

Number: 32 /TB-TNHN

Ha Noi, February 26, 2026

**NOTICE OF PERSONNEL CHANGES**

*(Template used for appointments and/or dismissals, resignations)*

**Dear: - State Securities Commission  
- Hanoi Stock Exchange**

Pursuant to Resolution No. 01/2026/NQ-ĐHĐCĐ dated February 26, 2026, of the Annual General Meeting of Shareholders of Thong Nhat Ha noi Joint Stock Company, we respectfully announce the following personnel changes at Thong Nhat Hanoi Joint Stock Company:

**1. Regarding the appointment of the Chairman of the Board of Member and members of the Board of Member:**

**1.1 Mr. Vu Ngoc Tu**

- Previous position before appointment: Chairman of the Board of Member - Thong Nhat Ha Noi Joint Stock Company
- Position appointed: Chairman of the Board of Member - Thong Nhat Ha Noi Joint Stock Company
- Term of appointment: 2026 - 2031
- Effective date: February 26, 2026

**1.2 Mr. Dinh Vu Minh Viet**

- Previous position before appointment: Member of the Board of Member, General Director - Thong Nhat Ha Noi Joint Stock Company
- Positions appointed: Member of the Board of Member, General Director - Thong Nhat Ha Noi Joint Stock Company
- Term of appointment: 2026 - 2031
- Effective date: February 26, 2026

**1.3 Mr. Phi Trong Thanh**

- Previous position before appointment: Member of the Board of Member, Deputy General Director - Thong Nhat Ha Noi Joint Stock Company
- Positions appointed: Member of the Board of Member, Deputy General Director - Thong Nhat Ha Noi Joint Stock Company
- Term of appointment: 2026 - 2031
- Effective date: February 26, 2026

**1.4 Mr. Nguyen Van Tuan**

- Previous position before appointment: Member of the Board of Member, Factory Director - Thong Nhat Ha Noi Joint Stock Company
- Positions appointed: Member of the Board of Member, Factory Director - Thong Nhat Ha Noi Joint Stock Company
- Term of appointment: 2026 - 2031
- Effective date: February 26, 2026



### 1.5 Ms. Vu Thi Phuong

- Previous position before appointment: Member of the Board of Member, Deputy Head of Purchasing Department - Thong Nhat Ha Noi Joint Stock Company
- Positions appointed: Member of the Board of Member, Deputy Head of Purchasing Department - Thong Nhat Ha Noi Joint Stock Company
- Term of appointment: 2026 - 2031
- Effective date: February 26, 2026

## 2. Regarding the appointment of the Head of the Supervision Board and members of the Supervision Board:

### 2.1 Ms. Nguyen Hong Thuy

- Previous position before appointment: Head of Supervision Board, Deputy Head of Human Resources Department - Thong Nhat Ha Noi Joint Stock Company
- Positions after appointment: Head of the Supervision Board, Deputy Head of Human Resources Department - Thong Nhat Ha Noi Joint Stock Company
- Term of appointment: 2026 - 2031
- Effective date: February 26, 2026

### 2.2 Mr. Chu Van Vuong

- Previous position before appointment: Member of the Supervision Board, Head of Human Resources and Head of QC, Person in charge of corporate governance at Thong Nhat Ha Noi Joint Stock Company.
- Positions after appointment: Member of the Supervision Board, Head of Human Resources and Head of QC, Person in charge of corporate governance of Thong Nhat Ha Noi Joint Stock Company.
- Term of appointment: 2026 - 2031
- Effective date: February 26, 2026

### 2.3 Ms. Do Thi Chuc

- Previous position before appointment: Admin Team Leader - Sales Department - Thong Nhat Ha Noi Joint Stock Company
- Position after appointment: Member of the Supervision Board, Head of Admin Team - Sales Department - Thong Nhat Ha Noi Joint Stock Company
- Term of appointment: 2026 - 2031
- Effective date: February 26, 2026.

#### **Attached documents:**

- Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders;
- Minutes of the Board of Member meeting;
- Minutes of the Supervision Board meeting;
- Information sheet.

