



**THANH AN 96 CONSTRUCTION AND INSTALLATION
JOINT STOCK COMPANY**

INVITATION

**ATTEND THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS
YEAR OF 2025**

**To: Shareholders of Thanh An 96 Construction and
Installation Joint Stock Company**

INVITATION

ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

The Board of Directors of Thanh An 96 Construction and Installation Joint Stock Company respectfully invites our esteemed shareholders to attend the 2025 Annual General Meeting of Shareholders:

1. **Time of the Meeting: From 1:30 PM on April 17, 2025.**
Reception and Shareholder Eligibility Verification: From 1:30 PM to 2:00 PM
2. **Venue:** Conference Hall of Thanh An 96 Construction and Installation Joint Stock Company, No. 02 Nguyễn Văn Trỗi Street, Bình Thuận Ward, Hải Châu District, Da Nang City.
3. **Format:** In-person meeting.
4. **Participants and Attendance Conditions:** All shareholders listed in the shareholder registry of Thanh An 96 Construction and Installation Joint Stock Company as of the record date (March 18, 2025) are entitled to attend the meeting.
 - In case a shareholder is unable to attend, they may authorize another eligible person to attend on their behalf using the Proxy Form attached to this Invitation or other legally valid authorization documents in accordance with Civil Law.
 - When attending the meeting, shareholders or authorized representatives are kindly requested to bring the following documents:
 - + Meeting Invitation
 - + Citizen ID/Passport/Business Registration Certificate or equivalent documents
 - + Proxy Form (if applicable)
 - + Meeting Invitation of the authorizing shareholder and a copy of their Citizen ID or equivalent document.
5. **Proposed Agenda of the General Meeting:**
 - Approval of the Board of Directors (BOD) and Supervisory Board (SB) reports on 2024 performance and 2025 orientations.
 - Approval of the 2024 investment results and asset liquidation report; 2025 plan.
 - Approval of the audited 2024 financial statements; 2025 business plan, profit, and dividend plan.
 - Approval of the profit distribution plan for 2024.
 - Approval of the proposal to select an auditing firm for the review/audit of the Company's semi-annual/annual financial statements for 2025.
 - Approval of the resolution on salary and remuneration for the BOD and SB in 2024; proposed salary, bonuses, and remuneration for the BOD and SB in 2025.
 - Approval of the resignation of BOD members and the election of additional BOD members.
 - Other matters under the authority of the General Meeting of Shareholders (if any))
6. **Meeting Documents for the 2025 Annual General Meeting of Shareholders:** Available on the website: www.thanhhan96.vn.
7. **Confirmation of Attendance/Proxy Authorization:**

To ensure smooth reception and organization, shareholders are kindly requested to confirm their attendance (in person or by proxy) before **5:00 PM on April 14, 2025**, by submitting the **Attendance Registration Form/Proxy Authorization Form** via mail to the following address:
Organization & Administration Department, Thanh An 96 Construction and Installation Joint Stock Company

Address: No. 02 Nguyễn Văn Trỗi Street, Bình Thuận Ward, Hải Châu District, Da Nang City.

Phone: 02363.615.333 | 0982.770720

Fax: 02363.615.33

We sincerely hope that our esteemed shareholders will attend the General Meeting on time and in full.

Thank you very much!

Da Nang, March 25th, 2025

O.B. OF THE BOARD OF DIRECTORS
CÔNG TY
CỔ PHẦN XÂY DỰNG
THÀNH AN
96
QUẬN HẢI CHÂU - TP. ĐÀ NẴNG

[Signature]
Phan Xuan Bang

SOCIALIST REPUBLIC OF VIETNAM
Independence - Liberty - Happiness

.....Datemonth..... 2025



**REGISTRATION FORM
ATTENDANCE AT THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
THANH AN 96 CONSTRUCTION AND INSTALLATION JOINT STOCK
COMPANY**

Name :

Date of birth/...../.....

Citizen ID/Business Registration Certificate:

Date of issued:

Issued at:

Phone number:

Fax:

Email:

Address:

Number of shares owned:.....

Number of shares authorized:.....

Total number of voting shares:

I hereby register to attend the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction and Installation Joint Stock Company as per the information provided above.

REGISTER
(Signature and Full name)

.....

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PROXY AUTHORIZATION
FOR ATTENDANCE AT THE 2025 ANNUAL GENERAL
MEETING OF SHAREHOLDERS OF THANH AN 96
CONSTRUCTION AND INSTALLATION JOINT STOCK
COMPANY

1. Authorized Person:

Name of Shareholder :.....
Citizen ID/Passport Number/Business Registration Number:
Date of Issued:
Place of Issued:
Phone number:Fax : Email:
Address:

2. Authorized Representative:

Mr./Ms.:.....
Citizen ID/Passport Number:.....Date of Issued:.....
Place of Issued:
Phone Number :Fax :Email:
Address :
Number of shares authorized:

3. Authorization Details:

- The authorized representative is granted the right to attend and vote at the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction and Installation Joint Stock Company on behalf of the authorizing party and to fully exercise the shareholder's rights and obligations at the meeting concerning the authorized shares.
- This proxy authorization is valid only for the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction and Installation Joint Stock Company.
- The authorized representative may only perform tasks within the scope of authorization and is not allowed to delegate this authority to a third party.
- Both the authorizing party and the authorized representative bear full legal responsibility for this authorization and commit not to raise any claims or disputes in the future.

Date..... Month.....year of 2025

Authorized Representative
(Signature and Full name)

Authorized Person
(Signature and Full name)

.....

.....

AGENDA

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS THÀNH AN 96 CONSTRUCTION AND INSTALLATION JOINT STOCK COMPANY

(Time: From 1:30 PM to 5:00 PM, April 17, 2025)

TIME	MEETING AGENDA	CHAIRPERSON
13:30– 14:00	Reception and Registration	Organizing Committee
	Welcome delegates attending the General Meeting. Shareholders register with the Shareholder Eligibility Verification Committee and receive meeting materials	Shareholder Eligibility Verification Committee
14:00 – 14:30	Opening of the Meeting.	
	1. Flag salute, statement of purpose, and introduction of participants.	Organizing Committee
	2. Report on the verification of shareholder eligibility.	Shareholder Eligibility Verification Committee
	3. Presentation for approval of: <ul style="list-style-type: none"> - Meeting agenda. - Regulations for conducting the General Meeting of Shareholders 	Organizing Committee
	4. Presentation for approval of the list of the Presidium, Secretaries, and Vote Counting Committee.	
	PROCEEDINGS LED BY THE PRESIDIUM	
14:30 – 15:30	Presentation and Approval of Reports & Proposals	
	1. Board of Directors (BOD) report on corporate governance, 2024 performance, and 2025 plan.	Presidium
	2. BOD report on investment results and asset liquidation in 2024, and plans for 2025.	Presidium
	3. Supervisory Board (SB) report on 2024 performance and 2025 operational plan..	Supervisory Board
	4. Proposal for approval of the audited 2024 financial statements, 2025 business plan, profits, and dividends.	Presidium

	5. Proposal for the 2024 profit distribution plan.	
	6. Proposal for selecting the audit firm for 2025.	
	7. Proposal for approving the 2024 remuneration and salaries of the BOD and SB, and the 2025 salary and remuneration plan.	
	8. Proposal for dismissing and electing additional BOD members.	Presidium
	9. Other matters under the authority of the General Meeting of Shareholders (if any).	
15:30 – 16:15	Discussion and Voting	
	1. Discussion on reports and proposals.	Shareholders
	2. Speech by a senior delegate.	Senior Delegates
	3. Voting on the reports and proposals. <i>(15-minute recess for vote counting)</i>	Presidium
	4. Announcement of voting results.	Vote Counting Committee
16:15 – 16:45	1. Approval of the election regulations.	Presidium
	2. Conducting the election	
	3. Vote Counting Committee works and announces election results	Vote Counting Committee
	4. Introduction of newly elected BOD members	Presidium
16:45 – 17:00	1. Approval of the Meeting Resolution and Minutes.	Presidium; Secretaries
	2. Closing and conclusion of the General Meeting	Organizing Committee



Da Nang, date , March, year of 2025

REPORT
OF THE BOARD OF DIRECTORS OF THANH AN 96 CONSTRUCTION
AND INSTALLATION JOINT STOCK AT THE 2025 ANNUAL
GENERAL MEETING OF SHAREHOLDERS

To: General Meeting of Shareholders of Thanh An 96 Construction and Installation Joint Stock Company

The Board of Directors (BOD) of Thanh An 96 Construction Joint Stock Company (Thanh An 96) would like to present the following report to our esteemed shareholders:

I. General Information About the Company as of December 31, 2024:

Thanh An 96 Construction Joint Stock Company operates under the Law on Enterprises and the Charter of Thanh An 96 Construction Joint Stock Company. The company is registered under Business Registration and Tax Registration Certificate No. 0400100545 (11th amendment dated March 5, 2025, issued by the Department of Finance of Da Nang City).

1. **Total number of employees enrolled in social insurance as of December 31, 2024:** 1,112 employees
 - Officers: 14
 - Professional Non-Commissioned Officers: 24
 - Defense Civilian Employees: 5
 - Indefinite-Term Contracted Employees: 1,069
2. **Management Structure:** Consists of the Board of Directors, the Executive Board, and the Supervisory Board.
 - **Board of Directors:** Comprises 05 members, including 01 Chairman, 01 Vice Chairman, and 03 members. (Among them, 01 member concurrently serves as the Company Director, and 02 members concurrently serve as Deputy Directors).
 - **Executive Board:** Includes 06 members: 01 Director and 05 Deputy Directors.
 - **Supervisory Board:** Consists of 03 members.
3. **Charter Capital:** VND 124.197 billion.



II. Activities of the Board of Directors in 2024

1. Board Meetings

In 2024, the Board of Directors held regular and extraordinary meetings in accordance with the procedures, regulations, and principles stipulated in the Charter of Thanh An 96 Construction Joint Stock Company.

The regular meetings focused on the following key topics:

- Reviewing business operations and production performance.
- Restructuring and personnel adjustments in certain units.
- Approving investment in capital construction, asset investment, and asset disposal.
- Evaluating results and approving quarterly, semi-annual, nine-month, and annual business plans.

