang								Younger Sibling
6	Nguyen Thi Thu Thao		Non-Executive Member of the Board of Directors			11/2021	28/6/2024	Dismissal	
6.1	DONG NAI RUBBER CORPORATION		Head of Investment Planning Department						Related Functional Group
6.2	Nguyen Thanh Chau								Father
6.3	Le Thi Hue								Mother
6.4	Nguyen Ngoc Bao Tram								Biological Child
6.5	Nguyen Ngoc Bao Tien								Biological Child

6.6	Nguyen Thanh Tuan								Elder Brother
6.7	Nguyen Thanh Tai								Elder Brother
6.8	Nguyen Thanh Tam								Elder Brother
7	Tran Thanh		Vice Chairman of the Board of Directors			28/6/2024			
7.1	DONG NAI RUBBER CORPORATION		Deputy Head in Charge of Quality Management Department						Related Functional Group
7.2	Tran Van Chai								Father
7.3	Nguyen Thi Hoan								Mother
7.4	Vu Thi Quynh Chi								Wife
7.5	Tran Vu Nha Uyen								Child
7.6	Tran Vu Uyen Phuong								Child
7.7	Tran Van Hai								Elder Brother
7.8	Tran Thi Van								Elder Sister
7.9	Tran Van Thuan								Elder Brother
7.10	Tran Thi Lan								Elder Sister
7.11	Tran Van Hoa								Elder Brother
8	Tran Nhan		Non-Executive Member of the Board of Directors			28/6/2024			
8.1	DONG NAI RUBBER CORPORATION		Deputy Head of Finance – Accounting Department						Related Functional Group

8.2	Tran Thi Thao								Wife
8.3	Tran Gia Huy								Child
8.4	Tran Bao Long								Younger Sibling
9	Huynh Nguyen Tuan Brother		Independent Member of the Board of Directors			28/6/2024			
9.1	AMERICA LLC		Consultant Specialist						Related Functional Group
9.2	TIN NGHIA INDUSTRIAL PARK DEVELOPMENT JOINT_STOCK COMPANY		Independent Member of the Board of Directors						Related Functional Group
9.3	Huynh Thanh Tam								Biological Father
9.4	Nguyen Thi Xoa								Biological Mother
10	Dao Sy Du		Head of the Board of Supervisors			03/2009	28/6/2024	Dismissal	
10.1	DONG NAI RUBBER WOOD PROCESSING JOINT STOCK COMPANY		Deputy General Director						Related Functional Group
10.2	Dao Sy Bich								Father
10.3	Nguyen Thi Minh Thu								Mother
10.4	Dao Sy Duy								Brother
10.5	Dao Sy Tri								Brother
10.6	Dao Thi Minh Phuong								Younger Sibling
10.7	Dao Thi Minh Khanh								Younger Sibling
10.8	Dao Nguyen Minh Thur								Younger Sibling

10.9	Nguyen Thi Phuong								Wife
10.10	Dao Nhat Uyen								Child
10.11	Dao Sy Khang								Child
10.12	Dao Sy Nguyen								Child
11	Vo Thi Quynh Tien		Head of the Board of Supervisors			28/6/2024			
11.1	DONG NAI RUBBER CORPORATION		Deputy Head of Finance – Accounting Department						Related Functional Group
11.2	Vo Van Sot								Father
11.3	Nguyen Thi Chau								Mother
11.4	Nguyen Ngoc Khiem								Husband
11.5	Nguyen Cat Tuong Van								Biological Child
11.6	Nguyen Ngoc Han								Biological Child
11.7	Nguyen Ngoc Lam								Biological Child
12	Le Minh Chuong		Member of the Board of Supervisors			28/6/2024			
12.1	TIN NGHIA CORPORATION		Director of Risk Management				26/11/2024	Termination of Employment Contract	Related Functional Group
12.2	TIN NGHIA - ASIA INVESTMENT JOINT STOCK COMPANY		Head of the Board of Supervisors						Related Functional Group

12.3	TINNGHIA PETROL JOINT STOCK COMPANY		Head of the Board of Supervisors						Related Functional Group
12.4	Dinh Thi Minh Chinh								Wife
12.5	Le Minh Dao								Child
12.6	Le Minh Thien NHan								Child
12.7	Le Minh Hoang								Elder Brother
12.8	Le Minh Nghia								Elder Brother
12.9	Le Minh Luong								Elder Brother
12.10	Le Thi Minh Tam								Elder Sister
12.11	Le Minh Chung								Younger Sibling
12.12	Le Minh Phuong								Younger Sibling
12.13	Dinh Huy Uong								Father-in-law
12.14	Dinh Huy Chung								Brother-in-law
12.15	Dinh Thi Minh Chinh								Sister-in-law
12.16	Dinh Huy Hieu								Brother-in-law
13	Nguyen Chi Hieu		Member of the Board of Supervisors			28/6/2024			
13.1	DONG NAI RUBBER CORPORATION		Staff of the Investment Planning Department						Related Functional Group
13.2	Nguyen Van Cu								Father
13.3	Nguyen Thị Cuc								Mother
13.4	Nguyen Chi Hung								Brother

13.5	Nguyen Thi Hien								Sister
13.6	Nguyen Thi Hoa								Sister
13.7	Nguyen Duc Huong								Younger Sibling
13.8	Nguyen Duy Hoang								Younger Sibling
13.9	Nguyen Duc Hieu								Younger Sibling
13.10	Diep Thi Ngoc Brother								Wife
13.11	Nguyen Chi Brother Tai								Child
13.12	Nguyen Chi Tien Thinh								Child
14	Tran Huu Trung	Deputy General Director				1/7/2024			
14.1	Tran Huu Thung								Father
14.2	Dang Thi Hien								Mother
14.3	LY Thong								Father-in-law
14.4	Duong Thi Yen								Mother-in-law
14.5	LY Ngoc Tran								Wife
14.6	Tran Xuan Nghi								Child
14.7	Tran Huu Tri								Child
14.8	Tran Thi Kim Oanh								Elder Sister
14.9	Tran Huu Thanh								Younger Sibling
14.10	Tran Thi Kim Lan								Younger Sibling

14.11	Tran Thi Khanh Linh								Younger Sibling
14.12	Truong Van Mung								Brother-in-law
14.13	Nguyen Nhu Trinh								Sister-in-law
14.14	Tran My Tien								Brother-in-law
14.15	Phan Duc Huy								Brother-in-law
15	Nguyen Huu Tri	Deputy General Director cum Chief Accountant, Information Disclosure Officer				1/7/2024			
15.1	Pham Thi Be								Mother
15.2	Nguyen Phuoc Truong								Brother
15.3	Nguyen Thi Phuong Tuyen								Sister
15.4	Le Linh Phung								Wife
15.5	Nguyen Nhat Nam Phuong								Child
15.6	Nguyen Tri NgUyen								Child
15.7	Le Van Sang								Father-in-law
15.8	Quarterat Thi Lanh								Mother-in-law
15.9	Le Phuong Loan								Sister-in-law
15.10	Le Hoai Phong								Brother-in-law

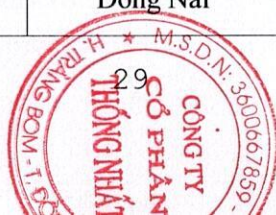
15.11	Nguyen Thi Diem Thuy								Sister-in-law
15.12	Huynh The Minh								Brother-in-law

