



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

TIN: 0400100545

Address: No. 02 Nguyen Van Troi, Hoa Cuong ward, Danang city

# **INVITATION**

## **ANNUAL GENERAL MEETING OF SHAREHOLDERS YEAR OF 2026**

**To: Shareholders of Thanh An 96 C&I JSC**

# INVITATION

## ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

The Board of Directors Thanh An 96 Construction and Installation Joint Stock Company respectfully invites our Valued Shareholders to attend the 2026 Annual General Meeting of Shareholders:

**1. Time and date:** From 7h30 A.M, April 20<sup>th</sup> 2026.

**Reception and Shareholder Eligibility Verification Time:** From 7h30 to 8h00

**2. Location:** Thanh An 96 Construction and Installation Joint Stock Company Hall, 02 Nguyen Van Troi street, Hoa Cuong ward, Danang city.

**3. Hình thức tổ chức:** Offline.

**4. Participants:** All shareholders listed in the Shareholder Register of Thanh An 96 Installation and Construction Joint Stock Company as of the record date (March 20, 2026) are entitled to attend the Meeting.

- In the event of being unable to attend the Meeting, Valued Shareholders may authorize an eligible proxy to attend on their behalf using the Power of Attorney form attached to this Invitation or other valid authorization documents in accordance with the Civil Code.
- Upon arrival at the Meeting, Shareholders/Authorized Proxies are kindly requested to present the following: Original Meeting Invitation; Original Citizen Identity Card (ID Card)/Passport/Business Registration Certificate or other equivalent documents; Power of Attorney (if applicable); The Meeting Invitation and a photocopy of the ID card (or equivalent document) of the authorizing shareholder.

**5. Proposed Meeting Agenda:**

- Approval of the Reports from the Board of Directors (BOD) and the Supervisory Board regarding 2025 performance results and 2026 orientations;
- Approval of the Report on investment activities, asset liquidation and disposal in 2025; and the 2026 Plan;
- Approval of the 2025 Audited Financial Statements; the 2026 Business, Profit, and Dividend Plan;
- Approval of the Proposal on the 2025 Profit Distribution Plan;
- Approval of the Proposal on the issuance of shares for 2025 dividend payment;
- Approval of the Proposal on the selection of an Audit Firm to conduct the review/audit of the Company's semi-annual and annual financial statements for 2026;
- Approval of the Proposal on the finalization of salaries, bonuses, and remuneration for the BOD and the Supervisory Board in 2025; and the 2026 budget for the same;
- Approval of the Proposal on amendments to the Operational Regulations of the Board of Directors;
- Other matters within the authority of the General Meeting of Shareholders (if any)

**6. Documents for the 2026 Annual General Meeting of Shareholders:** Available on the Company's Website: [www.thanhan96.vn](http://www.thanhan96.vn)

**7. Confirmation of Attendance/Proxy Authorization:**

To ensure a thoughtful reception and successful organization, Valued Shareholders are kindly requested to confirm their attendance (either in person or by proxy) by 5:00 PM, April 15, 2026, by sending the Registration Form/Power of Attorney via mail to the following address:

Department of Organization and Administration – Thanh An 96 Construction and Installation Joint Stock Company.

Address: No. 02 Nguyen Van Troi Street, Hoa Cuong Ward, Da Nang City.

Telephone: 02363.615.333; 0982.770720; Fax: 02363.615.334

We look forward to your punctual and full attendance at the General Meeting of Shareholders.

*Respectfully yours!*

Danang, March 25<sup>th</sup>, 2026

ON BEHALF BOARD OF DIRECTORS  
CHAIRMAN



*[Signature]*  
Phan Xuan Bang

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



.....Date .....month..... 2026

**REGISTRATION FORM**  
**ATTENDANCE AT THE 2026 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 2026 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)

.....



SOCIALIST REPUBLIC OF VIETNAM

Independence - Liberty - Happiness

**PROXY AUTHORIZATION  
FOR ATTENDANCE AT THE 2026 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: .....  
Number of shares owned: .....

**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 2026 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 2026 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 2026*

**Authorized Representative**  
(Signature and Full name)

**Authorized Person**  
(Signature and Full name)

.....

.....



# AGENDA

## ANNUAL GENERAL MEETING OF SHAREHOLDERS

### THANH AN 96 CONSTRUCTION AND INSTALLATION COMPANY

(Time: From 7h30' to 11h30', April 20<sup>th</sup> 2026)

TIME	AGENDA ITEM	PIC
7h30– 8h00	Reception of delegates and guests	Organizing Committee
	Shareholder registration and distribution of meeting materials	Shareholder Eligibility Verification Board
8h00 – 8h30	Opening of the meeting	
	1. National anthem ceremony, opening remarks, and introduction of participants.	Organizing Committee
	2. Report on the results of shareholder eligibility verification.	Shareholder Eligibility Verification Board
	3. Submission for approval: - Meeting Agenda - Regulations on the organization of the General Meeting of Shareholders	Organizing Committee
	4. Submission for approval of the Presidium, Secretariat, and Vote Counting Committee..	
	<b>PRESIDIUM'S DIRECTION</b>	
8h30 – 9h30	Approval of Reports and Proposals at the Meeting	
	1. Report from the Board of Directors (BOD) on governance, 2025 performance results, and the 2026 plan..	Presidium
	2. Report from the BOD on investment results, asset liquidation and disposal in 2025, and the 2026 plan.	
	3. Report from the Supervisory Board on the performance of duties in 2025 and orientations for 2026.	Supervisory Board
	4. Approval of the proposal on 2025 Audited Financial Statements; 2026 business, profit, and dividend plans.	Presidium
	5. Approval of the proposal on the 2025 profit distribution	

	plan and the plan for 2025 dividend payment in shares.	
	6. Approval of the proposal on the selection of an audit firm for 2026.	
	7. Approval of the proposal on finalization of salaries and remuneration for the BOD and Supervisory Board in 2025; and the 2026 budget for the same.	
	8. Approval of the proposal on amendments and supplements to the Operational Regulations of the Board of Directors.	Presidium
	9. Other matters within the authority of the General Meeting of Shareholders <i>(if any)</i> .	
<b>9h30 – 10h45</b>	<b>Discussion and Voting</b>	
	1. Discussion on the contents of reports and proposals.	Shareholders
	2. Speech by Superior Delegates.	Superior Delegates
	3. Voting on the contents of reports and proposals. <i>(The Meeting will take a 15-minute intermission during the vote-counting process)</i>	Presidium
	4. Report on the results of the vote counting.	Vote counting Committee
<b>10h45 – 11h30</b>	1. Approval of the Meeting Resolution and Minutes.	Presidium; Secretariat
	2. Closing of the meeting	Organizing Committee



No. **BC-HĐQT**  
**(Draft)**

*Danang, 2026*

**REPORT**  
**THANH AN 96 C&I JSC BOARD OF DIRECTORS**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Respectfully submitted to: The 2026 Annual General Meeting of Shareholders

The Board of Directors (“BOD”) of Thanh An 96 Construction Joint Stock Company (“Thanh An 96”) respectfully submits to the Shareholders the following report:

**I. General information of the Company as at 31 December 2025**

Thanh An 96 Construction Joint Stock Company operates in accordance with the Law on Enterprises and the Charter of Thanh An 96 Construction Joint Stock Company; Business Registration and Tax Registration Certificate No. 0400100545 (11th amendment dated 05 March 2025 issued by the Department of Finance of Da Nang City).

**1. Total number of employees participating in social insurance as at 31 December 2025:** 1,078 persons (Officers: 16; Professional soldiers: 22; Defense civil servants: 12; Employees under indefinite-term labor contracts: 1,028)

**2. Management structure:** Including the Board of Directors, the Board of Management, and the Supervisory Board.

*\* Details:*

- **Board of Directors:** 05 members, including 01 Chairman, 01 Vice Chairman, and 03 members (among whom 01 concurrently serves as the Company’s Director, and 02 concurrently serve as Deputy Directors).

- **Board of Management:** 04 members, including 01 Director and 03 Deputy Directors

- **Supervisory Board:** 03 members.

**3. Charter capital:** 124,197 billion dong.

**II. Activities of the Board of Directors in 2025.**

In 2025, the Board of Directors fully performed its functions and duties in accordance with the Law on Enterprises, the Company’s Charter, and the resolutions of the General Meeting of Shareholders. The Board of Directors held both periodic and ad hoc meetings to review and decide on key matters relating to development strategy, business and production plans, and internal governance.

**1. Meetings of the Board of Directors.**



Periodic meetings focused on the following matters: approval of business and production performance, personnel matters, decisions on construction investment and machinery and equipment investment; evaluation of results and approval of quarterly and annual business and production plans. The Board of Directors of the Company convened the following meetings:

No	Date/month	Content	Note
1	03/01/2025	<ul style="list-style-type: none"> <li>- Consideration of additional salary payments for 2024 for officers, employees, and workers on the payroll as at 31 December 2024;</li> <li>- Consideration of provisions for doubtful receivables related to construction projects.</li> </ul>	
2	24/02/2025	Approval of preparations for organizing the 2025 Annual General Meeting of Shareholders	
3	27/02/2025	Appointment of Mr. Dang Dinh Khiem as Director of the Company	
4	01/4/2025	Decision on convening the 2025 Annual General Meeting of Shareholders.	
5	15/4/2025	<ul style="list-style-type: none"> <li>- Approval of the report on business and production performance and unit operations for Q1 2025, and the implementation directions for Q2 2025;</li> <li>- Agreement on preparations for conducting the 2025 Annual General Meeting of Shareholders;</li> </ul>	
6	10/5/2025	Approval of salaries and remuneration for members of the Board of Directors, Supervisors, and the Executive Management for 2025.	
7	14/5/2025	Approval of investment in machinery and equipment serving construction activities	
8	20/5/2025	Approval of the set of Management and Administration Regulations of Thanh An 96 Construction and Installation Joint Stock Company.	
9	27/5/2025	Review and approval of the techno-economic report for the repair of the headquarters of Enterprise 36	
10	26/6/2025	Approval of the report on business and production performance and unit operations for Q3 and the first nine months of 2025, and the directions and objectives for Q4 and the full year of 2025.	
11	04/9/2025	Approval of investment in machinery and equipment for Quang Tri branch to serve project execution	
12	10/9/2025	Approval of dividend payment for 2024	
13	03/10/2025	Approval of the report on business and production performance and unit operations for Q4 2025 and the full year 2025.	

No	Date/month	Content	Note
14	27/11/2025	Approval of the resignation from the position of Deputy Director of Mr. Tran Dinh Ba Ti	

## 2. Resolutions of the Board of Directors in 2025:

The Board of Directors issued resolutions on various matters, including: evaluation of business and production performance; issuance and amendment of the Company's regulations; investment in machinery and equipment serving construction activities; and appointment, dismissal, and reassignment of personnel.