The Board of Directors organized the following meetings:

Ord. No.	Date/Month	Content	Notes
1	20/01/2024	• Approved the investment plan and the policy for renovating and repairing the parking area and conference hall at the company headquarters.	
2	28/02/2024	• Approved the preparations for organizing the 2024 Annual General Meeting of Shareholders.	
3	29/02/2024	• Approved the credit loan plan, issuance of guarantee letters, and credit supply confirmation letters at MB Bank.	
4	28/3/2024	• Approved the business and production performance report for Q1 2024 and the implementation plan for Q2 2024.	
5	31/3/2024	• Approved personnel decisions.	
6	03/4/2024	• Agreed on the preparations for the 2024 Annual General Meeting of Shareholders.	
7	26/4/2024	• Approved the investment in a 12-seater tourist vehicle for company operations.	
8	22/5/2024	• Approved the investment decision for the construction project of an earthfill mining and construction site in Hoc Tra, Thanh Xuyen Hamlet, Duy Thu Commune, Duy Xuyen District, Quang Nam Province.	

Ord. No.	Date/Month	Content	Notes
9	15/7/2024	<ul style="list-style-type: none"> Approved the business and production performance report for Q2 and the first half of 2024, along with the directions and objectives for Q3 and the second half of 2024. 	
10	14/8/2024	<ul style="list-style-type: none"> Approved personnel decisions. 	
11	18/8/2024	<ul style="list-style-type: none"> Approved the investment decision for the construction, exploitation, and processing of construction stone at Suoi Mo Quarry, Dong Yen Hamlet, Tam Nghia Commune, Nui Thanh District, Quang Nam Province. 	
12	11/9/2024	<ul style="list-style-type: none"> Approved the investment in a Hyundai HD270 concrete mixer truck for production purposes. 	
13	05/10/2024	<ul style="list-style-type: none"> Agreed on the dividend payment for 2023. 	
14	12/11/2024	<ul style="list-style-type: none"> Approved the business and production performance report for Q3 and the first nine months of 2024, along with the directions and objectives for Q4 and the entire year of 2024. 	
15	07/12/2024	<ul style="list-style-type: none"> Approved the report on completed construction projects that have been handed over and put into operation, as well as the final settlement of investment capital for the construction of office headquarters for member units of Thanh An 96 Construction and Installation Joint Stock Company in the Northern region (Hanoi City). 	
16	20/12/2024	<ul style="list-style-type: none"> Approved personnel decisions. 	
17	30/12/2024	<ul style="list-style-type: none"> Approved the restructuring and reorganization of several units. 	

2. Decisions of the Board of Directors in 2024:

The Board of Directors issued decisions on the following matters: Restructuring and reorganizing the unit's organizational model; Issuing and amending the company's regulations; Merging and restructuring member units; Appointing, dismissing, and reassigning personnel.

Ord. No.	Decision No.	Date/Month	Content	Notes
1	01/QĐ-HĐQT	01/01/2024	Decision on the Appointment of the Board Secretary	

Ord. No.	Decision No.	Date/Month	Content	Notes
2	02/QĐ-HĐQT	29/3/2024	Decision on the Dismissal of the Corporate Governance Officer	
3	03/QĐ-HĐQT	29/3/2024	Decision on the Appointment of the Corporate Governance Officer	
4	04/QĐ-HĐQT	29/3/2024	Decision on the Appointment of the Company's Internal Auditor	
5	05/QĐ-HĐQT	29/3/2024	Decision on the Establishment of the Organizing Committee for the 2024 Annual General Meeting of Shareholders	
6	06/QĐ-HĐQT	09/5/2024	Decision on the Issuance of Regulations at the Company's Headquarters	
7	07/QĐ-HĐQT	09/5/2024	Decision on the Issuance of Company Regulations	
8	08/QĐ-HĐQT	09/5/2024	Decision on the Amendment and Supplementation of the Business and Production Operation Regulations for 2023	
9	Các QĐ từ 09-10/QĐ-HĐQT	24/7/2024	Decision on the Appointment of Personnel	
9	Các QĐ từ 11-13/QĐ-HĐQT	20/12/2024	Decision on the Dissolution, Merger, and Reorganization of Member Units	
10	Các QĐ từ 14-23/QĐ-HĐQT	20/12/2024	Decision on the Reassignment, Retirement, and Appointment of Personnel	
11	24/QĐ-HĐQT	30/12/2024	Decision on the Resignation from the Concurrent Position of Board Secretary	
12	25/QĐ-HĐQT	30/12/2024	Decision on the Appointment of the Company's Board Secretary	

3. Evaluation of the Board of Directors' Performance

In 2024, the Board of Directors (BOD) implemented and managed operations in accordance with the Law on Enterprises and the Company's Charter, ensuring maximum efficiency and benefits for shareholders.

General Evaluation of Business Performance

The BOD operated in compliance with legal regulations and the Company's Charter, overcoming challenges and contributing to the achievement of the business targets set by the General Meeting of Shareholders. The company's business performance in 2024 showed revenue and profit growth compared to the previous year. All responsibilities and authorities of the BOD were executed seriously and on time.

BOD meetings were convened promptly and conducted according to the Company's Charter and Regulations. Meeting discussions were thorough, ensuring well-informed decisions that maximized the Company's benefits. All BOD decisions were approved based on the majority rule, with meeting minutes properly recorded and signed by attending members.

The BOD members demonstrated their full capacity, competence, and experience in making strategic, long-term, medium-term, and short-term plans. They actively participated in corporate governance, compliance oversight, and strategic discussions, ensuring adherence to corporate governance best practices.

4. Supervision of the CEO's Performance

The BOD continuously monitored the CEO's management to ensure compliance with the resolutions of the General Meeting of Shareholders and the BOD. Key areas of oversight included:

- Implementation of the BOD's resolutions and decisions
- Organization, management, and execution of business plans approved by the General Meeting of Shareholders
- Daily management and operation of the Company
- Decisions regarding managerial appointments, recruitment, labor policies, wage structures, and investments in equipment and machinery

CEO Performance Assessment

- **Implementation of Resolutions:** The CEO ensured strict compliance with resolutions from the General Meeting of Shareholders and the BOD, adhering to legal and corporate regulations.
- **Business Operations Management:** The CEO and executive team followed legal and corporate governance principles. Business management was well-structured, with designated leaders overseeing key areas. The Company successfully implemented management frameworks such as the 4-5-6-7 process and ISO 9001-2015 standards, aligning with corporate

objectives. Despite economic challenges in 2024, the CEO and executive team made significant efforts, ensuring business targets were met and exceeded. Employees' living conditions and work environment remained stable, and their sense of responsibility improved. Internal unity was maintained, and the Company strengthened its competitiveness and reputation among investors and authorities.

- Decisions on Personnel, Recruitment, Wages, and Equipment Investment: The CEO ensured that all decisions complied with legal regulations, the Company's Charter, and internal policies.

III. Implementation of the 2024 General Meeting of Shareholders'

Resolution and the 2025 Business Plan

In 2024, the Company's operations faced both advantages and challenges:

Advantages:

- The Company has accumulated experience after many years of operating under the Joint Stock Company model and mechanism.
- Preparations for 2024's carry-over projects were well-organized.
- The support from shareholders and investors, along with the efforts of the Board of Directors (BOD) and the Executive Board, contributed to efficient management, proactive problem-solving, and resource allocation to drive business growth.

Challenges:

- Insufficient quantity and quality of personnel and construction machinery, which are not proportional to the production value.
- A significant portion (70-75%) of the Company's construction projects is located in maritime and island areas, which creates logistical and communication difficulties.
- Project execution is challenging due to the remote locations and the nature of serving national defense needs.
- The revenue recognition process is delayed due to geographical constraints.
- The unique and complex nature of maritime construction makes it difficult to mobilize resources and maintain continuous operations.
- Frequent design modifications and changes in functionality, along with prolonged legal procedures, have caused construction delays.
- Market price fluctuations and rising costs have posed challenges for project implementation.
- Scarcity and high costs of essential construction materials (such as sand and stone) have affected project timelines.
- Funding for projects remains a challenge.
- Fierce competition in business development and project acquisition.

1. 2024 Business Performance Results:

According to the resolution approved by the General Meeting of Shareholders, the planned total production value (GTSX) for 2024 was VND

3,300 billion. With the strong support of shareholders and investors, along with the dedicated efforts of the Board of Directors (BOD) and the Executive Board in management and operations, the Company has achieved the following results:

Criteria	Unit	Actual 2023	Planned 2024	Actual 2024	Act.2024 / Act.2023 (%)	Act.2024 / Plan.2024 (%)
Production Value	Million đ	3.519.958	3.300.000	4.063.150	115	123
Total Revenue	Million đ	2.863.274	2.700.000	3.460.809	121	128
Profit Before Tax	Million đ	28.762	27.000	34.595	120	128
Pre-Tax Profit Margin / Revenue	%	1,0	1,0	1,0	100	100
Profit After Tax	Million đ	23.010	21.600	27.064	118	125
After-Tax Profit Margin / Revenue	%	0,8	0,8	0,78	98	98
Dividend Rate	%	65%PAT	65%PAT	65%PAT		
Debt Collection	Million đ	2.836.847	2.789.098	3.894.872	137	140
Debt Collection Rate / Receivables	%	83	80	91	110	114

- The bidding and marketing activities were given due attention and directed appropriately. All projects involved in bidding had clear funding sources; no bids were submitted for projects with uncertain financing, and bidding was not pursued at all costs. In 2024, the company won bids and direct appointments for 42 projects with a total value of VND 2,114 billion, including 14 projects won through competitive bidding, with a total value of VND 668 billion, and 28 projects awarded through direct appointment, with a total value of VND 1,446 billion. Several units performed well in bidding and marketing, securing jobs for workers not only in 2024 but also carrying over to 2025, covering approximately 70% of the projected production value. The projects secured through bidding were large-scale and key projects for the Army and the

State. During implementation, these projects received high evaluations from investors.

- In 2024, the company executed 95 projects nationwide and successfully completed and handed over 50 projects. All projects undertaken by the company met technical quality standards, with over 90% achieving good to excellent quality. These projects received high praise from the investors.

- The company continues to focus on quality management, project progress, security, safety, and environmental sanitation during construction. All projects are executed with high-quality standards, ensuring both technical and aesthetic excellence.

- Investment, maintenance, and asset liquidation have been strictly implemented under the guidance of the Board of Directors, following the regulations of the State, the Ministry of National Defense, the Corporation, and the Company's internal policies. These measures have improved efficiency in asset management, serving business and production activities effectively. The company has also invested in renovating its headquarters and constructing office buildings for its northern subsidiaries, ensuring long-term and stable working conditions.