#### **REPRESENTATIVE OF THE ORGANIZATION**

#### **PERSON GRANTED CONFIRMATION**



TỔNG GIÁM ĐỐC  
*Dinh Vũ Minh Việt*

**THONG NHAT HA NOI  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

Number: 30 /CV-TNHN

Hanoi, February 26, 2026

Subject: Disclosure of Board of Member  
Meeting Minutes - Election of Chairman of the  
Board of Member for the term 2026-2031

**Dear: - State Securities Commission  
- Ha Noi Stock Exchange**

1. Organization name: Thong Nhat Ha Noi Joint Stock Company  
Stock ticker: TNV  
Head office address: 10B Trang Thi Street, Hoan Kiem Ward, Ha Noi City  
Contact phone: 024 - 38572699 Fax: 024 - 38572744  
Email: tnbike@thongnhat.com.vn
2. Content of the published information:
  - Announcement of the Minutes of the Board of Member Meeting No. 03/BB/TN-BKS dated February 26, 2026, regarding the election of Mr. Vu Ngoc Tu as Chairman of the Board of Member of Thong Nhat Ha Noi Joint Stock Company for the term 2026 - 2031, effective from February 26, 2026.
  - This information was published on the Company's website on February 26, 2026 at the following link: <https://thongnhat.com.vn/tin-tuc/quan-he-co-dong-vi>
  - We are committed to ensuring that the information published here is true and accurate, and we assume full legal responsibility for the content of the information we have published.

**Attached documents:**

- Minutes of the Board of Member meeting.

**REPRESENTATIVE OF THE ORGANIZATION  
PERSON GRANTED CONFIRMATION**



**TỔNG GIÁM ĐỐC**  
*Dinh Vũ Minh Việt*

Number: 03/BB-TN-HĐQT

*Hanoi, February 26, 2026*

## **MINUTES OF THE BOARD OF MEMBER MEETING THONG NHAT HA NOI JOINT STOCK COMPANY**

Based on the election results of February 26, 2026, regarding the election of members of the Board of Member for the term 2026 - 2031 at the 2026 Annual General Meeting of Shareholders of Thong Nhat Ha Noi Joint Stock Company.

Today, at 4:00 PM on February 26, 2026, in the meeting room of Thong Nhat Ha Noi Joint Stock Company - Address: Lot A2CN3, Tu Liem Small and Medium Industrial Cluster, Xuan Phuong Ward, Hanoi City, the company's Member Board will hold the following meeting:

### **I. PARTICIPANTS**

Mr. Vu Ngoc Tu	Board Member - Meeting Chairperson
Mr. Dinh Vu Minh Viet	Board Member
Mr. Phi Trong Thanh	Board Member
Mr. Nguyen Van Tuan	Board Member
Ms. Vu Thi Phuong	Member - Meeting Secretary
Members present	05/05 Board of Members
Absent member	0

### **II. MEETING AGENDA**

Mr. Vu Ngoc Tu - Chairman, announced the agenda of the meeting:

Today, the Board of Member of Thong Nhat Ha Noi Joint Stock Company is holding a meeting to elect the Chairman of the Board of Member for the term 2026 - 2031.

The Company's Board of Member has unanimously elected the following individuals to hold the position of Chairman of the Board of Member of Thong Nhat Ha Noi Joint Stock Company for the term 2026 - 2031:

- Regarding the nominee for the position of Chairman of the Board of Member of the Company for the term 2026 - 2031:
  - + Full name: Mr. Vu Ngoc Tu      Date of birth: December 18, 1989
  - + Current position: Chairman of the Board of Member (term 2022-2026) Thong Nhat Ha Noi Joint Stock Company
  - + Qualifications: Bachelor of Finance and Accounting - Newcastle University, Australia
- Voting method: secret ballot.

#### **1. Members proceeded to elect the Chairman of the Board of Member of Thong Nhat Ha Noi Joint Stock Company for the term 2026 - 2031:**

- The secretary distributes and collects ballots, and counts valid and invalid votes.  
Number of ballots issued      : 05 ballots

Number of receipts received : 05 ballots  
Number of valid votes : 05 ballots  
Invalid ballots : 0 ballots

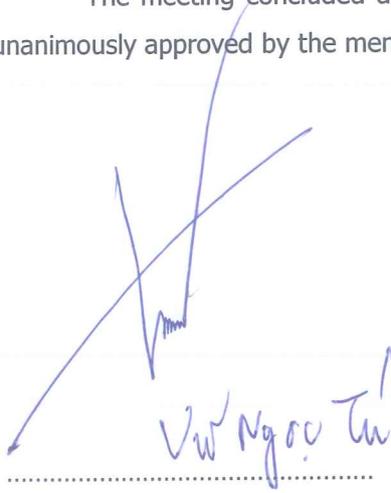
**2. Vote count results Chairman of the Board of Member for the term 2026 - 2031:**

No.	TITLE	FULL NAME THE ELECTED PERSON CHAIRMAN OF THE BOARD OF MEMBER	BALLOT NUMBER VOTE (APPROVED)	PROPORTION VOTING
1	Chairman of the Board	Mr. Vu Ngoc Tu	05/05 votes	100%

**III. CONCLUDE:**

- Thus, Mr. Vu Ngoc Tu has been elected to the position of Chairman of the Board of Member of Thong Nhat Ha Noi Joint Stock Company for the term 2026 - 2031;
- Rights and obligations of the Chairman of the Board of Member: as stipulated in the Company's Charter, the Enterprise Law, and other applicable legal documents;

The meeting concluded at 4:30 PM on the same day. This minutes was prepared in one copy, unanimously approved by the members of the Board of Member, and signed with their full names below.