APPENDIX 2

TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES, MAJOR SHAREHOLDERS, INSIDERS, AND PERSONS RELATED TO INSIDERS

(Attached to the Corporate Governance Report No. 02/BC-BOD on 21/01/2025)

No.	Name of organization/ individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	TIN NGHIA CORPORATION	Founding Shareholder	3600283394 11/01/2021 Department of Planning and Investment of Dong Nai Province	No. 96, road Ha Huy Giap, Quyet Thang Ward, Bien Hoa city, Dong Nai Province	Year 2024	02/NQ-BOD at 18/1/2024	Company Advertising Activities Giá trị: 39.055.738	
2	TINNGHIA PETROL JOINT STOCK COMPANY	Mr. Tran Trung Tuan serves as a Member of the	3601038204 8/12/2008 Department of Planning and	95A, CMT8, Quyet Thang Ward, Bien Hoa, Dong Nai	Year 2024	02/NQ-BOD at 18/1/2024	Purchase of Gasoline and Diesel Oil (DO) Value 243.422.540	



		Board of Directors.	Investment of Dong Nai					
3	TIN NGHIA PROFESSIONAL SECURITY SERVICES CORPORATION	Subsidiary of Tin Nghia Corporation Joint Stock Company	3603272464 25/03/2015 Department of Planning and Investment of Dong Nai	No. 60, road no. 1, KDC và TDC Tam Phuoc, Tam Phuoc Ward, Bien Hoa city, Dong Nai Province	Year 2024	02/NQ-BOD at 18/1/2024	Hire of Security Services Value 972.000.000	
4	TIN NGHIA PROJECT MANAGEMENT JOINT-STOCK COMPANY	Subsidiary of Tin Nghia Group Joint Stock Company	3601381549 15/8/2022 Department of Planning and Investment of Dong Nai	No. 01, Lo C, Phan Chu Trinh, Quang Vinh Ward, Bien Hoa City, Dong Nai Province	Year 2024	02/NQ-BOD at 18/1/2024	Consultancy and Supervision of Construction Works Value: 340.616.000	
5	JAPANESE SMES DEVELOPMENT JS COMPANY	Subsidiary of Tin Nghia Group Joint Stock Company	3603294411 30/6/2015 Department of Planning and Investment of Dong Nai	Nhon Trach III Industrial Park, Phase 2, Hiep Phuoc Town, Nhon Trach District, Dong Nai Province	Year 2024	02/NQ-BOD at 18/1/2024	Land Rent, Contract Amendment for Business Expansion, Water Fees, Wastewater Treatment Value: 1.100.694.891	
6	NHON TRACH GREEN TREES CORPORATION	Associate Company of Tin Nghia	3603438670 10/01/2017 Department of Planning and Investment of	(Within the premises of Nhon Trach Investment	Year 2024	02/NQ-BOD at 18/1/2024	Hire of Cleaning Services, Greenery Maintenance, and Tree Planting	

		Group Joint Stock Company	Dong Nai	Joint Stock Company), Road no. 7, East Saigon Urban Area , Long Tan Commune, Nhon Trach District, Tinh Dong Nai			Value: 1.310.045.601	
7	PELIO GROUP CORPORATION	Company Related to Major Shareholder, Mr. Quach Trong Nguyen	3603590788 4/10/2018 Planning and Investment of Dong Nai	No. 95A, Cach Mang Thang Tam, Quyet Thang Ward, Bien Hoa city, Dong Nai Province,	Year 2024	02/NQ-BOD at 18/1/2024	Purchase of Fuel Value: 175.306.474 Land Lease, Infrastructure Usage Fees, Management Fees, Water Fees, and Wastewater Treatment Fees Value: 519.092.914	
8	AN LOC RUBBER CONSTRUCTION COMPANY LIMITED	Associate Company of Dong Nai Rubber Corporation One Member Limited Liability	3603220466 23/10/2014 Planning and Investment of Dong Nai	No. 6, Road no. 1, Quarter Trung Tam, Xuan Lap Ward, Long Khanh city, Dong Nai	Year 2024	02/NQ-BOD at 18/1/2024	Construction of Frontage Road Value 49.444.579	

APPENDIX 3:

TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS WITH SHARES OF THE COMPANY

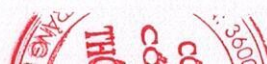
(Attached to the Corporate Governance Report No. 02/BC-BOD on 21/01/2025)

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
I	Name of internal person							
1	Nguyen Thanh Son		Chairman of the Board of Directors					Dismissed on 28/6/2024
2	Tran Trung Tuan		Chairman of the Board of Directors					Reappointed on 28/6/2024
3	Nguyen Cao Nhon		Non-Executive Member of the Board of Directors					Dismissed on 28/6/2024
4	Nguyen Van Thanh		Non-Executive Member of the Board of Directors			1.000	0,01%	Dismissed on 28/6/2024
5	Nguyen Hoang Dung		Executive Member of the Board of Directors cum General Director					Reappointed on 28/6/2024
6	Nguyen Thi Thu Thao		Non-Executive Member of the Board of Directors					Dismissed on 28/6/2024
7	Tran Thanh		Vice Chairman of the Board					Appointed on 28/6/2024



			of Directors					
8	Tran Nhan		Non-Executive Member of the Board of Directors					Appointed on 28/6/2024
9	Huynh Nguyen Tuan Brother		Independent Member of the Board of Directors					Appointed on 28/6/2024
10	Dao Sy Du		Head of the Board of Supervisors			1.600	0,019%	Dismissed on 28/6/2024
11	Vo Thi Quynh Tien		Head of the Board of Supervisors					Appointed on 28/6/2024
12	Le Minh Chuong		Member of the Board of Supervisors					Reappointed on 28/6/2024
13	Nguyen Chi Hieu		Member of the Board of Supervisors					Reappointed on 28/6/2024
14	Tran Huu Trung		Deputy General Director					Reappointed on 1/7/2024
15	Nguyen Huu Tri		Deputy General Director cum Chief Accountant, Corporate Governance Officer					Reappointed on 1/7/2024
II	Name affiliated persons							
1	Nguyen Thanh Son		Chairman of the Board of Directors					Dismissed on 28/6/2024
1.1	DONG NAI RUBBER CORPORATION					2.957.760	36,07%	
1.2	LONG KHANH INDUSTRIAL ZONE JOINT - STOCK COMPANY		Chairman of the Board of Directors					

1.3	DAU GIAY INDUSTRIAL ZONE JOINT-STOCK COMPANY		General Director					
1.4	Nguyen Thanh Xuan							
1.5	Pham Thi My Kim							
1.6	Ngo Thi Thuy Lan							
1.7	Nguyen Thanh Nam							
1.8	Nguyen Lan Phuong							
1.9	Nguyen Thanh Lâm							
1.10	Nguyen Thanh Hai							
2	Tran Trung Tuan		Chairman of the Board of Directors					Reappointed on 28/6/2024
2.1	TIN NGHIA CORPORATION		Thanh viên HĐQT/ TGD			2.420.400	29,52%	
2.2	TINNGHIA PETROL JOINT STOCK COMPANY		Thanh viên HĐQT					
2.3	NHON TRACH INVESTMENT JSC		Chairman of the Board of Directors					
2.4	ICD BIEN HOA - TIN NGHIA LOGISTICS JOINT - STOCK COMPANY		Chairman of the Board of Directors					
2.5	Truong Thi Ngoc Trang		Wife					
2.6	Tran Thuy Brother		Child					
2.7	Tran Thuy Han		Child					