- Throughout its business operations, the company has maintained a balanced approach to fulfilling the interests of the State, the enterprise, employees, and shareholders.

2. Company Development Orientation for 2025

In implementing the business and production (B&P) plan and unit development for 2025, the company has several key advantages. It continues to receive strong support and favorable conditions from investors, as well as the trust and backing of shareholders. The backlog of work for 2025 and the following years has reached over 70%. Internally, the company maintains stability, with unity and strong determination among all levels of leadership and employees.

However, alongside these advantages, the company also faces significant challenges. Global and regional political security is expected to remain complex and unpredictable. While the domestic economy is stable, it still faces numerous challenges. The weather is expected to be unpredictable, affecting construction activities. Open bidding processes, particularly online bidding, have become highly competitive. The prices of raw materials and fuel continue to fluctuate, impacting project costs. Additionally, financial management and securing new projects remain difficult for some units. The company is also tasked with completing several key projects that must be delivered within 2025.

To overcome these challenges and successfully fulfill its business and production goals while building a strong and comprehensive unit, the Board of Directors has identified key strategies, tasks, and measures for effective implementation.

Key Targets in the 2025 Business and Production Plan:

Criteria	Unit	2024 Action	2025 Plan
Charter Capital	Million đ	124.198	124.198
Production Value	Million đ	4.063.150	3.850.000
Total Revenue	Million đ	3.460.809	3.350.000
Pre-tax Profit	Million đ	34.595	33.500
Pre-tax Profit Margin / Total Revenue	%	1,00	1,00
After-tax Profit	Million đ	27.064	26.800
After-tax Profit Margin / Total Revenue	%	0,78	0,80
Dividend Rate	%	65%PAT	65%PAT
Debt Recovery	Million đ	3.894.873	3.220.756
Debt Recovery Rate / Receivables	%	91	80

In 2025, the company plans to invest in the repair and renovation of the Headquarters of Enterprise 36. This decision is driven by the Nguyen Sinh Sac Road extension and the West Ring Road 2 expansion project, initiated by the Da Nang City authorities, which directly impact the entire premises and fencing of Enterprise 36. Moreover, the current headquarters was built in 2005, meaning it has exceeded its depreciation period and has significantly deteriorated. Renovation is essential to ensure a stable and long-term working environment, allowing employees and staff to feel secure in their roles.

3. Implementation Solutions for 2025

- Restructuring and Organizational Optimization: Continue streamlining the organizational structure with a lean but efficient workforce. Recruit and appoint highly qualified managers and engineers to key positions to strengthen the organizational framework and support the company's development goals.

- Investment in Equipment and Machinery: Continue investing in modern construction equipment and vehicles to enhance market competitiveness while aligning with the company's business sectors. Strengthen equipment management to maximize efficiency and productivity after investment.

- Selective Bidding Strategy: Focus on medium to large-scale projects, particularly in infrastructure and transportation construction. Ensure high product quality and uphold the company's reputation and brand position in the industry.

- Enhancing Management and Competitiveness: Improve corporate governance and competitiveness by fostering a proactive and accountable

corporate culture. Maintain and professionalize the 4-5-6-7 project management process across all company operations.

- Financial Management and Capital Efficiency: Utilize business capital effectively and purposefully, strictly adhere to financial management policies, and balance decentralization with accountability. Encourage individual investments, optimize debt recovery, and minimize loan dependency.

- Regulatory Compliance and Employee Benefits: Establish a transparent, legally compliant management system that balances the interests of the State, company, employees, and shareholders. Implement fair and performance-based wage distribution, linking employee earnings to productivity, quality, and long-term company growth.

- Workplace Safety and Discipline: Enforce strict labor discipline, occupational safety, fire prevention, and traffic safety regulations to prevent serious workplace incidents.

- Strengthening Internal Solidarity: Foster transparency in financial management, strengthen employee engagement, and enhance workplace culture and employee welfare to build consensus and motivation.

- Sustainable Brand Development: Continue building and strengthening the reputation of Thanh An 96 Construction Joint Stock Company, ensuring sustainable and long-term growth.

**O.B. BOARD OF DIRECTORS
CHAIRMAN**

Phan Xuan Bang



REPORT

Investment Results and Asset Disposal in 2024 and Investment and Asset Disposal Plan for 2025

Implementation of the Charter and the Resolution of the 2024 Annual General Meeting of Shareholders of Thành An 96 Construction Joint Stock Company;

Based on the Company's Investment Management and Equipment, Machinery, and Construction Tool Utilization Regulations;

Based on the business performance in 2024 and the business plan for 2025,

The Board of Directors of Thành An 96 Construction Joint Stock Company reports on the investment results and asset disposal in 2024 and the investment and asset disposal plan for 2025 as follows:

I. Investment Results and Asset Liquidation in 2024:

1. Investment Implementation Results: *Detailed table attached in Appendix 01/KQĐT-2024)*

1.1 Construction Investment: In 2024, the company invested in two projects: The Office Building for Member Units of Thành An 96 Construction Joint Stock Company in the Northern Region (Hanoi); Renovation and Upgrade of the Headquarters of Thành An 96 Construction Joint Stock Company with the total investment value is VND 34.102 billion.

1.2. Investment in Hóc Tra Soil Mine (Phase 1):

- The People's Committee of Quảng Nam Province issued Decision No. 2006/QĐ-UBND on September 22, 2023, approving the addition of non-auction mineral exploitation areas under the provincial authority to grant exploration and mining licenses for key state-funded construction projects.

- The total planned area for the Hóc Tra soil mine is 8.7 hectares. The company received a mineral exploitation license (No. 241/GP-STNMT) from the Quảng Nam Department of Natural Resources and Environment on July 11, 2024, covering 5.8 hectares, with geological reserves of 727,453 m³ and an extractable reserve of 649,502 m³. The annual extraction capacity is 300,000 m³, and the mining period is 2 years, 3 months, and 22 days from the license issuance date.

- This investment aims to supply soil materials for three key state-funded projects in Quảng Nam, including completion of Coastal Road 129 (Võ Chí Công); Road Connecting National Highway 14H to DT 609C; Construction of Văn Lý Bridge and its access roads (Thành An 96 Construction and Installation JSC is responsible for two projects: Coastal Road 129 and DT 609 Road).



- Total investment for Phase 1 of Hóc Tra soil mine: VND 4.395 billion.

1.3. Investment in Machinery and Equipment:

In 2024, the company invested in 19 categories of machinery and equipment, totaling VND 46.239 billion, to ensure the execution of emergency projects under the Prime Minister's decision and key technical infrastructure projects:

- Transport vehicles: 6 categories.
- Machinery and equipment: 13 categories.

2. Asset Liquidation and Sale Results:

In 2024, the company did not conduct any asset liquidation or sales of fixed assets.

3. General Assessment of Investment and Asset Liquidation Results:

The company's investment strategy aimed at enhancing production capacity in line with operational needs. All investments were carried out in compliance with established procedures and regulations. After investment, the units effectively managed and utilized the assets for their intended purposes, ensuring optimal operational efficiency.

II. Investment and Asset Liquidation Plan for 2025:

1. Investment Plan: (Details attached in Appendix 02/KHĐT-2025)

1.1. Construction Investment:

- The Da Nang city government is investing in the Nguyễn Sinh Sắc Defense-Security Road Extension and the Western Belt Road 2 Expansion, affecting the entire headquarters, fences, gates, and land area of Enterprise 36.

- Based on Official Letter No. 5295/UBND-STNMT from the Da Nang People's Committee (dated September 28, 2023) regarding the conversion of defense land to implement the strategic defense road project serving military and civilian needs in Liên Chiểu District;

- Official Letter No. 2232/BQP-TM from the Ministry of Defense (dated June 14, 2024) regarding the transfer of defense land for the project;

- Notification No. 636/TP-VP (dated October 24, 2024) from the Office of the People's Committee of Liên Chiểu District; Notification No. 05/TB-BGPMB (dated January 5, 2025) from the District Land Clearance Board; Official Letter No. 565/SGTVT-KH (dated February 10, 2025) from the Da Nang Department of Transport regarding land recovery.

- Official Letter No. 565/SGTVT-KH (dated February 10, 2025) from the Da Nang Department of Transport regarding land recovery;

- Given the headquarters' deterioration, which no longer meets operational needs, repairs and renovations are essential. The company has reported to Corps 11, proposing the renovation of Enterprise 36's headquarters in the 2025 investment plan, with an estimated budget of VND 15 billion.

1.2 Mining Investment:

1.2.1 Hóc Tra Soil Mine Project (Phase 2):

- The Hóc Tra soil mine is a 8.7-hectare area granted mining rights without an auction. Currently, 5.8 hectares have been licensed, while the remaining 2.9 hectares are pending approval. The expansion of the Hóc Tra Soil Mine (Phase 2) aims to meet the demand for soil materials for ongoing construction projects in the province.

- Estimated investment for equipment and infrastructure development in Phase 2: VND 10 billion.

1.2.2 Suối Mơ Rock Mine Project (Phase 2):

Following the new Mineral Law No. 54/2024/QH15 (issued November 29, 2024) and Decree 11/2025/NĐ-CP (issued January 15, 2025), mineral mining in Group IV must undergo a bidding process. The company will continue coordinating with relevant agencies to monitor and participate in the bidding, as it has been investing in and operating the mine for many years. If successful in the bid, the company must further invest in equipment and infrastructure to comply with government regulations.

Estimated investment for equipment and infrastructure: VND 16 billion.

1.3. Investment in Machinery and Equipment: To enhance production capacity, based on project schedules and construction plans, the Board of Directors proposes investing in 40 categories of vehicles, machinery, and equipment in 2025.

Estimated total investment: VND 46.29 billion.

The new equipment will be used for emergency projects, key transportation projects, and upcoming development.

2. Asset Liquidation Plan:

Based on the current quantity and condition of construction machinery and equipment, the Board of Directors seeks authorization from the General Meeting of Shareholders to review all fixed assets and machinery. Any fully depreciated (Category 5), non-operational, or unnecessary assets will be proposed for liquidation in accordance with regulations.

This concludes the 2024 Investment and Asset Liquidation Report and the 2025 Investment and Asset Liquidation Plan of the company./.

Sincerely!