  
Vu Ngoc Tu

  
Dinh Vu Minh Viet

  
Phi Trong Thanh

  
Nguyen Van Tuan

  
Vu Thi Phuong

**THONG NHAT HA NOI  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

Number: *31* /CV-TNHN  
Subject: Disclosure of Minutes of Supervision  
Board Meeting - Election of Supervision  
Board Chairman term 2026 - 2031

*Ha Noi, February 26, 2026*

**Dear: - State Securities Commission**  
**- Ha Noi Stock Exchange**

1. Organization name: Thong Nhat Ha Noi Joint Stock Company  
Stock ticker: TNV  
Head office address: 10B Trang Thi Street, Hoan Kiem Ward, Ha Noi City  
Contact phone: 024 - 38572699 Fax: 024 - 38572744  
Email: [tnbike@thongnhat.com.vn](mailto:tnbike@thongnhat.com.vn)
2. Content of the published information:
  - Announcement of the Minutes of the Supervision Board Meeting No. 01/BB/TN-BKS dated February 26, 2026, regarding the election of Ms. Nguyen Hong Thuy as Head of the Supervision Board of Thong Nhat Ha Noi Joint Stock Company for the term 2026 - 2031, effective from February 26, 2026.
  - This information was published on the Company's website on February 26, 2026 at the following link: <https://thongnhat.com.vn/tin-tuc/quan-he-co-dong-vi> .
  - We are committed to ensuring that the information published here is true and accurate, and we assume full legal responsibility for the content of the information we have published.

***Attached documents:***

- Minutes of the Supervision Board meeting.

**REPRESENTATIVE OF THE ORGANIZATION**  
**PERSON GRANTED CONFIRMATION**



**TỔNG GIÁM ĐỐC**  
*Dinh Vũ Minh Việt*



2. Vote count results Head of the Supervision Board for the term 2026 - 2031:

No.	TITLE	FULL NAME THE ELECTED CHAIRMAN OF THE SUPERVISION BOARD	BALLOT NUMBER VOTE (APPROVED)	PROPORTION VOTING
1	Head of the Supervision Board	Ms. Nguyen Hong Thuy	03/03 votes	100%

**III. CONCLUDE:**

- Ms. Nguyen Hong Thuy has been elected as the Head of the Supervision Board of Thong Nhat Ha Noi Joint Stock Company for the term 2026 - 2031;
- Rights and obligations of the Head of the Supervision Board: as stipulated in the Company's Charter, the Enterprise Law, and other applicable legal documents;

The meeting concluded at 4:00 PM on the same day. This minutes was prepared in one copy, unanimously approved by the Supervision Board members, and signed with their full names below.

  
.....  
Nguyen Hong Thuy

  
.....  
Phan Van Vuong

  
.....  
Do Thi Chuc

**THONG NHAT HA NOI  
JOINT STOCK COMPANY****SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

Number: 01/2026/NQ-ĐHĐCĐ

Ha Noi, February 26, 2026

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**THONG NHAT HA NOI JOINT STOCK COMPANY**

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;
- Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;
- Based on the Charter of Organization and Operation of Thong Nhat Ha Noi Joint Stock Company;
- Based on Minutes of Meeting No. 01/2026/BB- ĐHĐCĐ dated February 26, 2026, of the Annual General Meeting of Shareholders 2026.

**RESOLUTION:**

**Article 1:** The Board of Member hereby approves the Activity Report No. 01/2026/BC-TN-HĐQT dated January 21, 2026, for the year 2025 and the operational plan for 2026; adds the target of "Total after-tax profit" to the 2026 financial plan with the amount of VND 8.8 billion.

Some key indicators of the 2026 business plan are as follows:

No.	TARGETS	AMOUNT (VND)
1	Total revenue	320,000,000,000
2	Total cost	309,000,000,000
3	Total profit before tax	11,000,000,000
4	Total profit after tax	8,800,000,000

**Article 2:** Approves Report No. 02/BC-TN-BĐH dated January 21, 2026, of the Executive Board on the business results for 2025 and the business plan for 2026; Add the target "Total profit after tax" to the 2026 financial plan with the amount of: VND 8.8 billion.

**Article 3:** Approval of the Supervision Board's Activity Report No. 03/2026/BC-TN-BKS dated January 21, 2026, for the year 2025 and the plan for 2026.

**Article 4:** Approval of Proposal No. 01/2026/Ttr-HĐQT dated January 21, 2026, regarding the approval of the audited financial statements for the fiscal year 2025.