No.	Resolution No	Date/month	Content	Note
1	01/QĐ-HĐQT	03-01-2025	Resolution on additional salary payments for 2024 for officers, employees, and workers on the payroll as at 31 December 2024.	
2	02/QĐ-HĐQT	27-02-2025	Resolution on the appointment of Mr. Dang Dinh Khiem as Director of Thanh An 96 Construction Joint Stock Company, effective from 01 March 2025	
3	03/QĐ-HĐQT	01-04-2025	Resolution on the establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders	
4	04/QĐ-HĐQT	01-04-2025	Resolution on convening the 2025 Annual General Meeting of Shareholders.	
5	05/QĐ-HĐQT	10-05-2025	Resolution on salaries and remuneration for members of the Board of Directors, Supervisors, and the Executive Management for 2025.	
6	06/QĐ-HĐQT	15-05-2025	Resolution on investment in machinery and equipment for construction activities	
7	07/QĐ-HĐQT	21-05-2025	Resolution on the issuance of the Management and Administration Regulations of Thanh An 96 Construction Joint Stock Company	
8	08/QĐ-HĐQT	27-05-2025	Resolution on approval of the techno-economic report for the repair of the headquarters of Enterprise 36	
9	09/QĐ-HĐQT	28-06-2025	Resolution on the appointment of Mr. Do Van Quang	
10	10/QĐ-HĐQT	17-7-2025	Resolution assigning Mr. Nguyen Van Ngoc to be in charge of Economic and Planning Department	

No.	Resolution No	Date/month	Content	Note
11	11/QĐ-HĐQT	06-9-2025	Resolution on approval of investment in a concrete pump truck	
12	12/QĐ-HĐQT	27-11-2025	Resolution on the dismissal of Mr. Tran Dinh Ba Ti from the position of Deputy Director.	

### 3. Assessment of the Performance of the Board of Directors:

- In 2025, the Board of Directors fully exercised its rights and fulfilled its responsibilities in accordance with the Law on Enterprises, the Company's Charter, and the resolutions of the General Meeting of Shareholders. The Board played a strategic role in setting directions, making key decisions, and comprehensively supervising the Executive Management to ensure the Company's stable, lawful operations in alignment with shareholders' interests.

- The Board of Directors reviewed, approved, and timely adjusted business and production plans, investment plans, and medium- to long-term development strategies in line with market conditions. Strategic decisions were made based on careful analysis, risk assessment, and ensuring feasibility in implementation.

- During the year, the Board of Directors convened all required periodic and ad hoc meetings in compliance with regulations. Meeting agendas focused on key matters such as business performance, financial management, investment activities, senior personnel, and risk management. All resolutions and decisions were issued within proper authority, in accordance with procedures, and were effectively implemented throughout the Company.

- The Board of Directors effectively performed its supervisory role over the Board of Management in implementing resolutions of the General Meeting of Shareholders and the Board of Directors. Through periodic reporting, the Board closely monitored implementation progress, financial conditions, and emerging risks, thereby providing timely direction and necessary adjustments.

- The Board of Directors reviewed and decided on matters related to organizational structure, appointment, dismissal, and performance evaluation of senior management. At the same time, it focused on improving internal governance regulations and operating rules of the Board of Directors, the Executive Management, and functional departments to enhance corporate governance efficiency.

- The Board of Directors consistently prioritized risk control, compliance with legal regulations, and information disclosure obligations. Financial, legal, and operational risks were identified, assessed, and addressed with appropriate preventive measures to minimize adverse impacts on the Company's operations.

Overall, the Board of Directors successfully fulfilled its assigned duties, demonstrating its role in strategic orientation and corporate governance oversight. Its activities contributed significantly to maintaining operational stability, improving efficiency, and safeguarding the lawful rights and interests of shareholders. In addition to the achieved results, the Board also acknowledges existing limitations that need to be addressed to further enhance governance quality in the coming period.

#### **4. Results of Supervision of the Chief Executive Officer (CEO):**

The Board of Directors supervises the Chief Executive Officer based on:

- The prevailing Law on Enterprises;
- The Company's Charter;
- Resolutions of the General Meeting of Shareholders;
- Resolutions and decisions of the Board of Directors;
- Regulations on organization and operation of the Board of Directors and the Executive Management..

Scope of supervision:

- Performance of assigned duties and authority: The Board of Directors has supervised the CEO in performing fully the functions, duties, and authority in accordance with the Company's Charter and decisions of the Board. The CEO has been proactive in managing business operations and organizing the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors.

- Implementation of business and production plans: The CEO has organized the implementation of the annual business and production plan as approved. Through periodic reports and direct working sessions, the Board of Directors recognizes that operations generally adhered to the plan, with appropriate adjustments made in response to market fluctuations, thereby contributing to maintaining the Company's stable operations.

- Financial management and use of capital: The CEO has managed the Company's finances, capital, and assets within the authorized scope, in compliance with internal regulations and applicable laws. Financial statements were prepared and submitted to the Board of Directors on schedule, accurately reflecting the Company's financial position.

- Personnel organization and labor management: The CEO has organized the management structure in line with the Company's scale and operational requirements; implemented decisions on recruitment, training, evaluation, and utilization of employees in accordance with regulations. Personnel management has generally met the operational and development needs of the Company.

- Legal compliance and risk management: The CEO has paid due attention to legal compliance, fulfilling obligations to the State and relevant

stakeholders. Risks arising during operations were identified and promptly reported to the Board of Directors, along with appropriate mitigation measures.

- Reporting regime and coordination with the Board of Directors: The CEO has complied with periodic and ad hoc reporting requirements as requested by the Board of Directors. Coordination and information exchange between the CEO and the Board have been conducted in a timely and effective manner, ensuring proper supervision and direction.

Based on the supervision results, the Board of Directors concludes that the CEO has:

- Properly performed the assigned duties and authority;
- managed the Company's operations;
- Strictly complied with resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;
- Ensured that the Company's operations comply with laws and the Company's Charter.

In addition to the achieved results, the Board of Directors recommends that the CEO continue to improve management efficiency and enhance proactiveness in forecasting and risk control to better meet the Company's development requirements in the coming period.

The Board of Directors unanimously concludes that the CEO has successfully fulfilled the assigned duties during the reporting year and proposes that the General Meeting of Shareholders acknowledge the above supervision results.

#### **5. Report of the Independent Member of the Board of Directors on the Evaluation of the Board's Performance.**

The independent member of the Board of Directors has conducted an evaluation of the Board's performance in accordance with the functions and duties stipulated in the Company's Charter and the Law on Enterprises.

- The Board of Directors has effectively performed its role in setting the Company's development direction through planning, monitoring, and adjusting strategic decisions. Key decisions of the Executive Management were analyzed, reviewed, and consulted by the Board to ensure appropriate solutions for the Company.

- Members of the Board of Directors have performed their roles proactively with a strong sense of responsibility.

- In addition to performing its management and supervisory functions over the Executive Management, the Board of Directors has maintained close coordination and communication with the Executive Management to identify effective solutions aimed at achieving optimal business performance for the Company.

### **III. Implementation Status of the 2025 General Meeting of Shareholders' Resolution and the Business and Production Plan for 2026.**

In 2025, the Company's operations experienced both favorable conditions and notable challenges as follows:

\* *Advantages:* Preparatory work for 2025 had been well arranged; along with the support of shareholders and project owners, and the efforts of the Board of Directors and the Board of Management in organizing, managing, and proactively addressing difficulties, the Company effectively mobilized resources to promote business and production activities.

\* *Challenges:* The Company faced shortages in both quantity and quality of human resources and construction machinery and equipment, while its equity remained relatively low compared to the scale of production value. Marine construction projects accounted for a large proportion (approximately 70–75%) of the Company's market share. Remote project locations posed difficulties in transportation and information exchange, leading to prolonged revenue documentation and capital recovery processes. The dominance of offshore projects made resource mobilization and ensuring continuous construction particularly challenging due to their complex and specialized nature. Many projects experienced design changes, changes in functionality, and legal procedural issues, resulting in prolonged suspension. Market prices increased significantly compared to contract prices, creating potential risks. Construction materials, particularly minerals such as sand and stone, were scarce and expensive, affecting project progress. In addition, labor competition among construction enterprises remained intense. Administrative restructuring, difficulties in marketing and project acquisition, and increasingly complex weather conditions also directly impacted the Company's performance.

In implementing the Resolution of the Annual General Meeting of Shareholders, the Board of Directors respectfully reports to shareholders the business and production results for 2025 and the plan for 2026 as follows:

### **1. Business and Production Results for 2025::**

According to the Resolution approved by the General Meeting of Shareholders, the planned total production value for 2025 was VND 3,850 billion. With the support of shareholders and project owners, together with the efforts of the Board of Directors and the Board of Management in organization and management, the Company achieved the following results:

Indicators	Unit	Actual 2024	Plan 2025	Actual 2025	$\frac{A2025}{A2024}$ (%)	$\frac{A2025}{P2025}$ (%)
Production value	Million dong	4.063.150	3.850.000	3.858.928	95	100,2
Total revenue	Million dong	3.460.809	3.350.000	3.360.698	97	100,3
Profit before tax	Million dong	34.595	33.500	34.230	99	102,2



Indicators	Unit	Actual 2024	Plan 2025	Actual 2025	A2025 A2024 (%)	A2025 P2025 (%)
Profit before tax / revenue ratio	%	1,0	1,0	1,0	102	101,9
Profit after tax	Million dong	27.064	26.800	26.844	99	100,2
Profit after tax / revenue ratio	%	0,78	0,8	0,80	102	99,8
Dividend payout ratio	%	65%PAX	65% PAX	65% PAX		
Receivables recovery	Million dong	3.894.872	3.220.756	3.116.466	80	96,8
Receivables recovery ratio / total receivables	%	91	80	77,3	85	96,6

- Bidding and marketing activities were given due attention and properly directed. All projects participated in bidding had clear sources of funding; the Company did not bid for projects with unclear funding sources nor engage in bidding at all costs. In 2025, the Company was awarded (through bidding and direct appointment) 50 projects with a total value of VND 8,453 billion, including: 13 projects won through competitive bidding with a total value of VND 507 billion, and 37 projects awarded through direct appointment with a total value of VND 7,946 billion. Several units performed well in bidding and marketing, securing jobs for employees not only in 2025 but also carrying forward into 2026 and subsequent years. The projects won were of significant value and included key projects of the State and the military. The implementation process was highly appreciated by project owners.