**OB. BOARD OF DIRECTORS
CHAIRMAN**

Phan Xuân Bằng





RESULTS OF INVESTMENT IN CONSTRUCTION AND FIXED ASSETS 2024

ĐVT: đồng

No	Motorcycle equipment name	Unit of measure	Specifications	Quality	Origin	Quantity	Total (amount)	Capital		Note
								Bank credit loan	Equity	
1	2	3	4	5	6	7	8	9	10	11
	TOTAL (A+B)					26	84.736.601.041	16.020.000.000	68.716.601.041	
A	INVESTMENT IN CONSTRUCTION					2	34.101.599.153	0	34.101.599.153	
1	Headquarters of member units of Thanh An 96 Construction Joint Stock Company (Army Corps 11) in the Northern region (in Hanoi)	Category		New 100%		1	25.220.240.630		25.220.240.630	
2	Renovation and upgrading of Thanh An 96 Construction Joint Stock Company headquarters	Category				1	8.881.358.523		8.881.358.523	
B	HÓC TRA Mine (Giai đoạn 1)					5	4.395.845.200	0	4.395.845.200	
1	DONGFENG Water Tanker Truck 51CD-004-63	Piece	9m3 tank	New 100%	China	1	619.278.533		619.278.533	
2	Volvo EC360 BLC 43XA-1648 crawler excavator	Piece	Bucket 1.61m3	Used	South Korea	1	1.185.648.148		1.185.648.148	
3	Komatsu PC650LC-8 43XA-1652 Crawler Excavator	Piece	Bucket 1.61m3	Used	China	1	1.840.918.519		1.840.918.519	
4	Komatsu PC650LC-8 crawler excavator rock digging need	Piece		Used		1	520.000.000		520.000.000	
5	Hoc Tra Mine Weighing Station	Piece	60 tons	New 100%	Vietnam	1	230.000.000		230.000.000	
C	MOTORCYCLES - EQUIPMENT					19	46.239.156.688	16.020.000.000	30.219.156.688	
I	Means of transport					6	11.015.378.910	0	11.015.378.910	
1	IVECO Daily plus BS51B 338.71 passenger car	Piece	12 seats	New 100%	Vietnam	1	1.519.498.545		1.519.498.545	
2	Concrete truck - BS 74CD-000.11	Piece	6m3 tank	Used	South Korea	1	426.204.849		426.204.849	
3	Concrete truck - BS 74CD-000.17	Piece	6m3 tank	Used	South Korea	1	426.204.849		426.204.849	
4	Concrete truck - BS 74CD-000.27	Piece	6m3 tank	Used	South Korea	1	425.666.667		425.666.667	
5	Thanh Tuyen barge 08-1,150 tons	Piece	1,150 tons	Used	Vietnam	1	4.316.116.000		4.316.116.000	

THANH AN CORPORATION
THANH AN 96 C&I JSC



SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty - Happiness

Da Nang, date , March, year of 2025

PROPOSAL

**Approval of the 2024 Audited Financial Statements
and the 2025 Business Plan, Profit, and Dividend Distribution**

**To: General Meeting of Shareholders of Thanh An 96 Construction
Joint Stock Company**

Pursuant to the 2024 Financial Statements of Thanh An 96 Construction Joint Stock Company, which has been audited by CPA Vietnam Auditing Co., Ltd.;

Pursuant to the business performance results of 2024 and the Company's development orientation for 2025;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 2024 audited financial statements and the 2025 business plan, profit, and dividend distribution as follows:

1. The Board of Directors proposes that the General Meeting of Shareholders approve the business performance results for 2024 and the business plan, profit, and dividend distribution for 2025, as detailed in the attached financial performance report for 2024 and the 2025 plan.
2. The Board of Directors proposes that the General Meeting of Shareholders approve the 2024 financial statements of Thanh An 96 Construction Joint Stock Company, which has been audited and issued by CPA Vietnam Auditing Co., Ltd. on __/3/2025.

The 2024 audited financial statements of Thanh An 96 Construction Joint Stock Company have been published on the Company's website at:
Thanhan96.vn.

We respectfully submit this proposal for the General Meeting of Shareholders to review and vote for approval.

**O.B. BOARD OF DIRECTORS
CHAIRMAN**

Phan Xuan Bang



REPORT ON FINANCIAL RESULTS IN 2024 AND PLAN FOR 2025
ENTERPRISE: THANH AN 96 CONSTRUCTION JOINT STOCK COMPANY

No	Target	Unit of meas	2024		Performance vs. Plan (%)	Plan 2025		Growth rate compared to 2024 (%)
			Plan	Perform		Fund allocation rate in 2025	2025 plan targets	
1	2	3	4	5	6=5/4	7	8	9=8/5
1	Production value	1.000 đ	3.300.000.000	4.063.149.623	123		3.850.000.000	95
2	Total charter capital at the enterprise	1.000 đ	124.197.870	124.197.870	100		124.197.870	100
3	Total revenue	1.000 đ	2.700.000.000	3.460.809.175	128		3.350.000.000	97
4	Profit before corporate income tax	1.000 đ	27.000.000	34.594.912	128		33.500.000	97
5	Pre-tax profit margin/revenue	%	1,00	1,00	100		1,00	100
6	Corporate income tax	1.000 đ	5.400.000	7.530.915	139		6.700.000	89
7	Profit after corporate income tax	1.000 đ	21.600.000	27.063.997	125		26.800.000	99
8	Profit margin after tax/revenue	%	0,80	0,78	98		0,80	102
9	Undistributed profit after tax 2023			974				
10	Total retained earnings (10)=(7)+(9)		21.600.000	27.064.971			26.800.000	99
11	Dividends and fund allocation							
11.1	Expected dividend	1.000 đ	14.040.000	17.592.231	125	(10)*65%	17.420.000	99
	<i>Dividend ratio</i>	%	65% LNST	65% LNST			65% LNST	
11.2	Remaining profit after dividend	1.000 đ	7.560.000	9.472.740			9.380.000	99
	- <i>Development investment fund</i>	1.000 đ	2.592.000	3.247.796		(10)*12%	3.216.000	
	- <i>Bonus and welfare fund</i>	1.000 đ	4.644.000	5.818.969		(10)*21,5%	5.762.000	
	- <i>Board of Directors reward fund</i>	1.000 đ	324.000	405.975		(10)*1,5%	402.000	
12	Fixed asset depreciation	1.000 đ	18.980.000	27.891.569	147		33.131.000	119
13	Average income/person/month	1.000 đ	14.370	14.888	104		14.900	100
14	Taxes & Budget Payables	1.000 đ	60.250.000	27.490.455	46		27.497.000	100
15	Debt collection	1.000 đ	2.789.098.504	3.894.872.520	140		3.220.756.062	83
16	Debt collection ratio/accounts receivable	%	80	91	114		80	88

THANH AN CORPORATION
THANH AN 96 C&I JSC

No.: /PTT-HĐQT
(Draft)

SOCIALIST REPUBLIC OF VIET NAM
Independence – Liberty – Happiness

Da Nang, date month 2025

PROPOSAL

Re: Dividend Distribution for Shareholders and Profit Allocation in 2025

To: The Annual General Meeting of Shareholders 2025

With the principle of ensuring a balanced distribution of benefits among the State, the Enterprise, Employees, and Shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders the profit allocation plan and dividend distribution for 2024 as follows:

Unit: 1.000 dong.

1. Total realized profit in 2024 (Achieved 1% of revenue)	34.594.912
2. Corporate income tax payment	7.530.915
3. Net profit after tax in 2024 (Achieved 0.78%/Revenue)	27.063.997
4. Undistributed net profit after tax in 2023	974
5. Total undistributed net profit after tax (5) = (3) + (4)	27.064.971
6. Dividend distribution and fund allocation during the year	27.064.971
Including:	
6.1. Dividend Distribution (65% of After-Tax Profit ~ 14.16%)	17.592.231
- Dividends for State-Owned Capital (6,334,373 shares)	8.972.437
- Dividends for Union-Owned Capital (25,153 shares)	35.628
- Dividends for Minority Shareholders (6,060,261 shares)	8.584.166
6.2. Fund Allocation (35% of After-Tax Profit)	9.472.740
- Development Investment Fund	3.247.797
- Bonus and Welfare Fund	5.818.968
- Executive Bonus Fund	405.975

This is the proposal submitted by the Board of Directors regarding the dividend distribution and profit allocation for 2024.

Respectfully submitted to the General Meeting of Shareholders for review and approval./.

Recipients:

- As above;
- Board of Supervisors;
- Filed in archives and Board of Directors.

**O.B. BOARD OF DIRECTORS
CHAIRMAN**

Phan Xuan Bang

THAN AN CORPORATION
THANH AN 96 C&I JSC

No. CỘ PHÁP THỊ-HĐQT
(Draft)



SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty – Happiness

Da Nang, date month 2025

PROPOSAL

Re: Selection of an Independent Audit Firm for 2025

To: General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and relevant guiding documents;

Pursuant to the Charter of Thanh An 96 Construction Joint Stock Company.

To ensure the review of the semi-annual financial statements and the audit of the financial statements for 2025 in accordance with legal regulations and the Company's Charter, the Supervisory Board of Thanh An 96 Construction JSC respectfully submits to the General Meeting of Shareholders the selection of an independent audit firm as follows:

1. Criteria for selecting an independent audit firm:

- A reputable independent audit firm approved by the State Securities Commission and the Ministry of Finance to audit public companies and listed organizations.
- An audit firm with a team of auditors who uphold integrity, high professional ethics, expertise, and extensive experience to ensure the quality of financial statement audits.
- Reasonable audit costs in line with the scope, requirements, and schedule set by the Company.

2. Proposed audit firms:

1. CPA Vietnam Auditing Company Limited
2. VACO Auditing Company Limited
3. ECOVIS AFA Vietnam Auditing, Valuation, and Consulting Company Limited
4. AAC Auditing and Accounting Company Limited

The Supervisory Board respectfully submits to the General Meeting of Shareholders the authorization for the Board of Directors to select one of the four above-mentioned audit firms to conduct the semi-annual review and the financial statement audit for 2025 in compliance with current regulations. We respectfully request the General Meeting of Shareholders to review and approve.

**O.B. SUPERVISORY BOARD
HEAD**

Tran Thi Dieu Thuy

THANH AN CORPORATION
THANH AN 96 C&I JSC

No. /TTr-HĐQT
(Draft)



SOCIALIST REPUBLIC OF VIETNAM
Independence - Liberty - Happiness

Da Nang, date , March 2025

PROPOSAL

**Re: Settlement of Salaries and Remuneration for the Board of Directors
and the Board of Supervisors in 2024**

**And Salary and Remuneration Plan for the Board of Directors and
the Board of Supervisors in 2025**

To: Annual General Meeting of Shareholders 2025.

