

No. 179/CBTT-CPTN

**DISCLOSURE OF INFORMATION ON THE ELECTRONIC PORTAL OF THE
STATE SECURITIES COMMISSION AND THE HANOI STOCK EXCHANGE**

Respectfully To: - State Securities Commission;
- Hanoi Stock Exchange.

- Company Name: Thong Nhat Joint Stock Company
- Trading Name: Thong Nhat Joint Stock Company
- Head Office: Road No. 2A, Bau Xeo Industrial Park, Trang Bom District, Dong Nai Province
- Tel: (0251) 392 4377 Fax: (0251) 392 4692
- Website: www. bauxeo.com.vn
- Person authorized to disclose information: Nguyen Huu Tri
- Title: Director of Accounting - General cum Chief Accountant

Type of Information Disclosure:

Periodic 24h Irregular Upon request Other

Content of Information Disclosure:

On March 21, 2025, Thong Nhat Joint Stock Company held its Annual General Meeting of Shareholders for 2025 and approved the following matters at the Meeting:

1. Report on corporate governance activities in 2024 by the Board of Directors.
2. Report on business performance in 2024 and the business directions and tasks for 2025.
3. Supervisory Board's report on business performance in 2024.
4. Audited financial statements for 2024, profit distribution, and dividend payment for 2024.
5. Approval of the business plan targets and profit distribution for 2025.
6. Approval remuneration, and other benefits for the Board of Directors and the Board of Supervisors in 2025.



7. Authorization for the Board of Directors to select an audit firm for the semi-annual review and the annual financial statements for 2025.

8. Approval of the proposal for dismissal and additional election of replacement members of the Board of Supervisors for the 2024-2029 term and the election regulations.

(Enclosed with the meeting minutes and the Resolution of the Annual General Meeting of Shareholders for 2025)

This information was published on the Company's website on March 22, 2025, at the following link: www.bauxeo.com.vn, under the Investor Relations section.

We hereby certify that the disclosed information is true and take full legal responsibility for the published content.

Trang Bòm, March 21, 2025

Person authorized to disclose information

(Signature, Full Name, and Seal)



NGUYEN HUU TRI



Trang Bom, March 21, 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:01/BB-DHĐCĐ dated 21/3/2025 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	



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 (not exceeding 03 months of actual salary).

- Bonus for the Board of Directors & Member of the Board of Supervisors: 02% of profit after tax (not exceeding 1.5 months of actual salary).

- Bonus for the Executive Board: 01% of profit after tax (not exceeding 1.5 months of actual salary).

- 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.
- Agree on the policy of allocating living expenses for the Board of Directors, the Board of Directors' Secretary and the Board of Supervisors, assign the Board of Directors to decide on the specific amount of allocating and accounting for expenses according to the Company's Financial Regulations (not exceeding VND 5,000,000/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. Tang Tran Tan Khai 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



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.: 01/BB-DHĐCĐ

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.: Nguyen Van Thanh Position: Vice General Director

2/ Tin Nghia Corporation:

- Mr.: Tran Trung Tuan Position: General Director

The total number of shareholders with voting rights attending the Meeting is 09 Delegates out of a total of 268 Delegates notified, representing 7.276.750 shares/8,200,000 shares, reaching a ratio of 88,74% 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

2/ 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. 03/BC-HĐQT dated 28/02/2025.

- 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 01/03/2025.

Comments at the Meeting:

- The Meeting had some comments:

1/ For the 2025 profit distribution target, it is necessary to specifically show the corresponding expenditure level of how many months of actual salary for the sources of the Welfare and Reward Fund, bonuses for the Board of Directors, the Supervisory Board and the Executive Board in accordance with the provisions of law

2/ For the adjustment of the 2025 plan due to the streamlining of the apparatus, there is a change in financial data compared to the agreement that was previously consulted with Dong Nai Rubber Corporation, so the Board of Directors will coordinate with the Executive Board to report back on the agreement on the 2025 business plan according to the current actual situation.

3/ For the living expenses for the Board of Directors, the Secretary of the Board of Directors and the Supervisory Board consider not to include it in the

Resolution of the Annual General Meeting of Shareholders, and assign the Executive Board to decide 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: 7.276.750 shares/ 7.276.750 shares participating in the vote, achieving a percentage of 100%, 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: 7.276.750 shares/ 7.276.750 shares participating in the vote, reaching a percentage of 100%.

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: 7.276.750 shares/ 7.276.750 shares participating in the vote, achieving a percentage of 100%.

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: 7.276.750 shares/ 7.276.750 shares participating in the vote, reaching a percentage of 100%.

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: 7.276.750 shares/ 7.276.750 shares participating in the vote, achieving a percentage of 100%, 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: 7.276.750 shares/ 7.276.750 shares participating in the vote, achieving a Percentage of 100%. Including the following targets:

6.1/ Business performance targets for 2025:

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

- Pre-tax profit: 34,119,000,000 VND.