**Article 5:** Approval of Proposal No. 02/2026/TTr-TN-BKS dated January 21, 2026, regarding the selection of an independent auditing firm to audit the 6-month and annual financial statements for 2026.

**Article 6:** Through Proposal No. 03/TTr-TN-HĐQT dated January 21, 2026, regarding: Issuance of a new Company Charter.

**Article 7:** Approval of Proposal No. 04/TTr-TN-HĐQT dated January 21, 2026, regarding: Issuance of Internal Regulations on Company Governance.

**Article 8:** Through Proposal No. 05/TTr-TN-HĐQT dated January 21, 2026, regarding: Issuance of the Regulations on the Operation of the Board of Member.

**Article 9:** Through Report No. 06/TTr-TN-BKS dated January 21, 2026, regarding: Issuance of the Regulations on the operation of the Supervision Board.

**Article 10:** Approval Report No. 07/2026/TTr-TN-HĐQT dated January 21, 2026, on: Approval of the profit distribution plan for 2025.

**Article 11:** Approval Submission No. 08/2026/TTr-TN-HĐQT dated January 21, 2026, regarding: Approval of the dividend payment plan for 2025.

**Article 12:** Approval of Proposal No. 09/2026/TTr-TN-HĐQT dated January 21, 2026, regarding: Approval of remuneration for the Board of Directors and Supervision Board for the term 2026 - 2031; adding the content "The Board of Directors will report on the annual payment of remuneration for the Board of Member and Supervision Board for the General Meeting of Shareholders to decide."

**Article 13:** Approval of Proposal No. 10/2026/TTr-TN-HĐQT dated January 21, 2026, regarding: Approval of the policy to dissolve Thong Nhat - Bac Viet Limited Company.

**Article 14:** Approval of Proposal No. 11/TTr-TN-HĐQT dated January 21, 2026, regarding the election of members of the Board of Member and Supervision Board for the term 2026 - 2031.

Results of the election of members of the Board of Member and the Supervision Board for the term 2026 - 2031.

➤ The following members were elected to the Board of Member and the Supervision Board for the term 2026 - 2031:

No.	FULL NAME OF BOARD OF MEMBER	No.	FULL NAME OF THE SUPERVISION
1	Mr. Vu Ngoc Tu	1	Ms. Nguyen Hong Thuy
2	Mr. Dinh Vu Minh Viet	2	Ms. Do Thi Chuc
3	Mr. Nguyen Van Tuan	3	Mr. Chu Van Vuong
4	Mr. Phi Trong Thanh		
5	Ms. Vu Thi Phuong		

**Article 15: Enforcement Clause:**

This resolution was voted on and approved in full at the Annual General Meeting of Shareholders in 2026.

This resolution takes effect from February 26, 2026.

The General Shareholders' Meeting assigns the Board of Member, the General Management Board, and the Supervision Board of Company to organize and implement the contents approved in this Resolution in accordance with the Company's Charter and current legal regulations.

**Recipient:**

- UBCKNN, Upcom;
- Shareholders (Website);
- Board of Member, General Management Board, Supervision Board;
- Save HR.

**TM. GENERAL MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE CONFERENCE**



**Vu Ngoc Tu**

**THONG NHAT HA NOI  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

Number: 01/2026/BB-ĐHĐCĐ

Ha Noi, February 26, 2026

## MEETING MINUTES

### ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

**Organization name: Thong Nhat Ha Noi Joint Stock Company**

**Headquarters:** 10B Trang Thi Street, Hoan Kiem Ward, Ha Noi City

**Business Registration Certificate No.:** 0100100424 issued by the Ha Noi Department of Planning and Investment on December 2, 2005, and subsequently amended for the sixth time on March 5, 2025, by the Business Registration and Enterprise Finance Department - Ha Noi Department of Finance.

Today, at 9:00 AM on February 26, 2026, in Meeting Room No. 1 (2nd floor) - Thong Nhat Ha Noi Joint Stock Company; Address: Lot A2CN3, Tu Liem Small and Medium-sized Industrial Cluster, Xuan Phuong Ward, Ha Noi City, Thong Nhat Ha Noi Joint Stock Company held its 2026 Annual General Meeting of Shareholders with the following agenda:

**A. PART ONE - OPENING OF THE GENERAL SHAREHOLDER MEETING**

**1. Opening of the Congress, introduction of delegates and attendees:**

Mr. Nguyen Phuc Linh, on behalf of the Organizing Committee, declared the opening of the 2026 Annual General Meeting of Shareholders (the Meeting) and introduced the delegates and attendees.

The participants in the Congress included: Members of the Board of Member, Supervision Board, General Management Board, shareholders and authorized representatives of shareholders of Thong Nhat Ha Noi Joint Stock Company as listed on January 26, 2026.