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Charter on organization and operation of Thanh An 96 Construction and Installation Joint Stock Company,

The Board of Directors of Thanh An 96 Construction and Installation Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the finalization of salaries and remuneration for the Board of Directors (BOD) and the Board of Supervisors (BOS) for 2024, as well as the direction for 2025, as follows:

1. Finalization of salaries for the BOD and remuneration for the BOS in 2024:

- Salaries for the Board of Directors (BOD): 1.990.486.215 VND
- Salaries for the Board of Supervisors (BOS): 581.749.301 VND
- Remuneration for non-executive BOD members: 15.878.064 VND
- Remuneration for non-executive BOS members: 10.841.729 VND
- Total: 2.598.955.309 VND**

2. Proposed Salaries and Remuneration for the Board of Directors and the Board of Supervisors in 2025

The salaries and remuneration for members of the Board of Directors, Executive Board, and Board of Supervisors shall be implemented in accordance with the current legal regulations of the State regarding labor management, salaries, remuneration, and bonuses in state-owned enterprises.

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval./.

Recipients:

- As above;
- Filed in archives and Board of Directors.

**TM. HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH**

Phan Xuân Bằng



Da Nang, date month 2025

REPORT
Results of Task Implementation in 2024 and
Operational Orientation for 2025 of the Board of Supervisors

To: The General Meeting of Shareholders of Thành An 96 Construction and Installation Joint Stock Company.

The Board of Supervisors (BOS) of Thành An 96 Construction and Installation Joint Stock Company respectfully submits to the General Meeting of Shareholders the Report on the results of task implementation in 2024 and the Operational Orientation for 2025 as follows::

I. Performance of the Board of Supervisors in 2024:

1. Activities of the Board of Supervisors:

Based on the plan approved by the 2024 Annual General Meeting of Shareholders (AGM), the Board of Supervisors has seriously and honestly carried out regular supervision and inspection of the company's business operations. The BOS has monitored the management activities of the Board of Directors (BOD) and the Executive Board to ensure the company's operations comply with legal regulations, the company's charter, and internal regulations, including the following:

- Supervising compliance with the resolutions of the AGM and the resolutions of the Board of Directors.
- Participating in all Board of Directors meetings and other company meetings to maintain continuous supervision, monitor business plan execution, and provide input on the tasks and objectives assigned by the General Meeting of Shareholders.
- Periodically reviewing and verifying financial statements to assess the company's operational efficiency.
- Carrying out other tasks within the authority and responsibilities of the Board of Supervisors.

2. Meetings of the Board of Supervisors in 2024:

The Board of Supervisors held quarterly regular meetings in accordance with the procedures, principles, and regulations stipulated in the Company's Charter and the Operating Regulations of the Board of Supervisors. The meetings focused on assessing and providing recommendations to the Board of Directors and the Executive Board regarding:

- The implementation of the Company's production and business activities.
- Evaluation of the Company's financial status.



- Other matters related to business operations, investments, recruitment, etc., with recommendations and proposals for improvement and optimization to achieve the highest efficiency

3. Remuneration and Operating Expenses of the Board of Supervisors:

The payment of salaries and remuneration for the Board of Supervisors was carried out in accordance with legal regulations and the resolution of the 2024 AGM. The total salary and remuneration for the Board of Supervisors in 2024 amounted to VND 581.7 million.

II. Results of Supervisory Activities in Business Operations, Financial Management, and Other Corporate Affairs in 2024.

1. Supervision of Business Operations:

In 2024, the economic situation faced numerous challenges, including high inflation, fluctuating prices, and an unpredictable global economic outlook. Although the domestic economy remained stable, it still posed many difficulties and challenges. Additionally, weather conditions were unpredictable.

However, through active, dynamic, and responsible management—with the close and dedicated oversight of the Board of Directors (BOD), the Executive Board, and the leadership of various departments and units—alongside the unified determination and solidarity of employees and workers, and with the support of shareholders, the Company strived to achieve the following results:

Key Performance Indicators in Business Operations:

Criteria	Unit	2024 Planned	2024 Actual	Actual
				Planned (%)
Production Value	1.000 d	3.300.000.000	4.063.149.623	123%
Total Charter Capita	1.000 d	124.197.870	124.197.870	100%
Total Revenue	1.000 d	2.700.000.000	3.460.809.175	128%
Profit Before Tax	1.000 d	27.000.000	34.594.912	128%
Profit After Tax	1.000 d	21.600.000	27.063.997	125%
Dividend Payout Ratio	%	65% PAT (~11,3%)	65% PAT (~14,16%)	125%

2. Financial Supervision Activities:

The 2024 Financial Statements of the company were audited by CPA Vietnam Auditing Co., Ltd. The auditor's opinion stated:

“The financial statements present fairly, in all material respects, the financial position of the Company as of December 31, 2024, as well as the results of its operations and cash flows for the year then ended, in accordance with Vietnamese

Accounting Standards, the Vietnamese Accounting System, and relevant legal regulations.”

The Supervisory Board reviewed and verified the quarterly and annual financial statements and agreed with the audit report issued by CPA Vietnam Auditing Co., Ltd. The company maintained proper bookkeeping and financial recording, ensuring accuracy and timely reporting to meet operational and legal requirements.

3. Supervision of the Board of Directors (BOD) and Executive Board:

Through the supervision of the Company's corporate governance activities and the review of its quarterly, semi-annual, and annual financial statements for 2024, the Supervisory Board assesses as follows:

- The BOD and Executive Board complied with all legal regulations in business management. All BOD members and executives performed their duties in accordance with the Company’s Charter and resolutions approved by the 2024 General Meeting of Shareholders (GMS).
- The Executive Board effectively forecasted risks and implemented strategic business planning, ensuring that all construction projects were completed on schedule, met quality standards, and satisfied investors.
- In 2024, the Supervisory Board received no complaints or requests from shareholders or shareholder groups regarding corporate governance or ownership rights.

III. Orientation of the Supervisory Board’s Activities for 2025:

Based on the achievements and experiences gained from monitoring the Company's business operations, financial management, and other activities in 2024, and with the support and favorable conditions provided by the Board of Directors (BOD), the Executive Board, and relevant authorities, the Supervisory Board has favorable conditions to access and implement its tasks as planned. However, some members of the Supervisory Board also hold concurrent positions, which may present certain challenges in execution. The Supervisory Board sets out the following directions for its activities in 2025:

- Supervise compliance with legal regulations, the Company's Charter, and the implementation of resolutions and decisions of the General Meeting of Shareholders (GMS) and the Board of Directors.
- Continue performing inspection and supervision of the management and business operations in accordance with the functions and duties stipulated by the Law on Enterprises and the Company's Charter.
- Monitor business plans and the implementation of business activities approved by the Annual General Meeting of Shareholders.



- Inspect the reasonableness, legality, accuracy, and prudence in business management, accounting, statistics, and the preparation of quarterly, semi-annual, and annual financial reports of the Company.
- Review financial statements and business performance reports and submit assessments of the BOD's management activities to the GMS at the annual meeting.
- Perform other duties as prescribed by the Law on Enterprises and the Company's Charter..

IV. Proposals and Recommendations:

Based on the results of monitoring business operations, corporate governance, and the management of the Board of Directors (BOD) and Executive Board, as well as the financial statements for 2024, the Supervisory Board submits the following proposals and recommendations to the General Meeting of Shareholders:

1. Approve the 2024 financial statements of Thành An 96 Construction Joint Stock Company, which have been audited by CPA Vietnam Auditing Company Limited.
2. Approve the Supervisory Board's report on its activities in 2024 and its operational direction for 2025.

Despite facing many challenges in the supervision process, the Supervisory Board remains fully aware of its responsibilities. We pledge to our esteemed shareholders to uphold our duties with the highest sense of responsibility, ensuring effective supervision to enhance the Company's organizational efficiency, management, and sustainable development.

We also look forward to continued support and favorable conditions to successfully fulfill the tasks entrusted by the General Meeting of Shareholders.

We respectfully submit this report to the General Meeting of Shareholders for consideration and approval./.

**OB. BOARD OF SUPERVISORS
HEAD**

Tran Thi Dieu Thuy

THANH AN CORPORATION
THANH AN 96 C&I JSC



SOCIALIST REPUBLIC OF VIETNAM
Independence - Liberty - Happiness

Da Nang, date month 2025

PROPOSAL

Dismissal of Board Member and Election of Additional Board Member For the Term 2023-2028

To: The General Meeting of Shareholders of Thanh An 96 Construction and Installation Joint Stock Company

Pursuant to:

- The Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- The Securities Law No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- The Charter of Thanh An 96 Construction Joint Stock Company;
- The Resignation Letter of Mr. Hoàng Đức Trúc, Member of the Board of Directors.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration the dismissal of Mr. Hoàng Đức Trúc from the Board of Directors and the election of an additional Board member to replace him, specifically as follows:

1. Dismissal of a Member of the Board of Directors.

The General Meeting of Shareholders is requested to approve the dismissal of Mr. Hoàng Đức Trúc from his position as a Member of the Board of Directors (term 2023-2028) effective April 17, 2025.

2. Election of an Additional Member to the Board of Directors.

- Number of additional Board members needed: 01 person
- Term of the additional Board member: The remaining duration of the 2023-2028 term.
- Criteria and conditions for Board membership: In accordance with the Enterprise Law 2020 and the Company Charter.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for review and approval./.

**OB. BOARD OF DIRECTORS
CHAIRMAN**

Phan Xuân Bằng

THANH AN CORPORATION
THANH AN 96 C&I JSC

No. : 01/2025/QC-DHĐCĐ
(Draft)



SOCIALIST REPUBLIC OF VIETNAM
Independence - Liberty - Happiness

Da Nang, date April, 2025

REGULATIONS
ON THE ORGANIZATION OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
THANH AN 96 CONSTRUCTION AND INSTALLATION JOINT STOCK
COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and its guiding documents;

Pursuant to the Charter of Thanh An 96 Construction Joint Stock Company.

CHAPTER I: GENERAL PROVISIONS

Article 1: Scope and Subjects of Application:

- 1.1. This regulation applies to the organization of the 2025 Annual General Meeting of Shareholders, scheduled for April 17, 2025 (hereinafter referred to as the "General Meeting") of Thành An 96 Construction and Installation Joint Stock Company (hereinafter referred to as "Thành An 96" or the "Company").
- 1.2. This regulation specifically stipulates the rights and obligations of shareholders, participants in the General Meeting, and involved parties, as well as the conditions and procedures for conducting the General Meeting.