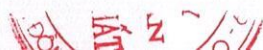


2.8	Nguyen Huu Hanh		Biological Mother					
2.9	Tran Thanh Thao		Elder Sister					
2.10	Tran Trung Hau		Elder Brother					
2.11	Tran Trung Binh		Younger Sibling					
2.12	Tran Trung Hoa		Younger Sibling					
2.13	Truong Van Thuc		Father-in-law					
2.14	Doan Thi Tam		Mother-in-law					
2.15	Tran Thi Tuyet Brother		Sister dâu					
2.16	Nguyen Thi Ai Luyen		Sister-in-law					
2.17	Duong Thi Thuy Nhuan		Sister-in-law					
3	Nguyen Cao Nhon		Non-Executive Member of the Board of Directors					Dismissed on 28/6/2024
3.1	TIN NGHIA CORPORATION		Deputy General Director and Information Disclosure Officer			2.420.400	29,52%	
3.2	HIEP PHU JOINT STOCK COMPANY		Chairman of the Board of Directors					
3.3	TIN NGHIA (LAOS) JOINT STOCK COMPANY		Chairman of the Board of Directors					
3.4	TIN NGHIA LOGISTICS JOINT STOCK COMPANY - ICD BIEN HOA		Member of the Board of Directors cum General Director					
3.5	OLYMPIC COFFEE JOINT STOCK COMPANY		Member of the Board of					

			Directors					
3.6	DONG NAI CONTAINER PORT JOINT STOCK COMPANY		Member of the Board of Directors					
3.7	Huynh Thi Thu Thuy		Wife					
3.8	Nguyen Huynh Cao Minh		Child					
3.9	Nguyen Huynh Nam Phuong		Child					
3.10	Nguyen Thi Khanh		Mother					
3.11	Nguyen Hong Thuy		Brother					
3.12	Nguyen Cao Le		Younger Sibling					
3.13	Nguyen Thi Hong Nghia		Younger Sibling					
3.14	Nguyen Thi Cao Tri		Younger Sibling					
3.15	Ha Thi Nhu Y		Sister-in-law					
3.16	Tran Ngoc Hong Phuoc		Brother-in-law					
3.17	Nguyen Thi Kim Hoa		Sister-in-law					
3.18	Vo Thi Bich Lien		Sister-in-law					
4	Nguyen Van Thanh		Non-Executive Member of the Board of Directors					Dismissed on 28/6/2024
4.1	DONG NAI RUBBER CORPORATION		Deputy General Director			2.957.760	36,07%	
4.2	DONG NAI RUBBER CONSTRUCTION JOINT STOCK COMPANY		Member of the Board of Directors					
4.3	Le Thi Be		Mother					

4.4	Le Thi Giang Thanh		Wife					
4.5	Nguyen Thanh Truc		Child					
4.6	Nguyen Truc Mai		Child					
5	Nguyen Hoang Dung		Member of the Board of Directors cum General Director					Reappointed on 28/6/2024
5.1	Vo Duy Nha Doan		Wife					
5.2	Nguyen Van An		Father					
5.3	Truong Thi Cam		Mother					
5.4	Nguyen Hoang Luan		Child					
5.5	Nguyen Hoang Nha Khue		Child					
5.6	Nguyen Duc Dung		Brother					
5.7	Nguyen Tri Dung		Brother					
5.8	Nguyen Thi Huyen Trang		Sister					
5.9	Nguyen Thi Phuong Trang		Younger Sibling					
5.10	Nguyen Thi Doan Trang		Younger Sibling					
5.11	Nguyen Thi Thu Trang		Younger Sibling					
6	Nguyen Thi Thu Thao		Non-Executive Member of the Board of Directors					Dismissed on 28/6/2024
6.1	DONG NAI RUBBER CORPORATION		Head of Investment Planning Department			2.957.760	36,07%	
6.2	Nguyen Thanh Chau		Father					

6.3	Le Thi Hue		Mother					
6.4	Nguyen Ngoc Bao Tram		Biological Child					
6.5	Nguyen Ngoc Bao Tien		Biological Child					
6.6	Nguyen Thanh Tuan		Elder Brother					
6.7	Nguyen Thanh Tai		Elder Brother					
6.8	Nguyen Thanh Tam		Elder Brother					
7	Tran Thanh		Vice Chairman of the Board of Directors					Appointed on 28/6/2024
7.1	DONG NAI RUBBER CORPORATION		Deputy Head in Charge of Quality Management Department			2.957.760	36,07%	
7.2	Tran Van Chai		Father					
7.3	Nguyen Thi Hoan		Mother					
7.4	Vu Thi Quynh Chi		Wife					
7.5	Tran Vu Nha Uyen		Child					
7.6	Tran Vu Uyen Phuong		Child					
7.7	Tran Van Hai		Elder Brother					
7.8	Tran Thi Van		Elder Sister					
7.9	Tran Van Thuan		Elder Brother					
7.10	Tran Thi Lan		Elder Sister					
7.11	Tran Van Hoa		Elder Brother					



8	Tran Nhan		Non-Executive Member of the Board of Directors					Appointed on 28/6/2024
8.1	DONG NAI RUBBER CORPORATION		Deputy Head of Finance – Accounting Department			2.957.760	36,07%	
8.2	Tran Thi Thao		Wife					
8.3	Tran Gia Huy		Child					
8.4	Tran Bao Long		Younger Sibling					
9	Huynh Nguyen Tuan Anh		Independent Member of the Board of Directors					Appointed on 28/6/2024
9.1	AMERICA LLC		Consultant Specialist					
9.2	TIN NGHIA INDUSTRIAL PARK DEVELOPMENT JOINT_STOCK COMPANY		Independent Member of the Board of Directors					
9.3	Huynh Thanh Tam		Biological Father					
9.4	Nguyen Thi Xoa		Biological Mother					
10	Dao Sy Du		Head of the Board of Supervisors			1.600	0,019%	Dismissed on 28/6/2024
10.1	DONG NAI RUBBER WOOD PROCESSING JOINT STOCK COMPANY		Deputy General Director					
10.2	Dao Sy Bich		Father					
10.3	Nguyen Thi Minh Thu		Mother					
10.4	Dao Sy Duy		Brother					
10.5	Dao Sy Tri		Brother					