**2. Report on verification of shareholder eligibility and the legality and validity of the General Meeting:**

The General Meeting heard Mr. Nguyen Thanh Son - Head of the Shareholder Eligibility Verification Committee - report on the results of the verification of shareholder eligibility for the 2026 Annual General Meeting as follows:

- The total number of common shares of the Company is 23,700,000 shares. Of these, the total number of voting shares is 23,700,000 shares;
- The total number of shareholders invited to attend the General Meeting was 172, representing 23,700,000 voting shares;
- The total number of shareholders attending, representing, and authorizing representatives at the General Meeting was 63, corresponding to 23,502,696 voting shares, accounting for 99.17% of the total voting shares.

The General Meeting of Shareholders voted to approve the minutes of the shareholder eligibility verification and the attendance of shareholder representatives by raising voting cards, with a 100% approval rate from the total number of shares participating in the meeting.

Pursuant to the 2020 Enterprise Law and the Company's Articles of Organization and Operation, the Annual General Meeting of Shareholders for 2026, scheduled for February 26, 2026, was legally and validly convened and met the quorum requirements.

**Ha Noi Thong Nhat Joint Stock Company**

Address: 10B Trang Thi Street, Hoan Kiem Ward, Ha Noi City | Website: [www.thongnhat.com.vn](http://www.thongnhat.com.vn)

Tel: 024 - 38572699 | Fax: 024 - 38572744



**3. The Congress adopted the agenda, the Rules of Procedure for the Congress, the list of the Presidium, the Secretariat, and the Election Committee/Vote Counting Committee of the Congress.**

**3.1 Voting to approve the "Congress Program":**

Mr. Nguyen Phuc Linh, on behalf of the Organizing Committee of the Congress, presented the "Congress Program".

*The General Meeting unanimously approved the "Meeting Program" with 100% of the total voting shares present at the meeting voting in favor.*

**3.2 Chart The resolution approves the "Regulations on the Organization of the Annual General Meeting of Shareholders in 2026".**

Ms. Nguyen Hong Thuy, on behalf of the Organizing Committee of the General Meeting, presented the "Regulations on the Organization of the Annual General Meeting of Shareholders in 2026".

*The General Meeting unanimously approved the "Regulations on the Organization of the 2026 Annual General Meeting of Shareholders" with a 100% approval rate from all voting shares present at the meeting.*

**3.3 Voting to approve the list of "Presidium" members.**

Mr. Nguyen Phuc Linh, on behalf of the Congress Organizing Committee, introduced the personnel of the "Presidium" (EP), including:

No.	FULL NAME	JOB POSITION	POSITIONS IN THE PARTY COMMITTEE
1	Mr. Vu Ngoc Tu	Chairman of the Board	Chairman
2	Mr. Dinh Vu Minh Viet	Board Member, General Director	Member
3	Mr. Tran Thanh Trung	Chief Accountant	Member

*The General Meeting unanimously approved the personnel for the "Presidium" with a 100% approval rate from all voting shares present at the meeting.*

**3.4 Voting to approve the "Secretariat" and the "Vote Counting and Election Committee"**

Mr. Vu Ngoc Tu - Chairman of the delegation, on behalf of the Organizing Committee of the Congress, introduced the "Secretary Committee" and the "Vote Counting Committee and Election Committee".

**a. The list of "Secretary Board" includes:**

No.	FULL NAME	DEPARTMENT OF WORK	POSITIONS IN THE COMMITTEE
1	Ms. Nguyen Hong Thuy	Deputy Head of Human Resources	Prefect
2	Ms. Do Thi Chuc	Admin Team Leader - Sales Department	Member

**b. The list of "Vote Counting Committee and Election Committee" includes:**

No.	FULL NAME	DEPARTMENT OF WORK	POSITIONS IN THE COMMITTEE
1	Mr. Nguyen Thanh Son	Team Leader - Sales Department	Prefect
2	Ms. Do Thi Mai Thuong	General Accountant - Finance Department	Member
3	Ms. Nguyen Thi Thuy Phuong	Staff - Human Resources Department	Member

*The General Meeting unanimously approved the list of the "Secretary Committee" and the "Vote Counting Committee/Election Committee" with 100% of the total voting shares present at the meeting voting in favor.*