- In 2025, the Company executed 93 projects nationwide and completed and handed over 53 projects. 100% of the completed projects met technical quality standards, of which over 90% were rated as good or very good. These were highly appreciated by project owners.

- Continued emphasis was placed on quality management, progress control, security, safety, and environmental hygiene during construction. All projects ensured compliance with technical and aesthetic standards.

- Investment, repair, and liquidation of assets, tools, and equipment were strictly implemented by the Board of Management in accordance with regulations of the State, the Ministry of National Defense, the parent corporation, and the Company's internal regulations, thereby improving efficiency in management and utilization for business and production. Investment in repair, renovation, and upgrading of the headquarters of Enterprise 36 ensured stable long-term working conditions, contributing to employee stability and commitment.

- Throughout its business and production activities, the Company ensured a balance of interests among the State, the enterprise, employees, and shareholders.

## 2. Development Orientation of the Company in 2026:

In implementing the business and production tasks and organizational development for 2026, the Company has several fundamental advantages: continued support and favorable conditions from project owners, as well as the trust and support of shareholders. The backlog of work for 2026 and subsequent years remains relatively strong. The Company maintains organizational stability, unity, and high determination.

However, alongside these advantages, the Company also faces various challenges: unpredictable weather conditions; increasingly competitive bidding processes, particularly through open and online bidding; fluctuations in input material and fuel prices; labor shortages; and ongoing difficulties in capital, workload, and personnel management in certain units. In addition, several key projects require completion and handover within 2026.

To overcome these challenges and strive to successfully fulfill business and production objectives while building a strong and sustainable organization, the Board of Directors has defined the following directions, tasks, and key measures for implementation:

### Key targets of the business and production plan for 2026:

Indicators	Unit	Action 2025	2026 plan	NĐPT (%)
Charter capital	Million dong	124.198	141.651	114%
Production value	Million dong	3.858.928	4.250.000	110%
Total revenue	Million dong	3.360.698	3.700.000	110%
Profit before tax	Million dong	34.230	37.000	108%
Profit before tax/revenue ratio	%	1,0	1,0	98%
Profit after tax	Million dong	26.844	29.600	110%
Profit after tax/revenue ratio	%	0,80	0,80	100%
Dividend payout ratio	%	65%PAX	65%PAX	
Receivables recovery	Million dong	3.116.466	3.930.400	126%

Indicators	Unit	Action 2025	2026 plan	NDPT (%)
Receivables recovery ratio / total receivables	%	77,3	80	100%

### 3. Solutions for Implementation:

- Continue to streamline the organizational structure in line with the principle of being lean while still meeting operational requirements. Recruit and supplement highly qualified managers and engineers for key positions to complete the organizational structure and meet the Company's development needs.

- Continue investing in machinery and equipment to enhance competitiveness in the market, in alignment with the Company's business sectors and operations. Strengthen the management and utilization of machinery and equipment to maximize efficiency and capacity following investment.

- Enhance digital transformation and promote the application of technology and software in production and business operations.

- Conduct selective bidding to secure projects of medium and large scale, with a focus on infrastructure and transportation projects; improve product quality and maintain the Company's reputation and brand in the market.

- Continue to improve governance capacity and competitiveness; promote proactiveness, creativity, self-discipline, and exemplary conduct among departments, units, and individuals. Maintain and further professionalize the 4-5-6-7 process in project and construction management across the Company.

- Use business capital for proper purposes; strictly comply with financial management regulations; maintain the contracting mechanism in parallel with supervision; decentralize authority to grassroots units; clearly assign responsibilities to heads of units for specific tasks; align authority with accountability, and benefits with obligations; integrate job creation with production organization and accounting; encourage individuals to invest their own capital; and strengthen acceptance, payment, and receivables collection to reduce borrowing needs.

- Develop a lawful, transparent, and reasonable system of internal regulations, ensuring a balance of interests among the State, the enterprise, employees, and shareholders. Implement a rational wage distribution mechanism based on employees' rights linked to productivity, product quality, and the Company's long-term development. Strictly maintain labor discipline and comply with regulations on occupational safety and health (OSH), fire prevention and fighting (FPF), and traffic safety; resolutely prevent any serious safety incidents in all areas.

- Further strengthen internal solidarity and financial transparency;

effectively carry out employee communication and awareness programs; continuously improve cultural and spiritual life as well as collective welfare; build strong consensus within the workforce. Continue to develop the brand of Thanh An 96 Construction Joint Stock Company in a sustainable manner./.

***Recipient:***

- As above;
- Filed at: AD, BOD.

**OB. BOARD OF DIRECTORS**  
**CHAIRMAN** 

**Phan Xuan Bang**



THANH AN CORPORATION  
THANH AN 96 C&I JSC



No.: BCDT-HĐQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Liberty - Happiness

Danang, date month year of 2026

## REPORT

### **Results of Investment and Asset Disposal in 2025 and Investment and Asset Disposal Plan for 2026**

Pursuant to the Charter and the Resolution of the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company;

Pursuant to the Regulation on Investment Management of Construction Machinery and Equipment issued by the Company;

Pursuant to the business and production results for 2025 and the business and production plan for 2026;

Pursuant to the results of investment and asset disposal in 2025 and the investment and asset disposal plan for 2026,

The Board of Directors of Thanh An 96 Construction and Installation Joint Stock Company hereby reports on the results of investment and asset disposal in 2025 and the investment and asset disposal plan for 2026 as follows:

#### **I. Results of Investment and Asset Disposal in 2025:**

##### **1. Results of Investment Implementation: 58,641 billion dong**

**1.1. Regarding Capital Construction:** During the year, the Company invested in one item, namely the project for repair, renovation, and upgrading of the XN36 office, with a total value of 12,596 billion dong.

##### **1.2. Investment in Machinery, Equipment, and Management Tools:**

During the year, the Company invested in a total of 20 categories of machinery, equipment, and management tools, with a total value of 46,045 billion VND, including:

- Transport vehicles: 04 categories (02 barges; 02 concrete pump trucks)
- Machinery and equipment: 16 categories (02 automatic stirrup bending machines, 04 excavators, 02 generators; 01 rock crushing bucket mounted on a Volvo 360 excavator; 04 satellite devices, 01 echo sounding device, 01 set of laboratory equipment, and 01 photocopier).

*(Detailed table is attached in Appendix 01/KQĐT-2025)*

##### **2. Results of Asset Disposal and Capital Recovery:**

At the request of member units, the Company reported and sought approval from the Parent Corporation to dispose of and remove from the asset register a total of 23 categories for liquidation. The above-mentioned machinery and equipment were sold and auctioned for asset liquidation, with total proceeds amounting to: 160,75 million dong.

*(Detailed table is attached in Appendix 02/KQTXL-2025)*



### **3. Overall Assessment of Investment and Asset Disposal Results:**

- The investment in fixed assets has met the requirements for working and accommodation facilities for employees and enhanced production capacity in line with operational needs. The investment process was implemented in compliance with prescribed procedures and internal regulations. Post-investment, the assets have been managed and utilized for their intended purposes, delivering effective performance.

- The disposal of fixed assets was conducted through public auction in accordance with applicable regulations, ensuring recovery of capital.

## **II. Investment and Asset Disposal Plan for 2026:**

### **1. Investment Plan: Estimated total value 163,435 billion dong**

#### **1.1. Capital Construction Investment:**

In 2026, the Company plans to renovate, repair, and upgrade the headquarters and facilities of its member units across the system, with an estimated value of: 5,0 billion dong.

*(Detailed table is attached in Appendix 03/KHĐT-2026)*

#### **1.2 Investment in Mining Operations:**

##### **- Hoc Tra Soil Mine Project (Phase 2):**

The Hoc Tra soil mine, designated for backfilling and construction purposes, has a planned area of 8.7 hectares, of which 5.8 hectares have been licensed, while the remaining 2.9 hectares have not yet been approved. The application for expansion (Phase 2) covering the remaining 2.9 hectares aims to meet the demand for backfill materials for ongoing projects in the province and to ensure sufficient supply and timely progress of material provision.

- The estimated investment for equipment and infrastructure of the Hoc Tra soil mine (Phase 2) is: VND 5 billion..

##### **- Suoi Mo Stone Quarry Project (Phase 2):**

The Suoi Mo stone quarry license for an area of 3.3 hectares has expired. The Company has completed procedures to apply for a Phase 2 license covering 3.45 hectares and continues to work with competent authorities for license renewal. Upon approval, the Company plans to invest in equipment and infrastructure to ensure compliant and efficient mining operations.

The estimated investment for equipment and infrastructure of the Suoi Mo quarry (Phase 2) is: VND 16 billion.

*(Details are provided in Appendix 03/KHĐT-2026)*

**1.3. Investment in Machinery and Equipment:** To enhance production capacity, based on construction plans, key projects underway and upcoming, and proposals from member units, the Board of Directors plans to invest in 96 categories of vehicles, machinery, and equipment, with a total estimated investment of VND 132.435 billion. These investments are intended to serve urgent construction works, transportation projects, key projects, and several upcoming developments.



**1.4. Investment in Management Software:** To strengthen management capacity and enable comprehensive control over the Company's operations through digitalization and process automation, the Board of Directors plans to invest in the Bravo management software system, with an estimated value of VND 5 billion.

*(Details are provided in Appendix 03/KHDT-2026)*

**2. Asset Disposal Plan:**

In 2026, the Company will focus on accelerating the progress of projects in accordance with commitments to investors. Obsolete and damaged machinery and equipment have been reviewed and disposed of in 2025. Therefore, no asset disposal is planned for 2026..

The above is the report on the results of investment and asset disposal in 2025 and the investment and asset disposal plan for 2026 of the Company..

Respectfully submitted to the General Meeting of Shareholders for consideration and approval!

**Recipients:**

- As above;
- Filed at: AD, BOD.