Article 2: Conditions for Attending the General Meeting:

- 2.1. Shareholders or their authorized representatives who are listed in the shareholder register as of the record date (March 18, 2025) are entitled to attend the 2025 Annual General Meeting of Shareholders or authorize another person to attend on their behalf.
- 2.2. Shareholders may authorize another person to represent them at the General Meeting, either in full or for a portion of their share.
- 2.3. Authorization is legally valid only if it meets all of the following conditions:
 - a. The shareholder must fully complete the Authorization Letter (following the Company's template or as per Civil Law regulations);
 - b. The Authorization Letter must include the full name, contact address, and identification details of both the authorizing shareholder and the authorized representative; the number of voting shares being authorized; the scope, content, and duration of authorization; and the signatures and titles of the legal representatives (in the case of organizations) of both the authorizing party and the authorized representative.



**CHAPTER II: RIGHTS AND OBLIGATIONS OF SHAREHOLDERS,
AUTHORIZED REPRESENTATIVES, PROXIES, AND PARTICIPANTS OF
THE GENERAL MEETING**

Article 3: Rights and Obligations of Shareholders, Authorized Representatives, and Proxies.

3.1 Rights of Shareholders, Authorized Representatives, and Proxies Attending the General Meeting

- Have the right to attend or authorize another person to attend the General Meeting and vote on all matters under the authority of the General Meeting as prescribed by law and the Charter of Thành An 96 Construction and Installation Joint Stock Company.
- Each shareholder or shareholder representative attending the General Meeting shall receive one Voting Card and one Ballot, which include information on the attendee's delegate code and voting rights (one share owned/represented corresponds to one vote). The voting value of the card/ballot corresponds to the proportion of voting shares owned or represented by the shareholder/shareholder representative in relation to the total number of voting shares held by the attendees at the General Meeting.
- Shareholders, authorized representatives, or proxies attending the General Meeting directly may discuss and vote on the matters reported at the General Meeting;
- Shareholders have the right to express their opinions on the matters of the General Meeting during the discussion session by raising their hand to speak or submitting written questions;
- Shareholders or shareholder representatives arriving after the meeting has commenced may register immediately and participate in voting after registration. However, the Chairperson is not responsible for pausing the meeting for their registration, and the validity of previous voting results remains unchanged.

3.2 Obligations of Shareholders, Authorized Representatives, and Proxies Attending the General Meeting

- Attend or authorize attendance at the General Meeting as per Company regulations and exercise their voting rights;
- Shareholders or shareholder representatives attending the General Meeting **must bring:**
 - + Invitation letter,
 - + Citizen ID/Passport/Business Registration Certificate (BRC) or equivalent documents,
 - + Authorization letter,
 - + If authorized, the invitation letter of the authorizing shareholder and a copy of the Citizen ID or equivalent document of the authorizing shareholder.

- + These documents must be presented to the Shareholder Eligibility Verification Committee during registration and all necessary registration procedures must be completed as require;
- Comply with this Regulation, follow the instructions of the Chairperson, and respect the decisions made at the General Meeting.

Article 4: Rights and Obligations of the Shareholder Eligibility Verification Committee

- 4.1 The Shareholder Eligibility Verification Committee is established by the Board of Directors of Thành An 96.
- 4.2 The Shareholder Eligibility Verification Committee shall:
- Verify the eligibility of shareholders, authorized representatives, or proxies attending the General Meeting;
 - Distribute meeting materials, voting ballots, and voting cards to shareholders, authorized representatives, or proxies attending the General Meeting;
 - Report the results of shareholder eligibility verification before the General Meeting.
- 4.3 The Shareholder Eligibility Verification Committee has the right to establish support teams to complete its tasks.

Article 5: Rights and Obligations of the Vote Counting Committee

- 5.1. The Vote Counting Committee is nominated by the Organizing Committee and approved by the General Meeting through voting.
- 5.2. The Vote Counting Committee shall:
- Guide participants on voting and election procedures;
 - Monitor and oversee the voting process of shareholders and their representatives;
 - Conduct vote counting;
 - Prepare the vote-counting minutes and report the voting results to the General Meeting.
- The entire vote counting process, preparation of minutes, and announcement of results must be conducted honestly, accurately, and with full accountability by the Vote Counting Committee.
- 5.3. The Vote Counting Committee has the right to establish support teams to fulfill its responsibilities.

Article 6: Rights and Obligations of the Chairperson Panel and the Secretariat.

- 6.1 The Chairperson Panel, consisting of the Chairperson and several members, is elected by the General Meeting and is responsible for conducting the meeting.
- 6.2 The Chairperson's decisions on procedural, order, or unforeseen issues arising outside the meeting agenda are final and binding.
- 6.3 The Chairperson Panel has the right to take necessary and reasonable measures to conduct the General Meeting in an orderly and legitimate manner, in



accordance with the approved agenda and the wishes of the majority of attending shareholders.

- 6.4 The Chairperson Panel may postpone the meeting to another time and location (in compliance with the Enterprise Law and the Company's Charter) without consulting the General Meeting if any of the following situations occur:
- The venue does not have enough seating for all attendees;
 - Communication facilities at the venue do not ensure full participation, discussion, and voting by shareholders;
 - Attendees disrupt order, threatening the fairness and legality of the meeting.
- The maximum postponement period is three (03) days from the originally scheduled meeting date.
- 6.5 The Secretariat is nominated by the Organizing Committee and approved by the General Meeting. It is responsible for taking minutes of the General Meeting; drafting the General Meeting's resolutions; assisting with tasks as assigned by the Chairperson Panel.

CHAPTER III: PROCEDURE FOR CONDUCTING THE GENERAL MEETING

Article 7: Conditions for Holding the General Meeting of Shareholders

The General Meeting of Shareholders shall be conducted when shareholders or their authorized representatives attending the meeting represent more than fifty percent (50%) of the total voting shares of the Company, as per the list of shareholders finalized at the record date for convening the meeting.

Article 8: Procedure for Conducting the General Meeting of Shareholder

- 8.1. The General Meeting is expected to last half a day, during which the agenda will be approved, and discussions will be held to pass various items through the following voting methods:

a. Voting by Raising Voting Cards:

The Chairperson shall propose voting by raising Voting Cards for the following matters

- Approval of the Principles and Voting Rules at the General Meeting;
- Election of the Chairperson and the Voting Committee;
- Approval of the Meeting Agenda;
- Approval of the Regulations for Organizing the General Meeting;
- Approval of the Election Regulations (if applicable);
- Approval of the Minutes and Resolutions of the General Meeting;
- Approval of other matters within the authority of the General Meeting that do not require Ballot Voting (if applicable)

b. Voting by Ballot:

The Chairperson shall propose voting by Ballot for the following matters:

- Report of the Board of Directors (BOD) on governance and activities of the BOD in 2024 and approval of the 2025 plan;

- Report of the BOD on investment results, asset disposal in 2024, and approval of the 2025 plan;
- Report of the Supervisory Board (SB) on the Company's business results, performance of the BOD and Executive Board in 2024, and the 2025 plan, along with a self-assessment of the SB's performance;
- Approval of the Audited Financial Statements for 2024 and the Business Plan, Profit, and Dividend Plan for 2025;
- Approval of the Proposal on Profit Distribution for 2024;
- Approval of the Proposal on Selecting the Auditing Firm for 2025;
- Approval of the Proposal on Salary and Remuneration Settlement for the BOD and SB for 2024, and the proposed salary, bonus, and remuneration for the BOD and SB in 2025;
- Approval of the Proposal on Dismissal of BOD Members and Election of Replacement BOD Members;
- Approval of other matters within the authority of the General Meeting that do not require Voting Cards (if applicable).

Article 9: Approval of Resolutions of the General Meeting

9.1. For the following matters, a resolution of the General Meeting shall be passed if approved by shareholders representing at least sixty-five percent (65%) of the total voting shares of all shareholders attending (either in person, through authorized representatives, or proxies) and voting at the meeting

- Amendments or additions to the Company's Charter;
- Changes in the types and total number of shares;
- Changes in the business sectors and fields of operation;
- Changes in the organizational structure of the Company as per Article 137 of the Enterprise Law;
- Investment projects or asset disposals valued at thirty-five percent (35%) or more of the Company's total assets based on the latest financial statement;
- Reorganization or dissolution of the Company

9.2. For other matters, a resolution of the General Meeting shall be passed if approved by shareholders representing more than fifty percent (50%) of the total voting shares of all shareholders attending (either in person, through authorized representatives, or proxies) and voting at the meeting.

Article 10: Minutes of the General Meeting

The proceedings of the General Meeting shall be recorded in the Minutes and stored as per applicable regulations. The Minutes of the General Meeting must be prepared and approved before the meeting is adjourned.

CHAPTER IV: ENFORCEMENT PROVISIONS

Article 11: Effectiveness

11.1 This Regulation consists of 4 Chapters and 11 Articles and shall take effect immediately after being approved by the General Meeting through voting.



11.2 Shareholders, meeting attendees, and all parties participating in the General Meeting are responsible for complying with this Regulation.

**OB. BOARD OF DIRECTORS
CHAIRMAN**

Phan Xuân Bằng



REGULATIONS

ON SUPPLEMENTARY ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS THANH AN 96 CONSTRUCTION AND INSTALLATION JOINT STOCK COMPANY TERM 2023 - 2028

Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and related guiding documents;

Based on the Charter of Thanh An 96 Construction and Installation Joint Stock Company;

The 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction and Installation Joint Stock Company proceeds to elect additional members to the Board of Directors for the 2023 – 2028 term in accordance with the following regulations:

I. Explanation of terms/abbreviations:

- The Company: Thanh An 96 Construction and Installation Joint Stock Company
- BOD: Board of Directors
- AGM: Annual General Meeting of Shareholders

II. Principles and subjects of the election:

1. Election principles:
 - a. The election must comply with the law, the Company Charter, and this Regulation to ensure democracy and the legal rights and interests of all shareholders;
 - b. The election shall be conducted publicly by secret ballot.
2. Subjects eligible to vote: These are shareholders owning shares with voting rights or authorized individuals attending the meeting with voting rights (*according to the list of shareholders made by the Vietnam Securities Depository (VSD) on March 18, 2025*) present at the 2025 Annual General Meeting of Shareholders.