## **B. PART TWO - CONTENTS PRESENTED AT THE CONFERENCE**

### **1. Presenting reports and presentations:**

- Mr. Vu Ngoc Tu - Chairman of the Board of Member, on behalf of the Board of Member, presented Report No. 01/2026/BC-TN-HĐQT dated January 21, 2026, on the activities of the Board of Member for 2025 and the direction of activities for 2026;
- Mr. Dinh Vu Minh Viet - General Director of the Company, on behalf of the Executive Board, presented Report No. 02/BC-TN-BDH dated January 21, 2026, of the Executive Board on the business results of 2025 and the business plan for 2026;
- Mr. Chu Van Vuong, on behalf of the Supervision Board, presented Report No. 03/2026/BC-TN-BKS dated January 21, 2026, on the activities of the Supervision Board for the year 2025 and the plan for 2026;
- Mr. Tran Thanh Trung - Chief Accountant, presented Proposal No. 01/2026/TTr-TN-HĐQT dated January 21, 2026, regarding: Approval of audited financial statements for the fiscal year 2025; and Proposal No. 02/2026/TTr-TN-BKS dated January 21, 2026, regarding: Selection of an independent auditing firm to audit the 6-month and annual financial statements for 2026.
- Ms. Nguyen Hong Thuy - Deputy Head of Human Resources Department presented Proposal No. 03/TTr-TN-HĐQT dated January 21, 2026, regarding the issuance of a new Company Charter and Proposal No. 04/TTr-TN-HĐQT dated January 21, 2026, regarding the issuance of internal regulations on company governance.
- Mr. Nguyen Van Tuan - Member of the Board of Member, presented Proposal No. 05/TTr-TN-HĐQT dated January 21, 2026, regarding: Issuance of the Regulations on the Operation of the Board of Member;
- Ms. Nguyen Hong Thuy - Deputy Head of Human Resources Department, presented Proposal No. 06/TTr-TN-BKS dated January 21, 2026, regarding: Issuance of the Regulations on the operation of the Supervision Board;
- Mr. Tran Thanh Trung - Chief Accountant presented Proposal No. 07/2026/TTr-TN-HĐQT dated January 21, 2026, regarding: Approval of the profit distribution plan for 2025; Proposal No. 08/2026/TTr-TN-HĐQT dated January 21, 2026, regarding: Approval of the dividend payment plan for 2025; and Proposal No. 10/2026/TTr-TN-HĐQT dated January 21, 2026, regarding: Approval of the policy to dissolve Thong Nhat - Bac Viet Limited Company.
- Mr. Nguyen Van Tuan presented Proposal No. 09/2026/TTr-TN-HĐQT dated January 21, 2026, regarding: Approval of remuneration for the Board of Member and Supervision Board for the term 2026 - 2031, and Proposal No. 11/TTr-TN-HĐQT dated January 21, 2026, regarding: Election of members of the Board of Member and Supervision Board for the term 2026 - 2031.

### **2. Shareholder discussions at the General Meeting:**

- Following the presentation of the Reports and Proposals, Mr. Vu Ngoc Tu - Chairman of the General Meeting - on behalf of the Presidium, chaired the discussion among the shareholders.
- Mr. Tran Thanh Trung - Chief Accountant The representative of the State's capital stake in the enterprise presented suggestions for amending the content of several proposals and reports submitted to the Shareholders' Meeting for approval.
- other discussion questions from shareholders at the General Meeting and, on behalf of the Board of Member, received feedback from shareholders to finalize the presentations and reports as required.

### **3. Voting to approve the contents of the reports and presentations:**

Shareholders voted on the contents of the reports and presentations mentioned in section 1.

Mr. Nguyen Thanh Son - Head of the Vote Counting Committee - announced the results of the vote count as follows:

**Content 01: Approval of the Board of Member' Activity Report No. 01/2026/BC-TN-HĐQT dated January 21, 2026, for the year 2025 and the operational plan for 2026 ; addition of the target "Total after-tax profit" in the 2026 financial plan with the amount of: VND 8.8 billion.**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 02: Approval of Report No. 02/BC-TN-BĐH dated January 21, 2026, from the Executive Board on the business results for 2025 and the business plan for 2026; supplementing the target of "Total after-tax profit" in the 2026 financial plan with the amount of: VND 8.8 billion.**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 03: Approval of the Supervision Board's Activity Report No. 03/BC-TN-BKS dated January 21, 2026, for the year 2025 and the plan for 2026:**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 04: Approval of Proposal No. 01/2026/TTr-TN-HĐQT dated January 21, 2026, regarding the audited financial statements for 2025:**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 05: Approval of Proposal No. 02/2026/TTr-TN-BKS dated January 21, 2026, regarding: Selection of an independent auditing firm to audit the 6-month and annual financial statements for 2026:**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 06: Approval of Proposal No. 03/TTr-TN-HĐQT dated January 21, 2026, regarding the promulgation of a new Charter:**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 07: Approval of Proposal No. 04/TTr-TN-HĐQT dated January 21, 2026, regarding the Issuance of Internal Regulations on Company Governance:**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 08: Approval of Proposal No. 05/TTr-TN-HĐQT dated January 21, 2026, regarding the Issuance of the Regulations on the Operation of the Board of Member:**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 09: Approval of Proposal No. 06/TTr-TN-BKS dated January 21, 2026, regarding the Issuance of the Regulations on the Operation of the Supervision Board:**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 10: Through the submission No. 07/2026/TTr-TN-HĐQT dated January 21, 2026, regarding the approval of the profit distribution plan for 2025:**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares.
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares.
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares.