**OB. BOARD OF DIRECTORS  
CHAIRMAN** 

**Phan Xuan Bang**





## RESULTS OF LIQUIDATION AND DISPOSAL OF FIXED ASSETS FOR CAPITAL RECOVERY IN 2025

(Attached with Report No.: /BCĐT-HĐQT on 2026)

Đơn vị tính: đồng

No.	Equipment, Name, Type, Brand	Asset Tag No.	Unit	Quantity	Year of manufacture	Year of use	Original Cost	Net book value	Auction value	Note
<b>I</b>	<b>Means of Transport</b>						<b>3.381.256.440</b>		<b>120.000.000</b>	
1	Tugboat TK11-12-14.VR-SI	573	piece	1	2015	2015	3.381.256.440		120.000.000	
<b>II</b>	<b>Earthmoving Equipment</b>						<b>868.181.818</b>		<b>26.000.000</b>	
1	Crawler bulldozer D50P-15	523	piece	1	1971	2015	550.000.000		16.000.000	
2	Crawler excavator PC78US-5	570	piece	1	1999	2015	318.181.818		10.000.000	
<b>III</b>	<b>Concrete Equipment</b>						<b>314.500.000</b>		<b>4.000.000</b>	
1	Concrete mixer JZC350	668	piece	1	2016	2017	78.000.000		1.000.000	
2	Concrete mixer JZC350	669	piece	1	2016	2017	78.000.000		1.000.000	
3	Concrete mixer JZC350	678	piece	1	2017	2017	79.250.000		1.000.000	
4	Concrete mixer JZC350	679	piece	1	2017	2017	79.250.000		1.000.000	
<b>IV</b>	<b>Surveying Equipment</b>						<b>436.909.091</b>		<b>500.000</b>	
1	Total station TC 407	232	piece	1	2007	2007	127.000.000		100.000	
2	Total station Zoom 10, 2"	701	piece	1	2.021	2.021	86.363.636		100.000	
3	Total station TCR402	592	piece	1	2016	2016	86.000.000		100.000	
4	Total station TC402	591	piece	1	2016	2016	74.545.455		100.000	
5	Total station GTS-102N	607	piece	1	2016	2016	63.000.000		100.000	
<b>V</b>	<b>Other Equipment</b>						<b>694.963.637</b>		<b>9.650.000</b>	
1	Hydraulic breaker NB-140	401	piece	1	2013	2013	180.000.000		500.000	
2	Hydraulic breaker NB-140	362	piece	1	2012	2012	171.545.455		500.000	
3	Hydraulic breaker TNP	620	piece	1	2005	2005	81.818.182		500.000	
4	Steel cutting and bending machine GS 40	626	piece	1		2016	40.000.000		500.000	
5	Laboratory Equipment			1						
+	Universal testing machine		piece		2011	2011	187.600.000		7.200.000	
+	Cement mortar mixer		piece		2011	2011	15.800.000		150.000	
+	Cement mortar sample compactor		piece		2011	2011	12.800.000		150.000	
+	Concrete vibrating table		piece		2011	2011	5.400.000		150.000	
<b>VI</b>	<b>Office Management Equipment</b>						<b>265.293.546</b>		<b>600.000</b>	
1	Photocopier 2058	468	piece	1		2014	35.639.000		100.000	
2	Photocopier 2060 CPS	546	piece	1		2015	48.909.091		100.000	
3	Photocopier IR2520	568	piece	1		2017	44.545.455		100.000	
4	Photocopier Canon IR2525	645	piece	1		2016	44.236.364		100.000	
5	Photocopier Canon IR2520W	635	piece	1		2017	36.963.636		100.000	
6	Photocopier MP5002	670	piece	1		2015	55.000.000		100.000	
	<b>TOTAL</b>			<b>23</b>			<b>5.961.104.532</b>		<b>160.750.000</b>	
	<b>Value-Added Tax (VAT) at 10%</b>								<b>16.075.000</b>	
	<b>TOTAL AFTER TAX</b>								<b>176.825.000</b>	



## FIXED ASSETS INVESTMENT PLAN 2026

(Attached with Report No.: /BCĐT-HĐQT on 2026)

Unit: VND

TT	NAME OF EQUIPMENT, VEHICLE	Unit	Specifications	Quality	Origin	Amount	Total without VAT	Funding		Notes
								Bank Credit Loan	Equity	
	<b>TOTAL</b>					<b>100</b>	<b>163.435.000.000</b>	<b>75.090.000.000</b>	<b>88.345.000.000</b>	
<b>I</b>	<b>BASIC CONSTRUCTION</b>					<b>1</b>	<b>5.000.000.000</b>	<b>0</b>	<b>5.000.000.000</b>	
1	Repair, renovation, and upgrading of the headquarters of Company 96 and its affiliated units	HM			VN	1	5.000.000.000		5.000.000.000	
<b>II</b>	<b>MINERAL RESOURCES</b>					<b>2</b>	<b>21.000.000.000</b>	<b>10.500.000.000</b>	<b>10.500.000.000</b>	
1	Hoc Tra soil mine (Phase 2)	HM				1	5.000.000.000	2.500.000.000	2.500.000.000	Investment will only be implemented after a new approval decision is issued
2	Suoi Mo stone quarry (Phase 2)	HM				1	16.000.000.000	8.000.000.000	8.000.000.000	
<b>III</b>	<b>VEHICLES AND EQUIPMENT</b>					<b>96</b>	<b>132.435.000.000</b>	<b>64.590.000.000</b>	<b>67.845.000.000</b>	
<b>*</b>	<b>Transport Vehicles</b>					<b>26</b>	<b>63.100.000.000</b>	<b>34.415.000.000</b>	<b>28.685.000.000</b>	
1	7-seat command vehicle	Piece	7 seats	100% new	VN	1	1.350.000.000	540.000.000	810.000.000	
2	Tugboats of various types (>500 HP – 1000 HP)	Piece	>500HP -1000HP	Used	VN	2	16.000.000.000	8.000.000.000	8.000.000.000	
3	Barges (400–3000 tons)	Piece	400 - 3000 ton	Used	VN	4	30.000.000.000	18.000.000.000	12.000.000.000	
4	Specialized vehicles (tanker trucks)	Piece	6-10m3	Used	CN, KR	7	3.600.000.000	1.800.000.000	1.800.000.000	
5	Truck-mounted cranes of various types	Piece	<10 ton	Used	CN, KR	4	6.100.000.000	3.050.000.000	3.050.000.000	
6	Concrete pump trucks	Machine		Used		1	1.550.000.000	775.000.000	775.000.000	
7	Dump trucks of various types	Piece	15 ton	Used	CN, KR	7	4.500.000.000	2.250.000.000	2.250.000.000	
<b>*</b>	<b>Machinery and Equipment</b>					<b>70</b>	<b>69.335.000.000</b>	<b>30.175.000.000</b>	<b>39.160.000.000</b>	
1	Stationary concrete pump	Piece		Used	CN, KR	2	1.400.000.000	700.000.000	700.000.000	
2	Concrete placing boom	Piece	37m	Used	CN, KR	1	1.500.000.000	750.000.000	750.000.000	
3	Lifting equipment of various types	Piece	<2 ton	Used	CN	1	1.000.000.000	500.000.000	500.000.000	
4	Crawler cranes of various types	Piece	<100 ton	Used	JP	5	13.450.000.000	6.725.000.000	6.725.000.000	
5	Surveying and satellite equipment of various types	Piece		100% new	CN	3	500.000.000		500.000.000	
6	Wheeled excavators of various types	Piece	<8m3	Used	HQ	5	4.500.000.000	2.250.000.000	2.250.000.000	
7	Crawler excavators of various types	Piece	<3m3	Used	JP	12	25.000.000.000	12.500.000.000	12.500.000.000	



[illegible]



*Danang, date    month    year 2026*

## REPORT

### **Report on the Performance of Duties in 2025 and Operational Orientation for 2026 of the Supervisory Board**

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

The Supervisory Board of Thanh An 96 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders the Report on the performance of duties in 2025 and the operational orientation for 2026 as follows:

#### **I. Performance of the Supervisory Board in 2025:**

##### **1. Activities of the Supervisory Board:**

Based on the plan approved by the 2025 Annual General Meeting of Shareholders, the Supervisory Board has performed its duties in a diligent, objective, and continuous manner, conducting regular inspections and supervision of the Company's production and business activities. The Supervisory Board has supervised the management and administration of the Board of Directors and the Board of Management to ensure that the Company's operations comply with applicable laws, the Company's Charter, and internal regulations, including the following:

- Supervising compliance with the Resolutions of the General Meeting of Shareholders and the Board of Directors;
- In 2025, the Supervisory Board attended all meetings of the Board of Directors and other Company meetings to maintain regular supervision, stay informed of the implementation of the Company's production and business plans, and provide recommendations regarding the execution of tasks and objectives assigned by the General Meeting of Shareholders;
- Periodically reviewing and appraising financial statements and assessing the Company's operational efficiency;
- Performing other duties in accordance with the authority and functions of the Supervisory Board.

##### **2. Meetings of the Supervisory Board in 2025:**

The Supervisory Board convened regular quarterly meetings in compliance with the procedures, processes, and principles stipulated in the Company's Charter and the Regulations on the organization and operation of the Supervisory Board. The meetings focused on reviewing and making recommendations to the Board of Directors and the Board of Management regarding:





- The implementation status of the Company's production and business activities;
- Assessment of the Company's financial condition;
- Other matters related to production and business activities, investment, recruitment, etc., with proposals and recommendations aimed at improvement, completion, and achieving optimal efficiency.

### **3. Remuneration and Operating Expenses of the Supervisory Board:**

The payment of salaries and remuneration to the Supervisory Board has been carried out in compliance with legal regulations and the Resolution of the 2025 General Meeting of Shareholders. The total salary and remuneration of the Supervisory Board in 2025 amounted to VND 553.9 million.

## **II. Results of Supervisory Activities over Production and Business Operations, Financial Management, and Other Operational Aspects of the Company in 2025.**

### **1. Results of Supervising the Implementation of Production and Business Activities:**

In 2025, the economic situation faced numerous challenges, with rising inflation, continuously fluctuating prices, and although the domestic economy remained relatively stable, it was still forecasted to encounter significant difficulties and uncertainties. Weather conditions were also unpredictable. However, under the proactive, dynamic, and responsible leadership, as well as the close and dedicated management of the Board of Directors, the Board of Management, and the leadership of various departments and units, together with the spirit of unity, determination to overcome difficulties among all employees, and the support of shareholders, the Company made considerable efforts and achieved the following results:

#### **Implementation results of key production and business indicators:**

<b>Indicators</b>	<b>Unit</b>	<b>2025 Plan</b>	<b>2025 Action</b>	<b>Action Plan (%)</b>
Production value	1.000 dong	3.850.000.000	3.858.928.498	100,2
Total charter capital	1.000 dong	124.197.870	124.197.870	100,0
Profit before tax	1.000 dong	3.350.000.000	3.360.697.839	100,3
Profit after tax	1.000 dong	33.500.000	34.229.797	102,2
Dividend payout ratio	1.000 dong	21.600.000	26.844.390	124,3
Total charter capital	%	65% LNST (~14,03%)	65% LNST (~14,05%)	100,1%

## **2. Results of Supervising Financial Activities:**

The Company's financial statements for 2025 were audited by CPA Vietnam Auditing Company Limited. The auditor's opinion stated:

*"The financial statements present fairly, in all material respects, the financial position of the Company as at 31 December 2025, as well as its business performance and cash flows for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations on the preparation and presentation of financial statements".*

The Supervisory Board has reviewed quarterly and annual financial statements of the Company and concurs with the audit opinion issued by CPA Vietnam Auditing Company Limited regarding the Company's financial position as of 31 December 2025. The Company has maintained proper accounting records, ensuring that all economic and financial transactions are recorded promptly and continuously. The reporting system has been implemented in a timely and efficient manner, meeting management and regulatory requirements.