III. Number, Term, and Qualifications for Members of the Board of Directors:

1. Number of additional members to be elected: 01 person
2. Term of the additional Board member: The remaining duration of the 2023–2028 term



3. Qualifications for candidates for the Board of Directors (BOD):

❖ Members of the BOD must meet the following criteria and conditions:

- a. Not fall under the prohibited categories specified in Clause 2, Article 17 of the Enterprise Law;
- b. Have professional qualifications and experience in corporate governance or relevant fields, industries, or business sectors of the company, and do not necessarily have to be shareholders of the company;
- c. A BOD member of the company may also concurrently be a BOD member of another company;
- d. For state-owned enterprises (SOEs) under Point b, Clause 1, Article 88 of the Enterprise Law, and subsidiaries of SOEs under Clause 1, Article 88 of the Enterprise Law, a BOD member cannot be someone who has family relationships with the General Director or other managers of the company; or with those who appoint the managers of the parent company;
- e. Cannot be the state's representative authorized to manage the state's capital contribution in the company; the executive of the company; military officers, professional soldiers, or workers of the Vietnam People's Army, or employees of government agencies or units under the Ministry of National Defense, unless otherwise regulated.

❖ Independent Board Members must meet the following criteria and conditions:

- a. Must not currently work for the Company, its parent company, or subsidiaries; must not have worked for them within the past three consecutive years;
- b. Must not receive salary or remuneration from the Company, except for allowances as regulated for BOD members;
- c. Must not have a spouse, father (biological or adoptive), mother (biological or adoptive), child (biological or adopted), sibling, or other relatives who are major shareholders of the Company or who are managers of the Company or its subsidiaries;
- d. Must not directly or indirectly own at least 1% of the total voting shares of the Company;
- e. Must not have served as a member of the BOD or Supervisory Board of the Company for at least the past five years, except in cases of reappointment for a second consecutive term.

IV. Regulations on Nominating Additional Board Members:

- Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate candidates for the Board of Directors (BOD), in accordance with the Enterprise Law and the Company’s Charter.
- If the number of BOD candidates nominated does not meet the required number, the incumbent BOD shall nominate or organize the nomination of additional candidates in accordance with the Company’s Charter, internal regulations on corporate governance, and operational rules of the BOD. The introduction of additional candidates by the incumbent BOD must be publicly announced before the General Meeting of Shareholders votes.

V. Candidacy Application for BOD:

1. 1. Required Documents:

- Nomination letter (*Form 1*)
- Candidacy proposal (*Form 2*)
- Curriculum vitae (*CV, in the prescribed format*)
- Copies of ID/Passport and degrees/certificates
- Confirmation of shareholding or equivalent document from the Securities Company or Vietnam Securities Depository (VSD) as of March 18, 2025
- Authorization letter (if nominating on behalf of someone else)
- The nominee must take legal responsibility for the accuracy and honesty of their documents.

2. Submission Deadline & Address:

- Submit by 4:00 PM, April 3, 2025
- Send to:
 - Organizing Committee of the 2025 Annual General Meeting
 - Thanh An 96 Construction JSC
 - Address: 02 Nguyen Van Troi, Binh Thuan Ward, Hai Chau District, Da Nang City
 - Contact: Ms. Trần Thị Diệu Thúy
 - Phone: 02363.615.333 – 02363.631.219
 - Fax: 02363.615.334
 - Envelope must be labeled: “Application for BOD Candidacy”

Organizing Committee of the 2025 Annual General Meeting
Thanh An 96 Construction JSC
 Address: 02 Nguyen Van Troi, Binh Thuan Ward, Hai Chau District, Da Nang City
 Phone: 02363.615.333 – 02363.631.219 Fax: 02363.615.334
 Contact: Ms. Trần Thị Diệu Thúy

Envelope must be labeled: “Application for BOD Candidacy”



3. **Valid Applications:** Only candidates who fully meet the legal and company criteria will be included in the official list for election at the AGM.

VI. Voting Method:

1. Voting is conducted by cumulative voting: Each shareholder has a number of votes equal to the number of shares they own multiplied by the number of BOD members to be elected. Shareholders may allocate all their votes to one or several candidates
2. The total votes given to all candidates by a shareholder must not exceed their total eligible votes.

VII. Voting Procedure

1. Ballot:

Each shareholder or authorized person receives one ballot. The ballot includes shareholder code, number of shares owned, and total votes. Includes candidate list, "Equal Vote" box, and "Vote Count" column. Official company seal must be on the ballot.

2. How to Fill the Ballot

- a. a. If splitting votes equally: mark (X) in the "Equal Vote" box.
- b. b. If voting unequally: write the number of votes for each candidate in the "Vote Count" column. Leave blank or strike through if not voting for a candidate.
 - If a mistake is made (but ballot hasn't been submitted), shareholders can request a new ballot from the Organizing Committee.

3. Valid Ballots:

a. Ballot is valid if:

- It is issued by the Organizing Committee with the company's official seal.
- The total votes used is less than or equal to the eligible votes.
- It includes the shareholder's or proxy's signature.
- It is not torn, erased, corrected, or crossed out.

b. Invalid ballots:

- It was not issued by the General Meeting Organizing Committee;
- It does not bear the Company's official seal;
- It is torn, erased, scratched, or altered; contains names not in the official list of approved candidates;
- It lacks the signature of the shareholder or their authorized representative;
- It includes unauthorized markings or added information;

- The total number of votes cast exceeds the total voting rights of the shareholder;
- It is submitted after the ballot box has been sealed.

Invalid ballots will not be counted in the election results.

4. Voting principles:

- The Ballot Counting Committee inspects the ballot box in the presence of shareholders.
- Voting begins only upon the command of the Chair or Head of the Counting Committee and ends when the last ballot is cast. After voting, the ballot box is sealed immediately in front of shareholders.
- Ballot counting begins right after sealing the ballot box.

5. Ballot Counting Regulations:

a. Counting process:

- The committee works in a designated room/area.
- May use electronic systems and technical experts to support counting.
- Verify the validity of all ballots.
- Check and record votes one by one.
- All counting is conducted under the supervision of the Supervisory Board or shareholder representatives.

b. Minutes of counting results:

- After counting, the committee prepares a report.
- The report must include:
 - Date, time, location of the counting
 - Members of the counting committee
 - Total number of shareholders attending
 - Total number of ballots cast
 - Number and percentage of valid and invalid ballots
 - Number and percentage of votes per candidate
 - Signatures of all committee members

6. Principles of electing additional BOD members (*According to Clause 3, Article 148, Law on Enterprises No. 59/2020/QH14*):



- Members are elected in order of highest votes to lowest until the required number is met.
- If two or more candidates have the same number of votes for the final position, a re-vote will be held among those candidates.

VIII. Announcement of Election Results:

- Based on the ballot counting report, the results of the additional BOD election will be announced immediately at the General Meeting.
- These results will be officially recorded in the Meeting's Resolution.

IX. Effectiveness of the Regulation:

This regulation takes effect once approved by the General Meeting.

It remains valid until the end of the 2025 Annual General Meeting.

This concludes the Election Regulations for the additional BOD member(s) for the 2023–2028 term at the 2025 Annual General Meeting.

Respectfully submitted to the General Meeting for approval./.

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

Phan Xuân Bằng

Form 1: Candidacy Document for Board of Directors Member

(Attached with the Regulation on the Additional Election of Board Members for the 2023–2028 Term)



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Independence – Freedom – Happiness

CANDIDACY DOCUMENT FOR THE ADDITIONAL ELECTION OF BOARD OF DIRECTORS MEMBER THANH AN 96 CONSTRUCTION JOINT STOCK COMPANY TERM 2023 – 2028

To: Organizing Committee of the Annual General Meeting of Shareholders 2025

Shareholder's name:

Shareholder ID:

Date of birth: Place of birth:

ID/Passport No.: Issued on: at:

Permanent address:

Education level: Major:

Number of shares owned: corresponding to:% of the charter capital of Thanh An 96 Construction Joint Stock Company (the Company).

Pursuant to the Enterprise Law and the Company's Charter, I propose to be a candidate for the Board of Directors for the term 2023–2028 of the Company.

I commit that I meet all conditions to run for the position of member of the Board of Directors as stipulated by the Enterprise Law and the Company's Charter.

Tôi cam đoan mình có đủ điều kiện để ứng cử vào vị trí thành viên HĐQT theo quy định của Luật doanh nghiệp và Điều lệ Công ty.

Sincerely.

Attached documents:

- Copy of ID/Passport
- Certified copies of relevant degrees
- Resume

....., date month year 2025

SHAREHOLDER

(signature, full name)

Form 2: Nomination Document for Board of Directors Member

(Attached with the Regulation on the Additional Election of Board Members for the 2023–2028 Term)



SOCIALIST REPUBLIC OF VIETNAM

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....., date month year 2025

**NOMINATION DOCUMENT FOR THE ADDITIONAL ELECTION OF BOARD OF DIRECTORS MEMBER THANH AN 96 CONSTRUCTION JOINT STOCK COMPANY
TERM 2023 – 2028**

To: Organizing Committee of the Annual General Meeting of Shareholders 2025

The shareholder/group of shareholders of Thanh An 96 Construction Joint Stock Company (“Company”) includes:

No.	Full Name of Shareholder	ID/Passport/Business Registration No., date & place of issue	Number of shares owned	% of Charter Capital	Signature/Seal of legal representative (if applicable)
Total number of shares:					

Pursuant to the Enterprise Law and the Company’s Charter, I/We respectfully nominate:

1. Mr./Ms.:
Date of birth:
Place of birth: Permanent address:
ID/Passport No.:
Date of issue: Place of issue:
Education level: Major:

As a candidate for the position of member of the Board of Directors of the Company for the 2023 – 2028 term

I/We hereby affirm that the above nominee meets all conditions to run for the position of Board member of Thanh An 96 Construction Joint Stock Company for the 2023 – 2028 term as stipulated by the Enterprise Law and the Company’s Charter.

Attached documents:

- Copy of ID/Passport of the nominee
- Certified copies of relevant degrees of the nominee
- Resume of the nominee

SIGNATURE OF SHAREHOLDER(S)/GROUP OF SHAREHOLDERS

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CURRICULUM VITAE

(Attached: Application dossier for nomination and election to supplement the Board of Directors for the 2023–2028 term
Thanh An 96 Construction and Installation Joint Stock Company)



1. Full name: Gender:
2. Date of Birth:
3. Place of Birth:
4. Citizen ID/Passport number:.....; Date of issue:
Place of issue:
5. Nationality:; Ethnic:
6. Address:
7. Phone number:; Email:.....
8. Professional qualifications:
9. Work history:
.....
.....
.....
.....
10. Current position at Thanh An 96 C&I JSC:
11. Position at other organization (if any):
12. Total number of shares hold at TA9: shares
13. Related persons holding shares in the Company:
14. Debts to the Company:
15. Benefits related to the Company:
16. Conflicts of interest with the Company:

I guarantee that the above testimonies are true, if they are wrong, I will take full responsibility before the law.