- Budget contribution: 7,506,180,000 VND.

- After-tax profit: 26,612,820,000 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: 2% of profit after tax (not exceeding 03 months of actual salary).

- Bonus allocation for the Board of Directors' members & Member of the Board of Supervisors: 2% of profit after tax (not exceeding 1.5 months of actual salary).

- Bonus allocation for the Executive Board: 1% of profit after tax (not exceeding 1.5 months of actual salary).

- 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 7.276.750 shares/7.276.750 shares participating in the vote, achieving a rate of 100%, 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.
- Agree on the policy of allocating living expenses for the Board of Directors, the Board of Directors' Secretary and the Board of Supervisors, assign the Board of Directors to decide on the specific amount of allocating and accounting for expenses according to the Company's Financial Regulations (not exceeding VND 5,000,000/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 Congress unanimously approved the Proposal to dismiss Mr. Le Minh Chuong from the position of member of the Board of Supervisors, 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 7.276.750 shares/7.276.750 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. Tang Tran Tan Khai was elected to the position of Member of the Board of Supervisors of the Company for the term (2024-2029).

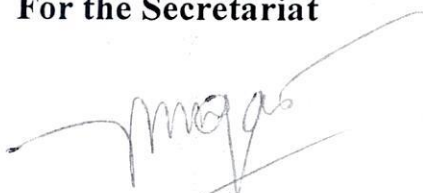
With the number of voting shares of approval 7.276.750 shares/7.276.750 shares participating in the vote, achieving a rate of 100%.

10/ Authorizing the Board of Directors:

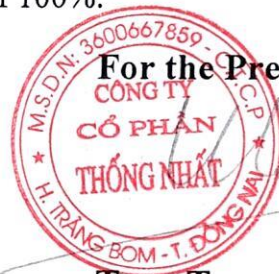
The General Meeting voted to approve the authorization of the Board of Directors to select one of the three auditing firms: AASC Auditing Firm Limited Liability Company; A&C Auditing and Consulting Company Limited; Ernst & Young Vietnam Auditing Company Limited to audit the Company's 2025 Financial Statements with the number of voting shares of approval 7.276.750 shares/7.276.750 shares participating, reaching a rate of 100%.

The minutes were completed at 11 hours 00 minutes on the same day and were approved by the General Meeting with a rate of 100%.

For the Secretariat



Bien Kim Ngan



For the Presidium



Tran Trung Tuan



DANH SÁCH CỔ ĐÔNG THAM DỰ ĐẠI HỘI CỔ ĐÔNG NĂM 2025

STT	Cổ đông tham dự đại hội	Cổ đông ủy quyền	Số cổ phần sở hữu	Số CP nhận ủy quyền	Tổng số cổ phần đại diện		Số phiếu biểu quyết
					Số lượng	Giá trị	
I/	Cổ đông sáng lập		0	5.378.160	5.378.160	53.781.600.000	5.378.160
1	TRẦN TRUNG TUẤN	CÔNG TY CỔ PHẦN TỔNG CÔNG TY TÍN NGHĨA		1.420.400	1.420.400	14.204.000.000	1.420.400
2	NGUYỄN HOÀNG DŨNG	CÔNG TY CỔ PHẦN TỔNG CÔNG TY TÍN NGHĨA		1.000.000	1.000.000	10.000.000.000	1.000.000
3	TRẦN THANH	CÔNG TY TNHH MỘT THÀNH VIÊN TỔNG CÔNG TY CAO SU ĐỒNG NAI		1.317.760	1.317.760	13.177.600.000	1.317.760
4	TRẦN NHÂN	CÔNG TY TNHH MỘT THÀNH VIÊN TỔNG CÔNG TY CAO SU ĐỒNG NAI		1.640.000	1.640.000	16.400.000.000	1.640.000
II/	Cổ đông Công ty		537.390	1.361.200	1.898.590	18.985.900.000	1.898.590
5	HUỶNH NGUYỄN TUẤN ANH	AMERICA LLC	10	1.359.600	1.359.610	13.596.100.000	1.359.610
6	NGUYỄN THỊ BÉ TIẾN		900	0	900	9.000.000	900
7	QUÁCH TRỌNG NGUYỄN		530.480	0	530.480	5.304.800.000	530.480
8	NGUYỄN CHÍ HIẾU	ĐÀO SỸ DU		1.600	1.600	16.000.000	1.600
9	PHẠM THÀNH TÂM		6.000		6.000	60.000.000	6.000
III/	TỔNG CỘNG		537.390	6.739.360	7.276.750	72.767.500.000	7.276.750

Tỷ lệ cổ phần của cổ đông tham dự Đại hội chiếm 88,74% so với vốn Điều lệ