## **3. Results of Supervising the Activities of the Board of Directors and the Board of Management:**

Through the supervision of corporate governance activities and the review of quarterly, semi-annual, and annual financial statements for 2025, the Supervisory Board provides the following assessment:

- The Board of Directors and the Board of Management have fully complied with applicable laws in management and administration. Members have performed their duties and responsibilities in accordance with the Company's Charter and the Resolution of the 2025 General Meeting of Shareholders.
- The Board of Management has effectively carried out forecasting activities, minimizing risks in production. Accordingly, appropriate business strategies have been developed, and all construction projects have been executed in compliance with schedule and quality requirements, meeting contractual obligations, satisfying investors, and strengthening the Company's brand, thereby contributing to operational efficiency.
- For shareholders: In 2025, the Supervisory Board did not receive any requests or complaints from shareholders or shareholder groups meeting the ownership ratio and holding period as stipulated in the Company's Charter.

## **III. Operational Orientation of the Supervisory Board for 2026:**

Based on the results achieved and lessons learned from supervising production and business operations, financial activities, and other aspects of the Company in 2025, and with the support and facilitation from the Board of Directors, the Board of Management, and relevant authorities, the Supervisory Board is provided with favorable conditions to access and implement its planned tasks. However, due to certain members concurrently holding other positions, some difficulties in implementation may arise. Accordingly, the Supervisory Board sets out its operational orientation for 2026 as follows:

- Supervising compliance with laws, the Company's Charter, and the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors;
- Continuing to perform inspection and supervision of management and business operations in accordance with the functions and duties prescribed by the Law on Enterprises and the Company's Charter;
- Supervising the implementation of business plans and operational activities approved by the Annual General Meeting of Shareholders;
- Reviewing the legality, validity, accuracy, and prudence in the management and administration of production and business activities, as well as in accounting, statistics, and quarterly, semi-annual, and annual financial reporting;
- Appraising financial statements, annual business performance reports, and reports evaluating the management activities of the Board of Directors for submission to the General Meeting of Shareholders at the annual meeting;
- Performing other duties in accordance with the Law on Enterprises and the Company's Charter.

#### **IV. Recommendations and Proposals:**

Based on the results of supervision over business operations, corporate governance, and management activities of the Board of Directors and the Board of Management, as well as the 2025 financial statements, the Supervisory Board respectfully submits the following proposals to the General Meeting of Shareholders:

1. To approve the 2025 financial statements of Thanh An 96 Construction Joint Stock Company as audited by CPA Vietnam Auditing Company Limited;
2. To approve the report of the Supervisory Board on its performance in 2025 and its operational orientation for 2026.

Despite operating under challenging conditions, and with a clear awareness of its responsibilities, the Supervisory Board commits to dedicating its utmost effort and responsibility to effectively perform its supervisory functions, with the common goal of enhancing organizational and management efficiency and ensuring the Company's sustainable development.

The Supervisory Board also looks forward to continued support and favorable conditions to successfully fulfill the duties entrusted by the General Meeting of Shareholders.

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

**Recipient:**

- As above;
- Filed at: AD, SB.

**OB. SUPERVISORY BOARD  
HEAD OF THE BOARD**

**Tran Thi Dieu Thuy**



**FINANCIAL PERFORMANCE REPORT 2025 AND BUSINESS PLAN 2026**  
**ENTERPRISE: THANH AN 96 CONSTRUCTION AND INSTALLATION JOINT STOCK COMPANY**

No.	Indicators	Unit	Year of 2025		Actual/P lan (%)	Year of 2026		Growth rate Compared to 2025 (%)
			Planned	Actual		Allocation Rate of Funds in 2026	2026 Plan Target	
1	2	3	4	5	6=5/4	7	8	9=8/5
1	Production Value	1.000 đ	3.850.000.000	3.858.928.498	100		4.250.000.000	110
2	Total Charter Capital of the Enterprise	1.000 đ	124.197.870	124.197.870	100		141.650.502	114
3	Total Revenue	1.000 đ	3.350.000.000	3.360.697.839	100		3.700.000.000	110
4	Pre-tax Profit (Corporate Income Tax)	1.000 đ	33.500.000	34.229.797	102		37.000.000	108
5	Pre-tax Profit Margin (Profit Before Tax/Revenue)	%	1,00	1,00	100		1,00	100
6	Corporate Income Tax (CIT)	1.000 đ	6.700.000	7.385.407	110		7.400.000	100
7	Post-tax Profit (After CIT)	1.000 đ	26.800.000	26.844.390	100		29.600.000	110
8	Post-tax Profit Margin (Profit After Tax/Revenue)	%	0,80	0,80	100		0,80	100
9	Undistributed Post-tax Profit of 2023			5.813				
10	Total Undistributed Post-tax Profit (10) = (7) + (9)		26.800.000	26.850.203	100		29.600.000	110
11	<b>Dividend Distribution and Fund Allocations</b>							
11.1	Projected Dividend Distribution	1.000 đ	17.420.000	17.452.632	100	(10)*65%	19.240.000	110
	Dividend Distribution Ratio	%	65%PAX	65%PAX			65% PAX	
11.2	Remaining Profit After Dividend Distribution	1.000 đ	9.380.000	9.397.571			10.360.000	110
	- Development Investment Fund	1.000 đ	3.216.000	3.222.024		(10)*12%	3.552.000	
	- Bonus and Welfare Fund	1.000 đ	5.762.000	5.772.794		(10)*21,5%	6.364.000	
	- Executive Bonus Fund	1.000 đ	402.000	402.753		(10)*1,5%	444.000	
12	Depreciation of Fixed Assets	1.000 đ	33.131.000	36.288.255	110		83.584.000	230
13	Average Monthly Income per Employee	1.000 đ	14.900	15.025	101		15.272	102
14	Taxes & Other Payables to the State Budget	1.000 đ	27.497.000	46.128.526	168		47.142.000	102
15	Debt Recovery	1.000 đ	3.220.756.062	3.116.466.402	97		3.930.400.288	126
16	Debt Recovery Ratio (Recovered Amount/Receivables)	%	80	77,3	97		80	103



THANH AN CORPORATION  
THANH AN 96 C&I JSC



No.: /TTr-HDQT

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Liberty - Happiness

Danang, date month 2026

### SUBMISSION

Re: Dividend Distribution and Profit Allocation for 2025

To: The 2026 Annual General Meeting of Shareholders.

Based on the principle of ensuring a harmonious balance of interests among the State, the enterprise, employees, and shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders the proposed profit allocation and dividend distribution plan for 2025 as follows:

Unit: 1.000 dong

1. 2025 Profit before tax in total	34.229.797
2. Corporate Income Tax (CIT) Payment	7.385.407
3. Profit After Tax for 2025 (achieved at 0.8% of revenue)	26.844.390
4. Undistributed Profit After Tax for 2024	5.813
5. Total Undistributed Profit After Tax (Item 5 = Item 3 + Item 4)	26.850.203
6. Dividend Distribution and Appropriation of Funds for the Year	26.850.203
<b>Breakdown:</b>	
6.1. Dividend Payment in Shares (65% of profit after tax, equivalent to approximately 14.05%)	17.452.632
- Dividends attributable to State capital: (6,334,373 shares)	8.901.238
- Dividends attributable to Trade Union capital: (25,153 shares)	35.346
- Dividends attributable to minority shareholders: (6,060,261 shares)	8.516.048
6.2. Appropriation to Funds (35% of profit after tax)	9.397.571
Development Investment Fund	3.222.024
Reward and Welfare Fund	5.772.794
Management Bonus Fund (Board of Management)	402.753

The above is the submission of the Board of Directors regarding the proposed dividend distribution and profit allocation for 2025.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval, and seeks authorization for the Board of Directors to implement the same in accordance with the Company's Charter and relevant laws and regulations./.

**Recipient:**

- As above;
- SB;
- Filed at: AD, BOD.

**OB. BOARD OF DIRECTORS**  
**CHAIRMAN** 

**Phan Xuan Bang**

No.: /TTr-HDQT  
CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc  
THÀNH AN  
96  
\* QUẢN LÝ CHẾ ĐỘ TÀI CHÍNH \*

Re: Plan to Increase C

*Danang, date month 2026*

Re: Plan to Increase Charter Capital through Share Issuance for Dividend  
Payment for 2025

For the purpose of enhancing production capacity, maximizing resource utilization, and supporting the implementation of the Company’s business plans, the Board of Directors (“BOD”) of Thanh An 96 Construction Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders (“GMS”) for consideration and approval the plan to increase charter capital as follows:

**1. Share name:** Shares of Thanh An 96 Construction Joint Stock Company

### 3. Type of shares: Ordinary shares

**4. Par value: VND 10,000/share**

**5. Current charter capital: 124.197.870.000 VND**

**6. Treasury shares:** 0 share

**7. Outstanding shares: 12.419.787 shares**

**8. Purpose of issuance:** Issuance of shares to pay dividends for 2025 to existing shareholders.

**9. Dividend payout ratio:** Dividend for 2025 to be paid in shares to existing shareholders at a rate of 14,05% (i.e., on the record date, a shareholder holding 100 shares will receive an additional 14,05 shares), equivalent to a dividend rate of 13.8% of par value.

10. **Number of shares to be issued:** 1,744,980 shares (One million, seven hundred and forty-four thousand, nine hundred and eighty shares).

**11.Total value of shares to be issued at par value: 17.449.800.000 VND**  
(Seventeen billion, one hundred and forty-nine million, eight hundred thousand VND).