10.6	Dao Thi Minh Phuong		Younger Sibling					
10.7	Dao Thi Minh Khanh		Younger Sibling					
10.8	Dao Nguyen Minh Thu		Younger Sibling					
10.9	Nguyen Thi Phuong		Wife					
10.10	Dao Nhat Uyen		Child					
10.11	Dao Sy Khang		Child					
10.12	Dao Sy NgUyen		Child					
11	Vo Thi Quynh Tien		Head of the Board of Supervisors					Appointed on 28/6/2024
11.1	DONG NAI RUBBER CORPORATION		Deputy Head of Finance – Accounting Department			2.957.760	36,07%	
11.2	Vo Van Sot		Father					
11.3	Nguyen Thi Chau		Mother					
11.4	Nguyen Ngoc Khiem		Husband					
11.5	Nguyen Cat Tuong Van		Biological Child					
11.6	Nguyen Ngoc Han		Biological Child					
11.7	Nguyen Ngoc Lam		Biological Child					
12	Le Minh Chuong		Member of the Board of Supervisors					Reappointed on 28/6/2024
12.1	TIN NGHIA CORPORATION		Director of Risk Management			2.420.400	29,52%	Termination of Employment Contract at 26/11/2024

12.2	TIN NGHIA - ASIA INVESTMENT JOINT STOCK COMPANY		Head of the Board of Supervisors					
12.3	TINNGHIA PETROL JOINT STOCK COMPANY		Head of the Board of Supervisors					
12.4	Dinh Thi Minh Chinh		Wife					
12.5	Le Minh Dao		Child					
12.6	Le Minh Thien Nhan		Child					
12.7	Le Minh Hoang		Elder Brother					
12.8	Le Minh Nghia		Elder Brother					
12.9	Le Minh Luong		Elder Brother					
12.10	Le Thi Minh Tam		Elder Sister					
12.11	Le Minh Chung		Younger Sibling					
12.12	Le Minh Phuong		Younger Sibling					
12.13	Dinh Huy Uong		Father-in-law					
12.14	Dinh Huy Chung		Brother-in-law					
12.15	Dinh Thi Minh Chinh		Sister-in-law					
12.16	Dinh Huy Hieu		Brother-in-law					
13	Nguyen Chi Hieu		Member of the Board of Supervisors					Reappointed on 28/6/2024
13.1	DONG NAI RUBBER CORPORATION		Related Functional Group			2.957.760	36,07%	
13.2	Nguyen Van Cu		Father					

13.3	Nguyen Thi Cuc		Mother					
13.4	Nguyen Chi Hung		Brother					
13.5	Nguyen Thi Hien		Sister					
13.6	Nguyen Thi Hoa		Sister					
13.7	Nguyen Duc Huong		Younger Sibling					
13.8	Nguyen Duy Hoang		Younger Sibling					
13.9	Nguyen Duc Hieu		Younger Sibling					
13.10	Diep Thi Ngoc Brother		Wife					
13.11	Nguyen Chi Brother Tai		Child					
13.12	Nguyen Chi Tien Thinh		Child					
14	Tran Huu Trung		Deputy General Director					Reappointed on 01/7/2024
14.1	Tran Huu Thung		Father					
14.2	Dang Thi Hien		Mother					
14.3	LY Thong		Father-in-law					
14.4	Duong Thi Yen		Mother-in-law					
14.5	LY Ngoc Tran		Wife					
14.6	Tran Xuan Nghi		Child					
14.7	Tran Huu Tri		Child					
14.8	Tran Thi Kim Oanh		Elder Sister					
14.9	Tran Huu Thanh		Younger Sibling					

14.10	Tran Thi Kim Lan		Younger Sibling					
14.11	Tran Thi Khanh Linh		Younger Sibling					
14.12	Truong Van Mung		Brother-in-law					
14.13	Nguyen Nhu Trinh		Sister-in-law					
14.14	Tran My Tien		Brother-in-law					
14.15	Phan Duc Huy		Brother-in-law					
15	Nguyen Huu Tri		Deputy General Director cum Chief Accountant, Information Disclosure Officer					Reappointed on 01/7/2024
15.1	Pham Thi Be		Mother					
15.2	Nguyen Phuoc Truong		Brother					
15.3	Nguyen Thi Phuong Tuyen		Sister					
15.4	Le Linh Phung		Wife					
15.5	Nguyen Nhat Nam Phuong		Child					
15.6	Nguyen Tri Nguyen		Child					
15.7	Le Van Sang		Father-in-law					
15.8	Khuat Thi Lanh		Mother-in-law					
15.9	Le Phuong Loan		Sister-in-law					
15.10	Le Hoai Phong		Brother-in-law					
15.11	Nguyen Thi Diem Thuy		Sister-in-law					
15.12	Huynh The Minh		Brother-in-law					

Trang Bom, March 1st, 2025

REPORT BUSINESS ACTIVITIES IN 2024

- Pursuant to the functions, duties, and powers of the Board of Supervisors as stipulated in Article 40 of the Charter of Thong Nhat Joint Stock Company;
- Pursuant to the resolution of the 2024 Annual General Meeting of Shareholders;
- Based on the 2024 Financial Statements of Thong Nhat Joint Stock Company and the results of the independent audit report;
- In carrying out its functions, powers, and duties, the Board of Supervisors has reviewed the Financial Statements and would like to report the results as follows:

I. ASSESSMENT OF THE BUSINESS PERFORMANCE REPORT FOR 2024

1. Business Performance and Corporate Income in 2024

Unit: VND

Content	Revenue	Expenses	Profit	Rate Profit/Revenue
1. Revenue from sales and provision of services	72,989,804,812	31,689,832,182		
2. Financial operating income	12,372,693,537			
3. Other income	319,816,793	4,000,000		
4. Business management expenses		20,123,480,985		
Total	85,682,315,142	51,817,313,167	33,865,001,975	39.52%

2. Implementation of the 2024 Business Plan

The 2024 business plan was approved by the General Meeting of Shareholders on June 28, 2024. The implementation of the 2024 plan at the Company is as follows:

2.1 Revenue:

Unit: VND

INDICATOR	FY 2023	Plan 2024	FY 2024	%FY/Plan
Total revenue	97,552,130,457	98,654,000,000	85,682,315,142	86.85%
<i>Including:</i>				
1. Revenue from land and infrastructure lease	60,036,301,518	58,341,000,000	60,296,702,854	103.35%
2. Revenue from clean water sales	9,574,359,460	13,337,000,000	7,273,837,620	54.54%

3. Wastewater treatment revenue	3,061,531,650	5,959,000,000	4,572,445,273	76.73%
4. Revenue from Service Center Area	1,850,668,178	12,980,000,000	846,819,065	6.52%
5. Revenue from financial activities + other income	23,029,269,651	8,037,000,000	12,692,510,330	157.93%

- Total revenue achieved in 2024 was 85,682/98,654 billion VND, reaching 87% of the plan, of which revenue from land lease and industrial park infrastructure was the main source, accounting for 70% of total revenue, specifically:

+ Industrial park infrastructure business revenue reached 72,143/77,637 billion VND, achieving 93% of the plan. The economic situation remains challenging, with many businesses lacking orders and having to scale down production. Although the Company has signed wastewater treatment contracts with Pou Sung Vietnam Co., Ltd. and Shing Mark Vina Co., Ltd., the wastewater volume from these two businesses is still low, leading to a decrease in clean water supply and wastewater treatment revenue.

+ Revenue from the Service and Trade Center area reached 0.847/12.98 billion VND, only achieving 7% of the plan. The main reason is the sluggish real estate market, making it impossible to sell or lease products (Worker apartments, kindergartens, commercial shops).

+ Financial Income reached 12,373/8,037 billion VND, achieving 154% of the plan. Due to the low value of investment and construction implemented during the year, the Company balanced resources, disbursed reasonably, and made good use of idle capital, focusing on bank deposits with stable terms.