.....day..... month..... in 2025

DECLARANT

.....

ANNUAL MEETING OF SHAREHOLDERS 2025

THÀNH AN 96 INSTALLATION AND CONSTRUCTION JSC



BALLOT

BOARD OF DIRECTORS MEMBER TERM 2023 – 2028

Shareholder ID:

Full name:

Total Owned and Authorized Shares:

Total Voting Shares:

Evenly Distribute Votes Among Candidates: Evenly vote (*)

Ord. No.	Full name	Number of vote (**)
Total		

Notes:

Each shareholder has a total number of votes equal to the total number of voting shares they own multiplied by the number of Board of Directors members to be elected. Shareholders may cast their votes in one of the following two ways:

(*) The shareholder marks an X in the "Equal Voting" box if they choose to distribute their votes equally among all candidates.

(**) The shareholder specifies the exact number of votes for each candidate if they choose an unequal distribution. In this case, the shareholder may allocate all or part of their total voting shares to one or more candidates, but the total votes cast must not exceed the total number of voting shares recorded above.

Da Nang, date month year 2025

Signature of shareholder/authorized representative
(Signature with full name)



**THANH AN 96 CONSTRUCTION AND
INSTALLATION JOINT STOCK COMPANY**

VOTING CARD

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

Full Name of Shareholder/Shareholder's Representative:

Shareholder Code:

Number of Shares:

Number of Authorized Shares:

Total Number of Voting Shares:

Da Nang, date month year 2025

**SHAREHOLDER/SHAREHOLDER
REPRESENTATIVE**

(Signature and Full name)

BALLOT

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 THANH AN 96 CONSTRUCTION AND INSTALLATION JOINT STOCK COMPANY

I. SHAREHOLDER/SHAREHOLDER REPRESENTATIVE INFORMATION

Attending Shareholder Code:

Full Name of
Shareholder/Shareholder
Representative:

ID Card/Passport/Business
Registration Number:

Number of Voting Ballots ⁽¹⁾:

⁽¹⁾: 01 share = 01 voting ballot

II. VOTING CONTENTS

	Approve	Disapprove	No opinion
1. Report of the Board of Directors on corporate governance and the performance of the Board of Directors in 2024, along with the 2025 plan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Report of the Board of Directors on investment results, asset disposal in 2024, and the investment and asset disposal plan for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Report of the Supervisory Board on task performance in 2024 and the operational direction for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Approval of the Proposal on the audited financial statements for 2024; the business plan, profit, and dividend distribution for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Approval of the Proposal on the profit distribution plan for 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Approval of the Proposal on selecting the auditing firm for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Approval of the Proposal on the settlement of salaries and remuneration for the Board of Directors and the Supervisory Board in 2024; the proposed salaries, bonuses, and remuneration for the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Approval of the Proposal on the dismissal of a member of the Board of Directors and the election of a replacement member.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Da Nang, date month 2025

SHAREHOLDER/SHAREHOLDER
REPRESENTATIVE

(Signature and Full name)

**GENERAL MEETING OF
SHAREHOLDERS**

THANH AN 96 JSC

No.: 017/NQ-DHCD

“Draft”

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Da Nang, April 20, 20 25

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025 THANH AN 96 CONSTRUCTION JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 17/6/2020;

Pursuant to Law No. 03/2022/QH15 approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the form of public-private partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, etc the Law on Enterprises, the Law on Excise Tax and the Law on Enforcement of Civil Judgments;

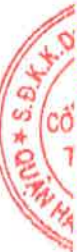
Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and documents guiding the implementation of the Law on Securities;

Pursuant to the Charter of Thanh An 96 Construction Joint Stock Company;

Pursuant to the Regulation on organizing the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company approved by the General Meeting of Shareholders on April 17, 2025;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders dated April 17, 2025 of Thanh An 96 Construction Joint Stock Company.

The 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company has been duly convened and is eligible to conduct the General Meeting with:



1. The total number of shareholders of the Company is: individual and organizational shareholders, owning **12,419,787** voting shares.

In which :

- State Capital Shares : **6.334.373** CP
- Shares of grassroots trade unions : **25.153** CP
- Shares of other shareholders : **6.060.261** CP

2. The number of shareholders attending the General Meeting is: shareholders, owning and representing a total of/12,419,787 **voting shares** , accounting for:% of the total voting shares of the Company.

In which :

- Number of shares owned by shareholders :
..... CP
- Number of authorized shares : CP

3. The number of shareholders absent without authorization to attend the General Meeting is: shareholders, owners **shares/12,419,787 shares**, accounting for :% of the total voting shares of the Company.

The meeting officially took place at 14:00, April 17, 2025, at the Hall of Thanh An 96 Construction Joint Stock Company, No. 02 Nguyen Van Troi, Binh Thuan Ward, Hai Chau District, Da Nang City.

All shareholders attending the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company have focused their intellect, worked with a spirit of urgency, seriousness and with a high sense of responsibility. After discussing the reports:

RESOLUTIONS:

Article 1: Unanimously approve the report of the Board of Directors on the results of production and business activities in 2024 and the production and business plan in 2025.

The General Meeting unanimously approved the results of production and business activities in 2024, the production and business plan in 2025 on the basis of the report of the Board of Directors presented to the General Meeting, with the following main indicators:

Unit: thousand VND

Quota	Implement Year 2024	Plan in 2025
1- Production value	4.063.149.623	3.850.000.000
2. Charter capital at enterprises	124.197.870	124.197.870
3- Gross Revenue	3.460.809.175	3.350.000.000
4- Profit before tax	34.594.912	33.500.000
5- Profit after tax	27.063.997	26.800.000
6- Dividend payout ratio	65% LNST	65% LNST

Voting rate: 100% of the total number of shares with voting rights to attend the General Meeting

Article 2. Unanimously approved the investment report, asset liquidation in 2024 and the investment plan, asset liquidation in 2025.

(Detailed content according to the attached document)

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 3. Unanimously approved the report of the Supervisory Board on the operating results in 2024 and the work plan for 2025.

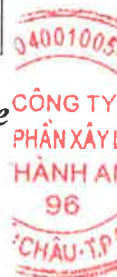
(Detailed content according to the attached document)

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 4. Through the audited financial statements for 2024 and the business, profit and dividend plan for 2025, with specific targets as follows:

Unit: 1,000 VND

Quota	Implementation 2024	Plan 2025	
		Fund deduction rate	Becoming money
- Profit before tax	34.594.912		33.500.000



- Corporate income tax	7.530.915		6.700.000
- Profit after tax (L-T)	27.063.997		26.800.000
- Dividends	17.592.231	65%LNST	17.420.000
- Deduction from development investment funds	3.247.796	12%LNST	3.216.000
- Deduction of welfare reward fund	5.818.969	21.5%LNST	5.762.000
- Executive Board Reward Fund	405.975	1.5%LNST	402.000
- Dividend payout ratio	65% LNST		65% LNST

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 5: Unanimously approve the payment of dividends and distribution of profits in 2024.

Unit: 1,000 VND

1. Total realized profit in 2024 (Reaching 1%/D/revenue)	34.594.912
2. Pay CIT	7.530.915
3. Profit after tax in 2024 (Reaching 0.78%/D/revenue)	27.063.997
4. Undistributed profit after tax in 2023	974
5. Total undistributed profit after tax (5) = (3)+(4)	27.064.971
6. Distribution of dividends and appropriation of funds in the year	27.064.971
In which:	
6.1. Dividend Distribution (65%LNST ~ 14.16%)	17.592.231
- Dividend of state capital (6,334,373 shares)	8.972.437
- Dividend of trade union capital (25,153 shares)	35.628
- Dividends for minority shareholders (6,060,261 shares)	8.584.166
6.2. Setting up funds (35% of LNST)	9.472.740
- Development Investment Fund	3.247.797
- Welfare reward fund	5.818.968
- Reward Fund	405.975

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 6: Unanimously approve the proposal for selection of an independent auditor to audit the Company's 2025 Financial Statements.

The General Meeting of Shareholders authorizes the Board of Directors of the Company to select an independent audit unit approved by the State Committee to audit

the annual financial statements, review the financial statements for the middle year of 2025 in accordance with the provisions of Law and the Charter of the Company.

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 7: Unanimously approve the report on the settlement of salaries and remuneration of the Board of Directors and the Supervisory Board in 2024 and the salary and remuneration plan of the Board of Directors of the Supervisory Board in 2025.

- **Settlement of salary of the Board of Directors, remuneration of the Supervisory Board in 2024:**
- Salary of the Board of Directors : 1.990.486.215 copper
- Salary of the Supervisory Board : 581.749.301 copper
- Remuneration of part-time Board of Directors : 15.878.064 copper
- Remuneration of part-time Supervisory Board : 10.841.729 copper
- Total : 2.598.955.309 copper**

- **Salary and remuneration plan of the Board of Directors and Supervisory Board in 2025**

Salaries and remunerations of members of the Board of Directors, the Executive Board and the Control Board shall comply with the State's current legal documents on labor management, salaries, remuneration and bonuses in State enterprises.

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 8. Unanimously approved the Proposal for dismissal of members of the Board of Directors according to the application.

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 9. Unanimously approved the Proposal to elect additional members of the Board of Directors for the term 2023 - 2028.

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 10. Approved the results of the election of additional members of the Board of Directors for the term 2023 – 2028.

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 11.- The Board of Directors and the Board of Directors of Thanh An 96 Construction Joint Stock Company are assigned to monitor, urge and organize the

implementation of the Resolution of the General Meeting of Shareholders in accordance with the provisions of law and the Charter of the Company.

Article 12: The Supervisory Board is assigned to inspect and supervise the activities of the Board of Directors and the Board of Directors of Thanh An 96 Construction Joint Stock Company in the implementation of the Resolution of the General Meeting, ensuring compliance with the provisions of law and the Charter of the Company.

The General Meeting of Shareholders voted 100% to approve the full text of the Resolution of the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company.

This Resolution takes effect from the date of signing.

Recipients:

- Shareholders of the Company
(posted on the Company's website);
- Board of Directors, Supervisory Board;
- SSC; HNX;
- Save: VT, Board of Directors.

**OB. BOARD
PRESIDENT**

Phan Xuan Bang