12. **Source of capital for share issuance:** Undistributed after-tax profits as stated in the audited 2025 financial statements, in compliance with applicable laws.
13. **Expected charter capital after issuance:** VND 141.647.670.000 (One hundred forty-one billion, six hundred and forty-seven million, six hundred and seventy thousand VND).
14. **Eligible participants:** Existing shareholders listed as of the record date for entitlement to share dividends.
15. **Issuance method:** Dividend payment in shares to existing shareholders through exercise of rights.
16. **Transferability:** The right to receive share dividends is non-transferable; however, shares issued as dividends are freely transferable.
17. **Treatment of fractional shares (if any):** Dividend shares will be rounded down to the nearest whole number. Fractional shares (decimal fractions) will be cancelled.
  1. *Example: On the record date, shareholder A owns 120 shares. The number of shares to be received is:  $(120 \times 13.8)/100 = 16.56$  shares. After rounding down, the actual number of shares received is 16 shares. The fractional portion of 0.56 share will be cancelled.*
18. **Estimated Issuance Timing:** After approval by the General Meeting of Shareholders and upon notification from the State Securities Commission confirming receipt of a complete issuance report dossier, expected from Q2/2026. The General Meeting of Shareholders authorizes the Board of Directors to determine an appropriate issuance timing in compliance with legal regulations and to ensure the interests of shareholders.
19. **Securities Registration and Additional Listing:** The additional shares to be issued will be registered with the Vietnam Securities Depository and Clearing Corporation ("VSDC") and additionally listed on the Hanoi Stock Exchange ("HNX") in accordance with applicable laws and regulations
20. **Approval of Amendments to the Company Charter:** Approval of amendments to the Company's Charter (charter capital section) and adjustment of the Enterprise Registration Certificate in accordance with legal regulations and guidance of competent authorities following notification from the State Securities Commission regarding receipt of the issuance results.

## **II. Authorization and Assignment to the Board of Directors**

The General Meeting of Shareholders authorizes and assigns the Board of Directors to decide on detailed issuance plans, organize and implement the

issuance in accordance with the Company's operational needs, applicable laws, and guidance from competent authorities, ensuring harmonization of shareholders' interests. The Board of Directors is authorized to carry out all necessary procedures with competent authorities to implement the share issuance plan in accordance with the Resolution of the General Meeting of Shareholders and legal regulations, including but not limited to:

- Determining the issuance timing in line with the Company's actual business conditions;
- Selecting the record date for entitlement in compliance with legal regulations;
- Handling fractional shares (if any);
- Amending provisions on charter capital and shareholding structure in the Company's Charter to reflect the increased charter capital after issuance;
- Deciding on all necessary matters to complete procedures for charter capital increase registration and amendment of the Enterprise Registration Certificate with competent authorities;
- Registering additional shares with the Vietnam Securities Depository and Clearing Corporation and additional listing on the Hanoi Stock Exchange;
- Proactively carrying out other necessary procedures to implement the share issuance plan as approved by the General Meeting of Shareholders in compliance with applicable laws and the Company's Charter.

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

Respectfully submitted!

***Recipient:***

- As above;
- SB;
- Filed at: AD, BOD.

**OB. BOARD OF DIRECTORS**  
**CHAIRMAN** *UOL*

**Phan Xuan Bang**



THANH AN CORPORATION  
THANH AN 96 C&I JSC



SOCIALIST REPUBLIC OF VIETNAM  
Independence – Liberty – Happiness

*Danang, date month 2026*

## **SUBMISSION**

**Re: Selection of Independent Auditing Firm for 2026**

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

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

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

In order to conduct the semi-annual financial statement review and the audit of the 2026 annual financial statements in compliance with applicable laws and the Company's Charter, the Supervisory Board of Thanh An 96 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders the proposal for selection of an independent auditing firm as follows:

### **1. Criteria for selection of the independent auditing firm:**

- Being a reputable independent auditing firm approved by the State Securities Commission and the Ministry of Finance to audit public companies and listed entities.
- Having a team of auditors with integrity, strong professional ethics, high qualifications, and extensive experience to ensure the quality of financial statement audits.
- Offering reasonable audit fees appropriate to the scope, content, and timeline required by the Company.

### **2. Proposal:**

1. CPA Vietnam Auditing Company Limited (CPA VN).
2. VACO Auditing Company Limited.
3. ECOVIS AFA Vietnam Auditing, Valuation and Consulting Company Limited.

4. AAC Auditing and Accounting Company Limited.

Or another auditing firm included in the list of audit firms approved by the State Securities Commission to audit public interest entities in the securities sector in 2026.

The Supervisory Board respectfully proposes that the General Meeting of Shareholders authorize the Board of Directors to decide on the selection of the auditing firm to conduct the semi-annual financial statement review and the

audit of the 2026 annual financial statements in accordance with prevailing regulations.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval!

***Recipient:***

- As above;
- BOD;
- Filed at: AD, SB.

**OB. BOARD OF DIRECTORS  
HEAD OF THE BOARD**

**Tran Thi Dieu Thuy**

THANH AN CORPORATION  
THANH ANH 96 C&I JSC



SOCIALIST REPUBLIC OF VIETNAM  
Independence - Liberty - Happiness

*Danang, date month 2026*

### **SUBMISSION**

**Re: Finalization of Salaries and Remuneration of the Board of Directors  
and the Supervisory Board for 2025, and Proposed Plan for 2026**

**To: The Annual General Meeting of Shareholders 2026.**

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted 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 Joint Stock Company,

The Board of Directors of Thanh An 96 Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the finalization of salaries and remuneration of the Board of Directors and the Supervisory Board for 2025, and the proposed plan for 2026 as follows:

**1. Finalization of salaries and remuneration of the Board of Directors  
and the Supervisory Board for 2025:**

- Salary of the Chairman of the Board of Directors:	466.438.432 VND
- Salary of members of the Board of Directors:	1.814.399.544 VND
- Salary of the Supervisory Board:	533.061.596 VND
- Remuneration of non-executive members of BOD:	129.407.226 VND
- Remuneration of non-executive members of SB:	10.909.092 VND
<b>Total:</b>	<b>2.954.215.890 VND</b>

**2. Proposed plan for salaries and remuneration of the Board of  
Directors and the Supervisory Board for 2026**

Salaries and remuneration of members of the Board of Directors, the Executive Board, and the Supervisory Board shall be implemented in accordance with prevailing legal regulations of the State on labor management, salaries, remuneration, and bonuses.

The General Meeting of Shareholders authorizes the Board of Directors to decide on the form and levels of salaries and remuneration for the Board of Directors, the Executive Board, and the Supervisory Board in accordance with applicable laws.

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

***Recipients:***

- As above;
- Filed at: AD, BOD.

**OB. BOARD OF DIRECTORS**  
**CHAIRMAN** 

**Phan Xuan Bang**



ANNUAL GENERAL MEETING  
OF SHAREHOLDERS  
BOARD OF DIRECTORS



No.../TT-HDQT

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

Danang, date month 2026

### **SUBMISSION**

#### **Re: Amendments and Supplements to the Operational Regulations of the Board of Directors**

To: Annual General Meeting of Shareholders 2026

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam (14th Legislature) on June 17, 2020;

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

Pursuant to the Regulations on operation and working regime of the Board of Directors, and the coordination principles between the Board of Directors, the Chief Executive Officer, and relevant departments of Thanh An 96 Construction Joint Stock Company,

In order to meet the Company's governance and management requirements in compliance with the Law on Enterprises and prevailing regulations, the Board of Directors has reviewed its Operational Regulations and identified certain provisions that require amendment and supplementation. Accordingly, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the proposal on amendments and supplements to the Operational Regulations of the Board of Directors as follows:

1/ The General Meeting of Shareholders approves the amendments and supplements to the Operational Regulations of the Board of Directors of Thanh An 96 and Installation Joint Stock Company. Given the significant number of provisions requiring amendment and supplementation, and for the purpose of facilitating usage, ensuring ease of reference, and compliance with current regulations, the Board of Directors proposes to draft a new set of Operational Regulations of the Board of Directors incorporating all revised contents. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the full text of the Regulations attached to this Submission. These Regulations shall take effect from the date of approval by the General Meeting of Shareholders (*draft attached*).

2/ The General Meeting of Shareholders authorizes the Board of Directors to organize and implement all related tasks in compliance with the Law on Enterprises and applicable regulations.



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

***Recipients:***

- As above;
- Filed at: AD, BOD.

**OB. BOARD OF DIRECTORS**  
**CHAIRMAN** 

**Phan Xuan Bang**

THANH AN CORPORATION  
THANH AN 96 C&I JSC



SOCIALIST REPUBLIC OF VIETNAM  
Independence - Liberty - Happiness

*Da Nang, date April, 2025*

## REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS

### CHAPTER I GENERAL PROVISIONS

#### **Article 1. Scope of regulation and subjects of application**

1. Scope of Regulation: The Board of Directors' operating regulations stipulate the organizational structure, operating principles, powers, and obligations of the Board of Directors and its members, in order to operate in accordance with the Enterprise Law, the company's charter, and other relevant legal provisions.
2. Applicable Subjects: These regulations apply to the Board of Directors and its members.

#### **Article 2. Principles of operation of the Board of Directors**

1. The Board of Directors operates on the principle of collective decision-making. Members of the Board of Directors are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the resolutions and decisions of the Board of Directors concerning the Company's development.
2. The Board of Directors delegates responsibility to the Director to organize and implement the resolutions and decisions of the Board of Directors.

### CHAPTER II MEMBERS OF THE BOARD OF DIRECTORS

#### **Article 3. Rights and obligations of members of the Board of Directors**

1. Members of the Board of Directors have all the rights stipulated in the Enterprise Law, the Securities Law, relevant laws, and the Company's Charter, including the right to be provided with information and documents on the financial situation and business operations of the Company and its subsidiaries.
2. Members of the Board of Directors have the obligations stipulated in the Company's Charter, the internal regulations on corporate governance, relevant laws, and the following obligations:
  - a) To perform their duties honestly and diligently for the best interests of shareholders and the Company;

- b) To attend all meetings of the Board of Directors and to express their opinions on the issues discussed;
  - c) To promptly and fully report to the Board of Directors all remuneration received from subsidiaries, affiliated companies, and other organizations;
  - d) To report to the Board of Directors at the nearest meeting on transactions between the Company, its subsidiaries, and other companies in which the Company holds a controlling stake of 50% or more of the charter capital, and members of the Board of Directors and their related parties; and transactions between the Company and companies in which members of the Board of Directors are founding members or business managers within the three years preceding the transaction;
  - e) To disclose information when conducting transactions involving the Company's shares in accordance with the law.
3. Independent members of the Board of Directors must prepare a report evaluating the activities of the Board of Directors.

#### **Article 4. Right of Board of Directors members to access information**

1. Members of the Board of Directors have the right to request the Director, Deputy Director, and other managers in the Company to provide information and documents regarding the financial situation and business operations of the Company and its units.
2. The requested managers must provide timely, complete, and accurate information and documents as requested by the members of the Board of Directors.

#### **Article 5. Term of office and number of members of the Board of Directors**

1. The Board of Directors shall consist of 5 members (or may change as stipulated in the Company's Articles of Association).
2. The term of office for a member of the Board of Directors shall not exceed 5 years and they may be re-elected for an unlimited number of terms. An individual may only be elected as an independent member of the Company's Board of Directors for no more than 2 consecutive terms.
3. If all members of the Board of Directors complete their terms simultaneously, they shall continue to serve on the Board until new members are elected to replace them and take over their duties.