2.2 Expenses:

Unit: VND

INDICATOR	FY 2023	Plan 2024	FY 2024	%FY/Plan
Expenses	60,962,948,356	72,412,000,000	51,817,313,167	71.56%
1. Cost of goods sold and provision of services	38,766,838,012	50,345,000,000	31,689,832,182	62.95%
2. Business management expenses	22,196,110,344	22,067,000,000	20,123,480,985	91.19%
Including:				
- Management personnel expenses	14,442,168,095	13,866,320,349	12,480,746,722	
- Management material expenses	586,096,941	660,000,000	521,472,105	
- Fixed asset depreciation expenses	564,817,719	534,497,427	545,003,213	
- Taxes, fees, and charges	151,735,171	153,000,000	136,537,325	
- External service expenses	1,910,910,477	1,943,000,000	2,268,870,626	
- Other cash expenses	4,540,381,941	4,910,182,224	4,170,850,994	
3. Financial expenses + other			4,000,000	

Total expenses in 2024 were 51,817/72,412 billion VND, reaching 72% of the plan.

Compared to the revenue implementation rate, the cost reduction is more economical. However, it is still necessary to note the use of business management expenses in line with the decrease in revenue.

2.3 Business Performance Results:

INDICATOR	FY 2023	Plan 2024	FY 2024	%FY/Plan
1. PROFIT BEFORE TAX	36,589,182,100	26,242,000,000	33,865,001,975	129.05%
2. PROFIT AFTER TAX	28,766,331,975	20,731,180,000	26,578,738,211	128.21%
3. ALLOCATION TO FUNDS	8,266,331,975	4,331,180,000	6,078,738,211	140.35%
Including:				
- Allocation to development investment fund	3,209,135,003	409,244,600	2,417,697,005	
- Allocation to Reward and welfare funds	5,057,196,972	3,921,935,400	3,661,041,206	
4. DIVIDEND PAYMENT	20,500,000,000	20,500,000,000	20,500,000,000	100%
5. MONITORING INDICATOR				
-Profit after tax/Revenue ratio	29.49%	21.01%	31.02%	
-Profit after tax/Charter capital ratio	35.08%	25.28%	32.41%	
-Dividend payment/charter capital (average)	25%	25%	25%	

According to the business performance report, total revenue only reached 87%, but profit after tax reached 128% of the plan. Dividend payout is expected to be 25%, reaching 100% of the plan. Monitoring indicators all increased compared to the plan.

2.4 Changes in Shareholder Capital:

Charter capital according to the business registration certificate: 82,000,000,000 VND

As of December 31, 2024 owner's investment capital: 82,000,000,000 VND;
wherein:

- Dong Nai Rubber Corporation: 29,577,600,000 VND, ratio 36.07%
- Tin Nghia Corporation: 24,204,000,000 VND, ratio 29.52%
- America LLC: 13,401,000,000 VND, ratio 16.34%
- Mr. Quach Trong Nguyen: VND 5,304,800,000, rate 6.47%
- Other shareholders: 9,512,600,000 VND, ratio 11.60%

2.5 Regarding Investment in Construction:

a. Service Center Project:

Completed the confirmation of eligibility for the sale of future-formation housing for 98

apartments in Block 5, adjusted the sales plan for apartments in Block 6, and continued to receive applications for the purchase of apartments for workers. Up to the present time, 36/205 apartments have been sold and handed over.

The value of construction investment implementation of the Service Center in 2024 reached 47% compared to the Resolution of the General Meeting of Shareholders (equivalent to 34.32/71.85 billion VND).

Accumulated up to December 31, 2024, the total investment payment value of the Service Center is 546.67 billion VND (of which the cost of compensation and land use is 149.99 billion VND) compared to the total approved investment of the projects of 845.83 billion VND, achieving a rate of 65%.

b. Bau Xeo Industrial Park Project:

Due to ongoing difficulties in site clearance, the Company primarily focused on completing certain infrastructure items in areas where compensation has been finalized, and carried out maintenance of infrastructure related to environmental protection within the Industrial Park.

The value of construction investment implementation of the Industrial Park in 2024 reached 27% compared to the Resolution of the General Meeting of Shareholders (equivalent to 9.35 billion VND/34.23 billion VND).

Accumulated up to December 31, 2024, the total investment payment value of the Industrial Park is 483.06 billion VND (of which compensation costs are 161.37 billion VND) compared to the total approved investment of 673.69 billion VND, achieving a rate of 72%.

Through inspection and supervision of the construction investment records during the year, the Board of Supervisors noted that the Board of Directors and the Board of Management have complied with current legal regulations during the implementation process.

3. Regarding the Financial Statements:

The Company's 2024 financial statements are prepared in accordance with the regulations of Circular 200 of the Ministry of Finance, fully presenting all prescribed forms, indicators, and audited by AASC Auditing Firm Co., Ltd.

Based on the financial finalization report, audit report, and related reports, after review and inspection, the Controller noted:

- Accounting records and documents are fully stored, well meeting the requirements of inspection and control work, and the report forms are clear and compliant with regulations.
- The Company has complied with current Vietnamese accounting standards and regimes.
- From a material perspective, the financial statements fairly and reasonably reflect the Company's financial position as of December 31, 2024.

II. SUPERVISION RESULTS FOR THE BOARD OF DIRECTORS AND BOARD OF MANAGEMENT OF THE COMPANY

Regarding the appraisal report evaluating the performance of the Board of Directors and the Board of Management in 2024, the Board of Supervisors has the following opinions:

- During the year, the Board of Directors and the Board of Management have actively implemented numerous matters within their authority. Quarterly, the Board of Directors and the Board of Management organized regular meetings to review the implementation of the previous quarter's work program and set out the program for the following quarter; during the year, there were many other meetings as mentioned in the annual report. The contents of the Board of Directors' meetings are fully reflected in the minutes of the meetings and have Resolutions and Decisions of the Board of Directors assigned to the General Director for implementation; the resolutions and decisions are implemented in accordance with the assigned functions and tasks as prescribed in the Company's Charter and current laws.

The Board of Directors has effectively led and directed production and business activities. They successfully completed tasks, preserved and developed capital, and fully met and exceeded financial obligations to the State. They correctly implemented regulations, policies for employees, ensured salaries, income, and employee benefits.

In 2024, while performing their functions and duties, the Board of Supervisors reviewed and promptly exchanged adjustments to certain aspects of the implementation of revenue and expense tasks in the Company's production and business activities. The Board of Supervisors agreed with the report assessing the actual situation of the Company's business management in various aspects in 2024, which clearly stated the difficulties, achieved results, and unfinished issues, while also proposing directions and tasks for 2025.

IV. CONCLUSIONS AND RECOMMENDATIONS

1. Conclusion:

In 2024, the land tenants in the Industrial Park are gradually recovering after the Covid-19 pandemic, yet the production and business situation still faces many difficulties; orders remain limited, and labor sources have shrunk, somewhat affecting the business operations of Thong Nhat Joint Stock Company.

The slow progress in site clearance compensation and land acquisition has impacted land handover to investors as committed and the lack of additional cleared land for investment promotion activities in the Industrial Park.