**Content 11: Through the submission No. 08/2026/TTr-TN-HĐQT dated January 21, 2026, regarding the approval of the dividend payment plan for 2025:**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 12: Approval of Proposal No. 09/2026/TTr-TN-HĐQT dated January 21, 2026, regarding the approval of remuneration for the Board of Member and Supervision Board for the 2026-2031 term; adding the content "The Board of Member will report on the annual payment of remuneration for the Board of Member and Supervision Board for the General Meeting of Shareholders to decide."**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 13: Approval of Proposal No. 11/TTr-TN-HĐQT dated January 21, 2026, regarding the election of members of the Board of Member and Supervision Board for the term 2026 - 2031:**

- Number of votes in favor:	23,502,696	shares, representing 100% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	0	shares, representing 0% of the total voting shares

**Content 14: Through Report No. 10/2026/TTr-TN-HĐQT dated January 21, 2026, on approving the policy of dissolving Thong Nhat - Bac Viet Limited Company:**

- Number of votes in favor:	12,758,194	shares, representing 54.284% of the total voting shares
- Number of votes cast in the "Disapprove" category:	0	shares, representing 0% of the total voting shares
- Number of votes for "No comment":	10,744,502	shares, representing 45.716% of the total voting shares

- Based on Article 148 of the 2020 Enterprise Law and Article 34 of the Company's Charter, the issues from item 1 to item 13 mentioned above will be approved when they are endorsed by shareholders representing more than **50%** of the total voting shares of all shareholders present at the General Meeting. According to the voting results, the General Meeting unanimously approved all 13 items mentioned above.

- ❖ **Regarding item 14** (approval of the policy to dissolve Thong Nhat - Bac Viet Limited Company): the total assets in the audited financial statements as of December 31, 2025 of the Company are: 352,179,878,854 VND (In words: Three hundred and fifty-two billion, one hundred and seventy-nine million, eight hundred and seventy-eight thousand, eight hundred and fifty-four dong), while the value of the investment in Thong Nhat - Bac Viet Limited Company is: 117,025,553,713 VND (In words: One hundred seventeen billion, twenty- five million, five hundred fifty-three thousand, seven hundred thirteen Vietnamese Dong).

Thus, according to the most recent audited financial statement as of December 31, 2025, the investment in Thong Nhat - Bac Viet Co., Ltd. accounts for **33.22%** of the Company's total assets. Based on Articles 147 and 148 of the 2020 Enterprise Law and Article 34 of the Company's Charter, this matter will be approved when it is endorsed by shareholders representing more **than 50%** of the total voting shares of all shareholders present at the General Meeting. According to the voting results, **the General Meeting unanimously approved item 14** mentioned above.

### C. PART THREE - ELECTION OF MEMBERS OF THE BOARD OF MEMBER AND SUPERVISION BOARD FOR THE TERM 2026 - 2031

#### 1. Through the Regulations on the Election of Members of the Board of Member and Supervision Board:

Ms. Nguyen Hong Thuy presented the Regulations on the election of members of the Board of Member and the Supervision Board.

The General Meeting unanimously approved the regulations for the election of members of the Board of Member and the Supervision Board by raising voting cards.

The results of the vote on the Regulations for the Election of Members of the Board of Member and Supervision Board are as follows:

Approved:	23,502,696	share	occupy	100 % of the total shares participating in the vote
Disapprove:	0	share	occupy	0 % of the total shares participating in the vote
No comment:	0	share	occupy	0 % of the total shares participating in the vote

#### 2. List of nominees for Board of Member and Supervision Board members:

Mr. Nguyen Phuc Linh, on behalf of the organizing committee, presented to the General Assembly the list of candidates nominated for the Board of Member and Supervision Board for the 2026-2031 term as follows:

- The list of candidates nominated for the Board of Member includes 6 nominees, comprising the following candidates: Mr. Vu Ngoc Tu, Mr. Dinh Vu Minh Viet, Mr. Phi Trong Thanh, Ms. Vu Thi Phuong, Mr. Nguyen Van Tuan, and Mr. Trinh Xuan Phuong.
- The list of nominees for the Supervision Board includes four candidates: Ms. Nguyen Hong Thuy, Mr. Chu Van Vuong, Ms. Do Thi Chuc, and Ms. Nguyen Thi Ngoc.

The General Meeting unanimously approved the list of candidates for election to the Board of Member and Supervision Board for the 2026 - 2031 term by raising voting cards.