#### **Article 6. Standards and conditions for membership of the Board of Directors**

1. Members of the Board of Directors must meet the following standards and conditions:
  - a) Not be subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
  - b) Possess professional qualifications and experience in business administration or in the field, industry, or profession of the Company's business, and are not necessarily shareholders of the Company;

- c) Members of the Company's Board of Directors may simultaneously be members of the Board of Directors of another company;
- d) For state-owned enterprises as stipulated in point b, clause 1, Article 88 of the Enterprise Law and subsidiaries of state-owned enterprises as stipulated in clause 1, Article 88 of the Enterprise Law, members of the Board of Directors shall not be family members of the Director and other managers of the Company; of managers or persons authorized to appoint managers of the parent company;
- e) Military personnel appointed by competent authorities as authorized representatives to manage the State's capital contribution in the Company; Company executives; retired officers, professional soldiers, workers and defense employees in agencies and units of the Vietnam People's Army.
- f) Other standards and conditions as stipulated in the Company Charter.

2. Independent members of the Board of Directors as stipulated in point b, clause 1, Article 137 of the Enterprise Law must meet the following standards and conditions:

- a) Not currently employed by the Company, its parent company, or its subsidiary; not having previously worked for the Company, its parent company, or its subsidiary for at least three consecutive years prior to the appointment;
- b) Not currently receiving salary or remuneration from the Company, except for allowances granted to members of the Board of Directors as stipulated;
- c) Not having a spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological sibling who is a major shareholder of the Company; or who is a manager of the Company or its subsidiary;
- d) Not directly or indirectly owning at least 1% of the total voting shares of the Company;
- e) Not having previously served as a member of the Board of Directors or Supervisory Board of the Company for at least five consecutive years prior to the appointment, except in cases of continuous appointment for two terms;
- e) Other standards and conditions as stipulated in the Company's Articles of Association.

3. An independent member of the Board of Directors must notify the Board of Directors that they no longer meet the standards and conditions stipulated in Clause 2 of this Article and will automatically cease to be an independent member of the Board of Directors from the date they no longer meet the standards and conditions. The Board of Directors must notify the Board of Directors of the case where an independent member of the Board of Directors no longer meets the standards and conditions at the next General Meeting of Shareholders or convene a General Meeting of Shareholders to elect a replacement or additional independent member of the Board of Directors within 6 months from the date of receiving the notification from the relevant independent member of the Board of Directors.

**Article 7. Chairman of the Board of Directors**

1. The Chairman of the Board of Directors is elected, dismissed, or removed from office by the Board of Directors from among its members.
2. The Chairman of the Board of Directors may not also hold the position of Director.
3. The Chairman of the Board of Directors has the following rights and obligations:
  - a) To prepare the program and plan of activities for the Board of Directors;
  - b) To prepare the agenda, content, and documents for meetings; to convene, preside over, and chair meetings of the Board of Directors;
  - c) To organize the adoption of resolutions and decisions of the Board of Directors;
  - d) To supervise the implementation of resolutions and decisions of the Board of Directors;
  - e) To chair the General Meeting of Shareholders;
  - f) Other rights and obligations as stipulated in the Enterprise Law and the Company's Charter.
4. When deemed necessary, the Board of Directors shall appoint a secretary. The secretary shall have the following rights and obligations:
  - a) Assist in organizing and convening meetings of the General Meeting of Shareholders and the Board of Directors; record meeting minutes;
  - b) Assist members of the Board of Directors in exercising their assigned rights and obligations;
  - c) Assist the Board of Directors in applying and implementing the principles of corporate governance;
  - d) Assist the Company in building shareholder relations and protecting the legitimate rights and interests of shareholders; complying with obligations to provide information, disclose information, and administrative procedures;
  - e) Other rights and obligations as stipulated in the Company's Charter, internal regulations on corporate governance, and current laws.

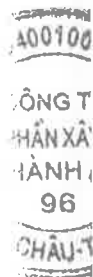
**Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors**

1. The General Meeting of Shareholders shall dismiss a member of the Board of Directors in the following cases:
  - a) Not meeting the qualifications and conditions stipulated in Article 155 of the Enterprise Law;
  - b) Submitting a resignation letter and having it accepted;
  - c) Other cases as stipulated in the Company's Charter, Internal Regulations on Corporate Governance, and current legal regulations.
2. The General Meeting of Shareholders shall remove a member of the Board of Directors in the following cases:

- a) Not participating in the activities of the Board of Directors for 06 consecutive months, except in cases of force majeure;
  - b) Other cases as stipulated in the Company's Charter, Internal Regulations on Corporate Governance, and current legal regulations.
3. When deemed necessary, the General Meeting of Shareholders shall decide to replace members of the Board of Directors; dismiss or remove members of the Board of Directors except in the cases stipulated in Clauses 1 and 2 of this Article.
4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:
- a) The number of members of the Board of Directors is reduced by more than one-third compared to the number stipulated in the Company's Charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;
  - b) Except in the case stipulated in point a of this Clause, the General Meeting of Shareholders shall elect new members to replace members of the Board of Directors who have been dismissed or removed at the most recent meeting.

#### **Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors**

1. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors. Unless otherwise stipulated in the Company's Charter, the nomination of candidates for the Board of Directors shall be carried out as follows:
- a) Common shareholders forming a group to nominate candidates for the Board of Directors must notify the attending shareholders of the group meeting before the opening of the General Meeting of Shareholders;
  - b) Based on the number of members of the Board of Directors, the shareholder or group of shareholders specified in this clause has the right to nominate one or more individuals as decided by the General Meeting of Shareholders as candidates for the Board of Directors. If the number of candidates nominated by the shareholder or group of shareholders is less than the number of candidates they are entitled to nominate as decided by the General Meeting of Shareholders, the remaining candidates shall be nominated by the Board of Directors and other shareholders.
2. If the number of candidates for the Board of Directors, through nomination and candidacy, is still insufficient as stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors shall nominate additional candidates or organize nominations in accordance with the Company Charter, Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors. The incumbent Board of Directors' nomination of additional candidates must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the law.





3. The election of Board of Directors members must be conducted using cumulative voting, whereby each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of Board members to be elected. Shareholders have the right to allocate all or part of their total votes to one or more candidates. The elected Board members are determined by the number of votes received, from highest to lowest, starting with the candidate with the highest number of votes until the number of members stipulated in the Company's Charter is reached. In the event that two or more candidates receive the same number of votes for the last Board member, a re-election will be held among those candidates or a selection will be made according to the election regulations or the Company's Charter.
4. The election, dismissal, and removal of Board of Directors members are decided by the General Meeting of Shareholders according to the principle of voting.

#### **Article 10. Notification of election, dismissal, and removal of members of the Board of Directors**

1. Once candidates for the Board of Directors have been identified, the Company must publish information related to these candidates at least 10 days before the opening of the General Meeting of Shareholders on the Company's website so that shareholders can learn about these candidates before voting. Candidates for the Board of Directors must provide a written commitment regarding the truthfulness and accuracy of the published personal information and must commit to performing their duties honestly, diligently, and in the best interests of the Company if elected as a member of the Board of Directors. Information related to candidates for the Board of Directors that must be published includes:
  - a) Full name, date of birth;
  - b) Professional qualifications;
  - c) Work experience;
  - d) Other management positions (including positions on the Board of Directors of other companies);
  - e) Interests related to the Company and its related parties;
  - f) Other information (if any) as stipulated in the Company's Articles of Association;
  - g) Public companies are responsible for disclosing information about the companies in which candidates hold positions as members of the Board of Directors, other management positions, and any related interests in the companies of the candidates for the Board of Directors (if any).
2. The announcement of the results of the election, dismissal, and removal of members of the Board of Directors shall be carried out in accordance with the regulations guiding information disclosure.

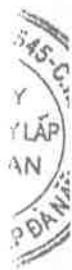
### **Chapter III BOARD OF DIRECTORS**

### **Article 11. Rights and obligations of the Board of Directors**

1. The Board of Directors is the governing body of the Company, having full authority to act on behalf of the Company to decide and exercise the rights and obligations of the Company, except for those rights and obligations falling under the authority of the General Meeting of Shareholders.

2. The rights and obligations of the Board of Directors are stipulated by law, the Company's Articles of Association, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations:

- a) Deciding on the Company's strategy, medium-term development plan, and annual business plan;
- b) Proposing the types of shares and the total number of shares authorized for sale of each type;
- c) Deciding on the sale of unsold shares within the scope of the number of shares authorized for sale of each type; deciding on raising additional capital through other forms;
- d) Deciding on the selling price of shares and bonds of the Company;
- e) Deciding on the repurchase of shares as stipulated in Clauses 1 and 2 of Article 133 of the Enterprise Law;
- f) Deciding on investment plans and investment projects within the authority and limits prescribed by law;
- g) Deciding on solutions for market development, marketing, and technology;
- h) Through purchase, sale, loan, lending contracts and other contracts and transactions with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement, except where the Company's Charter stipulates a different percentage or value and contracts and transactions fall under the authority of the General Meeting of Shareholders as prescribed in point d, clause 2, Article 138, clauses 1 and 3, Article 167 of the Enterprise Law;
- i) Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts for the Director and other key managers as stipulated in the Company's Charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;
- k) Supervising and directing the Director and other managers in the daily operation of the Company's business;
- l) Deciding on the organizational structure and internal management regulations of the Company; deciding on the establishment of subsidiaries, branches, representative offices, and the contribution of capital or purchase of shares in other enterprises;



- m) Approving the agenda and content of documents for the General Meeting of Shareholders, convening the General Meeting of Shareholders, or soliciting opinions for the General Meeting of Shareholders to pass resolutions;
- n) Submit the audited annual financial statements to the General Meeting of Shareholders;
- o) Propose the dividend rate to be paid; decide on the timeframe and procedures for paying dividends or handling losses incurred during business operations;
- p) Proposing the reorganization or dissolution of the Company; requesting the Company's bankruptcy;
- q) Deciding on the issuance of the Board of Directors' operating regulations and internal regulations on corporate governance after approval by the General Meeting of Shareholders; deciding on the issuance of the operating regulations of the Audit Committee under the Board of Directors, and regulations on the Company's information disclosure;
- r) Other rights and obligations as prescribed by the Enterprise Law, the Securities Law, other legal regulations, and the Company's Charter.