During business operations, the Company always complies with current financial regulations and tax policies, pays taxes fully and promptly, preserves and develops equity, guarantees salaries and income for employees, and effectively implements social security policies for workers. The Company achieved the profit targets set by the General Meeting of Shareholders.

2. Recommendations:

Construction investment: Consider, select, and focus investments on essential projects to preserve and grow capital.

Bau Xeo Industrial Park Project: Closely monitor the compensation and site clearance process of the Industrial Park to reclaim land for investment to improve efficiency.

Service Center Area Project: Complete the construction and business operations of the CC5 and CC6 apartment blocks and seek partners for land use right transfers or joint

ventures following regulations for facilities such as: service centers, cultural houses, post offices, restaurants, hotels, polyclinics,... For the completed and accepted kindergarten and commercial store constructions: the Company needs to promptly find customers for transfer or lease to recover capital, avoid waste, and deterioration.

Expand business types and research the provision of diverse services for investors as needed.

Focus on completing legal procedures to recover the funds invested in technical infrastructure construction for the 20% social housing land area (3.4 ha) handed over to the local authorities in the Service Center Area.

The above are the contents that, through inspection and supervision, the Board of Supervisors has noted during the Company's business activities in 2024. This is reported to the General Meeting of Shareholders.

On behalf of the Board of Supervisors.

Head of the Board



Vo Thi Quynh Tien



THONG NHAT JOINT STOCK COMPANY

Address: Bau Xeo Industrial Park, Trang Bom District, Dong Nai Province

Business Registration Certificate No. 4703000095 dated 2004-02-24

issued by the Dong Nai Department of Planning and Investment.

No.: /BB-ĐHĐCĐ



THE MINUTES ANNUAL GENERAL MEETING OF SHAREHOLDERS YEAR 2025

Today, at 08:30, on March 21, 2025, at the Hall of Thong Nhat Joint Stock Company, the 2025 Annual General Meeting of Shareholders was held.

Founding shareholders attending the Meeting:

1/ Dong Nai Rubber Corporation:

- Mr.: Position:

- Mr.: Position:

2/ Tin Nghia Corporation:

- Mr.: Position:

- Mr.: Position:

The total number of shareholders with voting rights attending the Meeting is Delegates out of a total of Delegates notified, representing shares/8,200,000 shares, reaching a ratio of% of the Company's charter capital.

According to the Enterprise Law and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Thong Nhat Joint Stock Company is eligible to proceed with the following specific agenda and content:

I/ Presidium of the Meeting:

The Presidium includes:

1/ Mr. Tran Trung Tuan : Chairman of the Board of Directors.

2/ Mr. Tran Thanh : Vice Chairman of the Board of Directors.

3/ Mr. Nguyen Hoang Dung : General Director of the Company.

The Meeting approved the Presidium with a 100% approval rate.

II/ Secretariat of the Meeting:

The Secretariat includes:

1/ Ms. Bien Kim Ngan : Assistant to the Board of Directors.

2/ Ms. Nguyen Thi Lo Hue : Staff of Investment and Business Department.

The Meeting approved the Secretariat with a 100% approval rate.

III/ Ballot Counting Board of the Meeting:

The Ballot Counting Board includes:

1/ Mr. Phan Trong Dat - Head of Investment and Business - Head of the Board

2/ Ms. Phan Thi Thuy Dung - Deputy Head of Finance and Accounting -
Member

The Meeting approved the Ballot Counting Board with a 100% approval rate.

IV/ Approval of the Meeting Regulations:

Ms. Bien Kim Ngan, representative of the Secretariat, presented the working regulations of the Meeting.

The Meeting approved the working regulations at the Meeting with a 100% approval rate.

V/ Approval of the Company's Activity Reports:

- The Meeting listened to Mr. Nguyen Hoang Dung - General Director of the Company, presenting the business performance results of 2024 and the plan for 2025 in Report No./BC-HĐQT dated .../.../2025.

- The Meeting listened to Mr. Tran Trung Tuan – Chairman of the Board of Directors, presenting the Corporate Governance Report in Report No. 02/BC-HĐQT dated January 21, 2025.

- The Meeting listened to Ms. Vo Thi Quynh Tien – Head of the Board of Supervisors, presenting the report on the appraisal of the Company's production and business activities in 2024 in the report dated .../.../2025.

Comments at the Meeting:

- The Meeting had some comments:

.....
.....
.....
.....
.....

The General Meeting had no further comments and agreed upon the contents as reported.

The representative of the Presidium acknowledged the shareholders' feedback and clarified the aforementioned suggestions.

VI/ Approval of the Report on matters under the authority of the General Meeting of Shareholders:

Mr. Tran Trung Tuan - Chairman of the Board of Directors, presented the Report on matters under the authority of the General Meeting of Shareholders. After discussion, the Chairman of the General Meeting took a vote at the General Meeting on each specific content as follows:

1/ Report on business performance results in 2024:

The General Meeting voted to approve the report on business performance results in 2024 presented by the Board of Directors. With the number of voting shares of approval: shares/ shares participating in the vote, achieving a percentage of%, including some key indicators as follows:

No.	Target	Unit	Implemented	Note
1.	Revenue	Dong	85,682,315,142	
2.	Expenses	Dong	51,817,313,167	
3.	Profit before tax	Dong	33,865,001,975	
4.	Taxes Payable	Dong	7,286,263,764	
5.	Profit after tax	Dong	26,578,738,211	

2/ Report on the Company's corporate governance:

The General Meeting voted to approve the Report on the Company's corporate governance presented by the Board of Directors. With the number of voting shares of approval: shares/ shares participating in the vote, reaching a percentage of%.

3/ Audit Report of the Board of Supervisors:

The General Meeting voted to approve the Board of Supervisors' audit report on production and business activities in 2024, with the number of voting shares of approval: shares/ shares participating in the vote, achieving a percentage of%.

4/ Audited Financial Statements of 2024:

The General Meeting voted to approve the Audited Financial Statements of 2024, audited by AASC Auditing Firm Co., Ltd., with the the number of voting shares of approval: shares/ shares participating in the vote, reaching a percentage of%.

5/ Profit distribution and dividend payment in 2024:

The General Meeting voted to approve the Funds and dividend payout ratio for 2024, with the number of voting shares of approval: shares/..... shares

participating in the vote, achieving a percentage of%, specifically as follows:

- Allocation to the Development Investment Fund: 2,417,697,005 VND.

- Allocation to the Reward and Welfare Fund: 2,863,679,060 VND (based on two months of actual salary and an additional allocation of 20% of the profit exceeding the plan, equivalent to 1,169,511,642 VND according to the Resolution of the Annual General Meeting of Shareholders on June 28, 2024).

- Bonus allocation for the Board of Directors & Members of the Board of Supervisors: 531,574,764 VND.

- Bonus allocation for the Executive Board: 265,787,382 VND.

- 2024 Dividend payment at a 25% Percentage: 20,500,000,000 VND.

6/ Approval of planned targets and profit distribution for 2025:

The General Meeting voted to approve the planned targets and profit distribution for 2025 with the number of voting shares of approval: shares/..... shares participating in the vote, achieving a Percentage of%. Including the following targets:

6.1/ Business performance targets for 2025:

- Revenue: 114,361,000,000 VND.