The results of the vote to approve the list of candidates for the Board of Member and Supervision Board are as follows:

Approved:	23,502,696	share	occupy	100 % of the total shares participating in the vote
Disapprove:	0	share	occupy	0 % of the total shares participating in the vote
No comment:	0	share	occupy	0 % of the total shares participating in the vote

**3. Election guidelines:**

Mr. Nguyen Phuc Linh instructed the shareholders on how to fill out the ballot.

**4. The General Meeting proceeded with the election of members of the Board of Member and the Supervision Board for the term 2026 - 2031:**

Shareholders proceeded to fill out their ballots, cast their votes into the ballot box, and members of the Ballot Counting and Election Committee performed their duties in accordance with the Election Regulations approved by the General Meeting.

The Election Committee, which also serves as the Vote Counting Committee, has completed the vote count.

**5. Announcement of election results for members of the Board of Member and Supervision Board for the term 2026 - 2031**

The congress heard from Mr. Nguyen Thanh Son. - The Head of the Election Committee and the Vote Counting Committee announced the election results for the Board of Member and the Supervision Board. The specific election results are as follows ( ranked from highest to lowest number of voting rights received):

❖ **Results of the election for members of the Board of Member for the term 2026 - 2031:**

No.	FULL NAME	NUMBER OF VOTES RECEIVED (Ranked from highest to lowest)
1	Vu Ngoc Tu	45,273,200
2	Dinh Vu Minh Viet	19,834,110
3	Nguyen Van Tuan	17,002,600
4	Phi Trong Thanh	17,002,000
5	Vu Thi Phuong	17,001,000
6	Trinh Xuan Phuong	1,400,570

❖ **Results of the election for members of the Supervision Board for the term 2026 - 2031:**

No.	FULL NAME	NUMBER OF VOTES RECEIVED (Ranked from highest to lowest)
1	Nguyen Hong Thuy	26,374,006
2	Do Thi Chuc	20,044,400
3	Chu Van Vuong	16,048,300
4	Nguyen Thi Ngoc	8,041,382

Based on current legal regulations, the election regulations approved at the General Meeting, and the results of the vote count for the Board of Member and Supervision Board members, the following individuals have been elected as members of the Board of Member and Supervision Board of Thong Nhat Ha Noi Joint Stock Company for the term 2026 - 2031:

→ **List of elected members of the Board of Member for the 2026 - 2031 term** (ranked from highest to lowest number of voting rights received):

1. Mr. Vu Ngoc Tu
2. Mr. Dinh Vu Minh Viet
3. Mr. Nguyen Van Tuan
4. Mr. Phi Trong Thanh
5. Ms. Vu Thi Phuong

→ **List of elected members of the Supervision Board for the 2026 - 2031 term** (ranked from highest to lowest number of voting rights received):

1. Ms. Nguyen Hong Thuy
2. Ms. Do Thi Chuc
3. Mr. Chu Van Vuong

The General Meeting voted to approve the minutes of the election of members of the Board of Member and the Supervision Board for the term 2026-2031 by raising voting cards. With a 100% approval rate, a 0% disapproval rate, and a 0% abstention rate.

**D. PART 4 - VOTING ON THE MINUTES AND RESOLUTIONS OF THE CONGRESS**

- Ms. Nguyen Hong Thuy - Head of the Secretariat, presented:
- + Draft Minutes of the Annual General Meeting of Shareholders 2026;

- + Draft Minutes of the Annual General Meeting of Shareholders 2026;
- + Draft Resolution of the Annual General Meeting of Shareholders 2026.
- Mr. Nguyen Phuc Linh sought the opinions of the Congress to approve the Minutes and Resolutions of the Congress, with the following voting results:
  - + The General Meeting voted and unanimously approved the "Minutes of the General Meeting" with a 100% approval rate from all voting shares present at the meeting.
  - + The General Meeting unanimously adopted the "Resolution of the General Meeting" with 100% of the total voting shares present at the meeting voting in favor.

**E. PART 5 - CLOSING CEREMONY OF THE CONFERENCE**

- Mr. Vu Ngoc Tu, the Chairman of the Congress, delivered the closing remarks.
- The contents agreed upon and voted on by the General Meeting of Shareholders will be formalized into the Resolution of the 2026 Annual General Meeting of Shareholders.
- This record was made at 11 : 30 AM on the same day.

**CONFERENCE SECRETARY**



**Nguyen Hong Thuy**

**TM. GENERAL MEETING OF SHAREHOLDERS  
CHAIRMAN OF THE CONFERENCE**



**Vu Ngoc Tu**

**Recipient:**

- Company shareholders (at the Company Website);
- Members of the Board of Member, Supervision Board and General Management Board;
- Save HR.