- Pre-tax profit: 34,843,000,000 VND.

- Budget contribution: 7,665,460,000 VND.

- After-tax profit: 27,177,540,000 VND.

- Dividend payout Percentage: 25%

6.2/ Proposed profit distribution for 2025:

- Allocation to the Development Investment Fund: 5% of after-tax profit.

- Deduction for Welfare and Rewards Fund: Not exceeding three months of implemented salary. In cases where realized profit surpasses planned profit, an additional 20% of the excess profit is allocated, but the maximum deduction shall not exceed three months of the average implemented salary (as stipulated in Clause 1, Article 8, Decree No. 53/2016/ND-CP dated June 13, 2016 by the Government).

- Bonus allocation for the Board of Directors' members & Member of the Board of Supervisors: 2% of profit after tax.

- Bonus allocation for the Executive Board: 1% of profit after tax.

- Dividend payment for the year 2025: 25%

7/ Approval of salaries, remunerations, and other benefits for the Board of Directors and the Board of Supervisors for the year 2025:

The General Meeting resolved to approve the salaries, remunerations, and other

benefits of the Board of Directors and the Board of Supervisors for the year 2025 with the number of voting shares of approval shares/..... shares participating in the vote, achieving a rate of%, specifically as follows:

- Remuneration for the Chairman of the Board of Directors: 10,000,000 VND/person/month.
- Remuneration for Board of Directors' members: 8,000,000 VND/person/month.
- Remuneration for the Head of the Board of Supervisors: 6,000,000 VND/person/month.
- Remuneration for Member of the Board of Supervisors, Secretary of the Board of Directors: 4,000,000 VND/person/month.
- Living expenses for the Board of Directors, Secretary of the Board of Directors, and the Board of Supervisors: 5,000,000 VND/person/month.

(Personal income tax for the above items is paid by the Company).

8/ Approval of the Dismissal Proposal, the Nomination Proposal for Replacement, and the Election Regulations for Member of the Board of Supervisors of the Company for the term (2024-2029):

1/ The General Meeting listened to Mr. Tran Trung Tuan – Chairman of the Board of Directors, presenting the Dismissal Proposal and the Nomination Proposal for Replacement of a Member of the Board of Supervisors of the Company for the term (2024-2029).

2/ The General Meeting listened to Ms. Phan Thi Thuy Dung – Member of the Ballot Counting Committee, presenting the regulations for the election to replace the Member of the Board of Supervisors for the term (2024-2029).

The General Meeting agreed to approve the Dismissal Proposal, the Nomination Proposal, and the regulations for the election to replace a Member of the Board of Supervisors of the Company for the term (2024-2029), with the number of voting shares of approval shares/..... shares participating in the vote, achieving a rate of 100%.

9/ Conducting the election to replace a Member of the Board of Supervisors of the Company for the term (2024-2029):

Based on the Election Regulations, the General Meeting conducted a vote to approve the results of the election to replace a Member of the Board of Supervisors of the Company for the term (2024-2029).

- Mr. was elected to the position of Member of the Board of Supervisors of the Company for the term (2024-2029).

With the number of voting shares of approval shares/..... shares participating in the vote, achieving a rate of 100%.

10/ Authorizing the Board of Directors:

The General Meeting voted to approve the authorization of the Board of Directors to select one of the three auditing firms: AASC Auditing Firm Limited Liability Company; A&C Auditing and Consulting Company Limited; Ernst & Young Vietnam Auditing Company Limited to audit the Company's 2025 Financial Statements with the number of voting shares of approval shares/..... shares participating, reaching a rate of%.

The minutes were completed at hours minutes on the same day and were approved by the General Meeting with a rate of%.

For the Secretariat

For the Presidium

Bien Kim Ngan

Tran Trung Tuan

DRAFT

Trang Bom, March ... 2025

**THE RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS
2025**

- Pursuant to Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 and effective from January 01, 2021;
- Pursuant to Securities Law No. 54/2019/QH14 passed by the National Assembly on November 26, 2019 and effective from 2020-01-01;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Pursuant to Circular No. 116/2020/TT-BTC of the Ministry of Finance guiding a number of articles on corporate governance applicable to Public Companies in Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Pursuant to the Charter of Organization and Operation of Thong Nhat Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 No:.../BB-ĐHĐCĐ dated.../.../2025 of Thong Nhat Joint Stock Company.

RESOLVES:

ARTICLE 1: The Annual General Meeting of Shareholders 2025 resolved the following specific contents:

1/ Performance Report for the year 2024:

No.	Criteria	Unit	Implemented	Note
1.	Revenue	Dong	85,682,315,142	
2.	Expenses	"	51,817,313,167	
3.	Profit before tax	"	33,865,001,975	
4.	Taxes payable	"	7,286,263,764	

5.	Profit after tax	"	26,578,738,211	
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2/ Report on Corporate Governance.

3/ Performance appraisal report of the Board of Supervisors for 2024 business activities.

4/ Audited Financial Statements for 2024 (audited by AASC Auditing Firm Limited Liability Company)

5/ Profit distribution and dividend payment for 2024:

- Allocation to Development Investment Fund: 2,417,697,005 VND.

- Allocation to Reward and Welfare Fund: 2,863,679,060 VND (based on two months' actual salary and an additional 20% of profit exceeding the plan, equivalent to 1,169,511,642 VND according to the Resolution of the Annual General Meeting of Shareholders 2024 on 2024-06-28).

- Bonus for the Board of Directors & Board of Supervisors : 531,574,764 VND.

- Bonus for the Executive Board : 265,787,382 VND.

- 2024 Dividend payment at a rate of 25%: 20,500,000,000 VND.

6/ Approve the plan targets and profit distribution for 2025:

6.1/ Business performance plan targets for 2025:

- Actual Revenue : 114,646,000,000 VND.

- Profit Before Tax : 34,119,000,000 VND.

- Budgetary Contributions : 7,506,180,000 VND.

- Profit After Tax : 26,612,820,000 VND.

- Dividend : 25%.

6.2/ Estimated profit distribution for 2025:

- Allocation to the Development Investment Fund: 05% of profit after tax.

- Allocation to the Welfare: 02% of profit after tax.

- Bonus for the Board of Directors & Member of the Board of Supervisors: 02% of profit after tax.

- Bonus for the Executive Board: 01% of profit after tax.

- 2025 Dividend Payment: 25%

7/ Approved the salaries, remunerations, and other benefits of the Board of Directors and the Board of Supervisors for the year 2025:

- Chairman of the Board of Directors' remuneration: 10,000,000 VND/person/month.

- Board of Directors' members remuneration: 8,000,000 VND/person/month.
- Head of the Board of Supervisors' remuneration: 6,000,000 VND/person/month.
- Member of the Board of Supervisors, Secretary of the Board of Directors' remuneration: 4,000,000 VND/person/month.
- Living expenses for Board of Directors' members, the Secretary of the Board of Directors, and the Board of Supervisors: 5,000,000 VND/person/month

(Personal income tax on the above amounts shall be paid by the Company).

8/ Approved the Proposal for dismissal and the Proposal for the supplementary election to replace the Board of Supervisors' member for the term (2024-2029), along with the election regulations.

9/ The General Meeting elected a supplementary replacement for the Board of Supervisors member for the term (2024-2029). The specific results are as follows:

- Mr. was elected to the position of Member of the Board of Supervisors for the term (2024-2029)

10/ Authorize the Board of Directors to:

- Select one of the three entities: AASC Auditing Firm Limited Liability Company; A&C Auditing and Consulting Company Limited; Ernst & Young Vietnam Limited Liability Company to audit the Company's 2025 Financial Statements.

ARTICLE 2: Implementation Clause

This Resolution takes effect from the date of signing. The Board of Directors of Thong Nhat Joint Stock Company is responsible for carrying out the tasks resolved and authorized by the General Meeting of Shareholders in accordance with the spirit of this Resolution and the provisions of the Law.

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE BOARD OF
DIRECTORS**

Recipients:

- The Company's Shareholders;
- The Securities Commission (for reporting);
- Board of Directors' members;
- Member of the Board of Supervisors;
- The Company's General Director;
- For record keeping;

Tran Trung Tuan



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....., March ..., 2025

**NOMINATION FOR THE BOARD OF SUPERVISORS
THONG NHAT JOINT STOCK COMPANY**

(Term 2024-2029)

**To: ORGANIZING COMMITTEE OF THE 2025 SHAREHOLDERS' MEETING
THONG NHAT JOINT STOCK COMPANY**

My name is:

Date of birth: Place of birth:.....

Permanent address:

Citizen Identity Card/Passport No.:Date of issue:

Place of issue:.....

Educational qualifications: Major:.....

Number of shares owned continuously for at least six months up to the present time:
..... shares, corresponding to: % of the Company's charter
capital.

Pursuant to the Enterprise Law and the Company's Charter, I hereby nominate myself
to the Board of Supervisors of Thong Nhat Joint Stock Company for the term (2024 –
2029).

I hereby declare that I am fully eligible for nomination to the Board of Supervisors in
accordance with the provisions of the Company's Charter and the Regulations on the
Election of the Board of Supervisors for the term (2024 – 2029) at the 2025 Annual
General Meeting of Shareholders of Thong Nhat Joint Stock Company.

I commit to being responsible for the accuracy and truthfulness of the content of this
document and the attached dossier and commit to fully comply with the provisions of
the Company's Charter and the Regulations on the Election of the Board of
Supervisors for the term (2024 – 2029) at the 2025 Annual General Meeting of
Shareholders of Thong Nhat Joint Stock Company.

CANDIDATE

(Signature and full name)

Attached documents:

1. Curriculum vitae filled out by the candidate (according to the attached form);
2. Permanent residence/ Temporary residence registration or equivalent documents;
3. Certified copy of Citizen Identity Card/passport and diplomas certifying the
candidate's educational qualifications.

Note: *Nominations to the Board of Supervisors must be sent to the Organizing
Committee of the 2025 General Meeting of Shareholders before 16:00 on March 19,
2025*



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....., *March ...*, 2025

**NOMINATION TO THE BOARD OF SUPERVISORS
THONG NHAT JOINT STOCK COMPANY
(Term 2024-2029)**

**To: THE ORGANIZING COMMITTEE OF THE 2025 SHAREHOLDERS' MEETING
THONG NHAT JOINT STOCK COMPANY**

We are a group of shareholders of Thong Nhat Joint Stock Company, including:

No.	Shareholder Name	Citizen Identity Card No., Business Registration Certificate No., Passport No., Date of Issue, Place of Issue	Number of Shares Owned	Number of Shares Owned for 6 Consecutive Months	Signature, Seal
1.					
2.					
3.					
...					
...					
...					
...	Total				

Pursuant to the Law on Enterprises and the Charter of Thong Nhat Joint Stock Company, we respectfully nominate:

Mr./Ms.:.....

Date of Birth: Place of Birth:.....

Permanent Address:

Citizen Identity Card/Passport Number: Date of Issue:

Place of Issue:.....

Educational Level: Major:.....

I/We certify that Mr./Ms.:..... is qualified to be a candidate for the Board of Supervisors in accordance with the Company's Charter and the

Regulations on Election of the Board of Supervisors for the term (2024 – 2029) at the 2025 Annual General Meeting of Shareholders of Thong Nhat Joint Stock Company.

We commit to being responsible for the accuracy and honesty of the content of this document and the accompanying documents and fully comply with the provisions of the Company's Charter and the Regulations on Election of the Board of Supervisors for the term (2024 – 2029) at the 2025 Annual General Meeting of Shareholders of Thong Nhat Joint Stock Company.

NOMINEE

(Signature and Full Name)

Attached Documents:

1. Curriculum Vitae completed by the nominee (as per attached template);
2. Permanent Residence/ Temporary Residence Registration or equivalent document;
3. Valid Power of Attorney (if a shareholder authorizes another person to nominate);
4. Certified copy of Citizen Identity Card/Business Registration Certificate/Passport and degree certificates of the nominee.

Note: *Nominations to the Board of Supervisors must be sent to the Organizing Committee of the 2025 General Meeting of Shareholders before 16:00 on March 19, 2025.*



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....., ... 2025

CONFIRMATION
ATTENDANCE AT THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS

TO: THONG NHAT JOINT STOCK COMPANY

- Address: Road No. 2A, Bau Xeo Industrial Park, Trang Bom District, Dong Nai
- Telephone: 0251.3924377 – 3924690 Fax: 0251.3924692
- Website: bauxeo.com.vn Email: info@bauxeo.com.vn

- Full name:.....
- Citizen Identity Card/Passport/Business Registration Certificate No.:.....
- Date of issue:.....Place of issue.....
- Address:.....
- Telephone:.....
- Number of shares currently held:.....shares.
- Number of shares authorized:.....shares.

This confirms attendance at the 2025 Annual General Meeting of Shareholders held by Thong Nhat Joint Stock Company at 08:30, March 21, 2025 at: Thong Nhat Joint Stock Company Office.

Sincerely./.

SHAREHOLDER
(Signature and full name)



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POWER OF ATTORNEY
O ATTEND THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2025

TO: THONG NHAT JOINT STOCK COMPANY

Shareholder's name:

Citizen Identity Card/Passport/Business Registration Certificate

No.:.....

Issued on:.....at.....

Legal Representative (for organizations):

.....

Citizen Identity Card No.:..... Issued on: at.....

Address:.....

Telephone:Fax:.....

Shareholder code:..... Number of shares held:.....

I/We hereby authorize the undersigned person to represent me/the organization to attend and vote on relevant matters at the 2025 Annual General Meeting of Shareholders of Thong Nhat Joint Stock Company.

Authorized Person:

Citizen Identity Card No.:Issued on..... at:.....

Address:

Telephone:

I/We assume full responsibility for this authorization and commit to strictly comply with the current regulations of the Law and the Charter of Thong Nhat Joint Stock Company, and undertake not to file any complaints or lawsuits against the Company.

Note: *This Power of Attorney is only valid for shareholders attending the 2025 Annual General Meeting of Shareholders. The authorized attendee may not delegate authority to a third party.*

Authorizing Shareholder

*(Legal Representative of the Company
signs and seals)*

Authorized Person

(Signature and full name)



Thong Nhat Joint Stock Company

Shareholder name:

Number of shares owned:

Authorized person:

Number of shares authorized:

Ballot (Code:.....)

Number of shares voted

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