3. The Board of Directors adopts resolutions and decisions in the form prescribed by the Company's Charter.

4. In case a resolution or decision adopted by the Board of Directors is contrary to the law, a resolution of the General Meeting of Shareholders, or the Company's Charter, and causes damage to the Company, the members who approved the resolution or decision shall be jointly and severally liable for the individual responsibility for that resolution or decision and shall compensate the Company for the damage. Members who object to the aforementioned resolution or decision are exempt from liability. In this case, the company's shareholders have the right to request the court to suspend or annul the resolution or decision.

## **Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.**

1. The Board of Directors approves contracts and transactions with a value less than 35% or transactions resulting in a total transaction value within 12 months from the date of the first transaction with a value less than 35% of the total asset value recorded in the most recent financial statement, or a smaller percentage or value as stipulated in the Company's Charter, between the Company and one of the following parties:

- Members of the Board of Directors, members of the Supervisory Board, Directors, other managers and related parties of these parties;
- Shareholders, authorized representatives of shareholders owning more than 10% of the Company's total common share capital and their related parties;
- Enterprises related to the parties specified in Clause 2, Article 164 of the Enterprise Law.

2. The company's representative signing the contract or transaction must notify the members of the Board of Directors and the members of the Supervisory Board about the parties involved in that contract or transaction and send a draft contract or the main contents of the transaction. The Board of Directors shall decide on the approval of the contract or transaction within 15 days from the date of receiving the notification. Members of the Board of Directors with an interest related to the parties in the contract or transaction do not have the right to vote.

**Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.**

1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:

- a) The Board of Directors deems it necessary for the benefit of the Company;
- b) The number of remaining members of the Board of Directors and the Supervisory Board is less than the minimum number of members prescribed by law;
- c) At the request of a shareholder or group of shareholders as stipulated in Clause 2, Article 115 of the Enterprise Law; the request to convene a General Meeting of Shareholders must be in writing, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and include sufficient signatures of the relevant shareholders;
- d) At the request of the Supervisory Board;
- e. Other cases as prescribed by law and the Company's Charter.

2. Convening an Extraordinary General Meeting of Shareholders

The Board of Directors must convene an Extraordinary General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Supervisory Board is less than the minimum number of members stipulated in the Company's Charter or upon receiving a request as stipulated in points c and d of Clause 1 of this Article;

3. The person convening the General Meeting of Shareholders must perform the following tasks:

- a) Prepare a list of shareholders entitled to attend the meeting;
- b) Provide information and resolve complaints related to the list of shareholders;
- c) Prepare the agenda and content of the meeting;
- d) Prepare documents for the meeting;
- d) Draft resolution of the General Meeting of Shareholders according to the planned agenda of the meeting; list and detailed information of candidates in case of election of members of the Board of Directors and members of the Supervisory Board;
- e) Determine the time and place of the meeting;

- g) Send meeting invitation notices to each shareholder entitled to attend the meeting as prescribed by the Enterprise Law;
- h) Other tasks serving the meeting.

#### **Article 14. Subcommittees assisting the Board of Directors.**

1. The Board of Directors may establish subcommittees to oversee development policy, human resources, compensation, internal audit, and risk management. The number of members in each subcommittee shall be determined by the Board of Directors and shall be at least three, including members of the Board of Directors and external members. The subcommittee's activities must comply with the regulations of the Board of Directors. Resolutions of the subcommittee are only valid when approved by a majority of members present at the subcommittee meeting.
2. The implementation of decisions of the Board of Directors, or of subcommittees under the Board of Directors, must comply with current legal regulations and the provisions of the Company's Charter and Internal Regulations on Corporate Governance.

### **Chapter IV BOARD MEETINGS**

#### **Article 15. Board Meetings**

1. The Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors within 7 working days from the date of the conclusion of the election of that Board of Directors. This meeting shall be convened and chaired by the member with the highest number of votes or the highest percentage of votes. In the event that more than one member has the highest number of votes or the same percentage of votes, the members shall elect by majority vote to choose one of them to convene the Board of Directors meeting.
2. The Board of Directors shall meet at least once every quarter and may hold extraordinary meetings.
3. The Chairman of the Board of Directors shall convene a Board of Directors meeting in the following cases:
  - a) Upon the proposal of the Supervisory Board or an independent member of the Board of Directors;
  - b) Upon the proposal of the Director or at least 5 other managers;
  - c) Upon the proposal of at least 2 members of the Board of Directors;
  - d) Other cases as stipulated in the Company's Charter.
4. The proposal stipulated in Clause 3 of this Article must be in writing, clearly stating the purpose, the issues to be discussed, and the decisions within the authority of the Board of Directors.
5. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within 7 working days from the date of receiving the proposal stipulated in

Clause 3 of this Article. If the Chairman of the Board of Directors fails to convene a meeting as requested, he/she shall be responsible for any damages incurred by the Company; the person making the request has the right to replace the Chairman of the Board of Directors in convening the meeting.

6. The Chairman of the Board of Directors or the person convening the meeting of the Board of Directors must send a notice of meeting at least 3 working days before the meeting date. The notice of meeting must specify the time and place of the meeting, the agenda, the issues to be discussed, and the decisions to be made. The meeting notice must include the materials to be used at the meeting and the members' voting ballots.

The notice of the Board of Directors meeting may be sent by invitation, telephone, fax, electronic means, or other methods as stipulated in the Company's Charter, ensuring that it reaches the contact address of each Board member registered with the Company.

7. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of the meeting and accompanying documents to the members of the Supervisory Board as to the members of the Board of Directors.

Members of the Supervisory Board have the right to attend Board of Directors meetings; they have the right to discuss but not to vote.

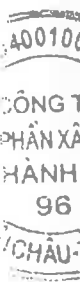
8. A Board of Directors meeting shall be held when at least 3/4 of the total number of members are present. If the meeting convened in accordance with this clause does not have the required number of members present, a second meeting shall be convened within 7 days from the date of the first scheduled meeting. In this case, the meeting shall be held if more than half of the Board of Directors members are present.

9. Members of the Board of Directors shall be considered to have attended and voted at the meeting in the following cases:

- a) Attending and voting in person at the meeting;
- b) Authorizing another person to attend and vote on their behalf as stipulated in Clause 11 of this Article;
- c) Attending and voting through online conferencing, electronic voting, or other electronic means;
- d) Sending voting ballots to the meeting via mail, fax, or email;
- e) Sending voting ballots by other means as stipulated in the Company's Charter.

10. In the case of sending voting ballots to the meeting via mail, the ballots must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one hour before the meeting begins. Voting ballots may only be opened in the presence of all attendees.

11. Members must attend all Board of Directors meetings. Members may authorize another person to attend meetings and vote on their behalf if approved by a majority of the Board of Directors members.





12. Resolutions and decisions of the Board of Directors are adopted if approved by a majority of the members present; in case of a tie, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.

#### **Article 17. Minutes of the Board of Directors Meeting**

1. Board of Directors meetings must be recorded in minutes and may also be audio-recorded, recorded and stored in other electronic forms. Minutes must be in Vietnamese and may also be in a foreign language, including the following main contents:

- a) Name, registered office address, and business registration number;
- b) Time and place of the meeting;
- c) Purpose, agenda, and content of the meeting;
- d) Full names of each member attending the meeting or authorized representatives and their manner of attendance; full names of members absent from the meeting and their reasons;
- e) Issues discussed and voted on at the meeting;
- e) A summary of the opinions expressed by each member present at the meeting, in chronological order;
- g) The voting results, clearly indicating which members approved, disapproved, and abstained;
- h) The issue that was approved and the corresponding percentage of votes in favor;
- i) The full name and signature of the chairperson and the person recording the minutes, except as stipulated in Clause 2 of this Article.

2. If the chairperson or the person recording the minutes refuses to sign the meeting minutes, but if all other members of the Board of Directors present at the meeting sign and the minutes contain all the information as stipulated in points a, b, c, d, e, g, and h of Clause 1 of this Article, then these minutes shall be valid.

3. The chairperson, the person recording the minutes, and those signing the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

4. The minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's head office.

5. Minutes prepared in Vietnamese and in a foreign language have equal legal validity. In case of discrepancies in content between the Vietnamese and foreign language minutes, the content in the Vietnamese minutes shall prevail.

### **Chapter V**

#### **REPORTING AND DISCLOSURE OF BENEFITS**

#### **Article 18. Annual Reporting**

At the end of the fiscal year, the Board of Directors must submit to the General Meeting of Shareholders the reports as stipulated in the Company's Charter, the Internal Regulations on Corporate Governance, and other relevant legal provisions.

### **Article 19. Remuneration, Bonuses and Other Benefits of Board Members**

The remuneration, bonuses and other benefits of Board members shall be implemented in accordance with the Company Charter, the Internal Regulations on Corporate Governance and relevant legal provisions.

### **Article 20. Disclosure of Related Interests**

Disclosure of the Company's related interests and related parties shall be carried out in accordance with the following regulations:

1. Members of the Company's Board of Directors must declare to the Company their related interests, including:

a) The name, business registration number, head office address, business sector, and business activities of the enterprise in which they own capital contributions or shares; the percentage and time of ownership of those capital contributions or shares;

b) Name, business registration number, head office address, business lines, and business activities of the enterprise in which related parties jointly or individually own capital contributions or shares exceeding 10% of the charter capital.

2. The declaration stipulated in Clause 1 of this Article must be made within 7 working days from the date the relevant interest arises; any amendments or additions must be notified to the Company within 7 working days from the date of the corresponding amendments or additions.

3. Members of the Board of Directors, acting in their own name or on behalf of others to perform work in any form within the scope of the Company's business, must explain the nature and content of such work to the Board of Directors and may only perform it with the approval of a majority of the remaining members of the Board of Directors; if they perform such work without declaration or without the approval of the Board of Directors, all income derived from that activity shall belong to the Company.



## **Chapter VI**

### **RELATIONSHIPS OF THE BOARD OF DIRECTORS**

#### **Article 21. Relationships between members of the Board of Directors**

1. The relationship between the members of the Board of Directors is one of coordination; members are responsible for informing each other about relevant issues in the process of handling their assigned tasks.

2. In the process of handling tasks, the member of the Board of Directors assigned primary responsibility must proactively coordinate the handling of issues related to the area of responsibility of another member of the Board of Directors. If there are differing opinions among the members of the Board of Directors, the member

primarily responsible shall report to the Chairman of the Board of Directors for consideration and decision within his/her authority, or organize a meeting or seek the opinions of the members of the Board of Directors in accordance with the law, the Company Charter, and this Regulation.

3. In the event of a reassignment of responsibilities among the members of the Board of Directors, the members must hand over the work, files, and related documents. This handover must be documented in writing and reported to the Chairman of the Board of Directors.

#### **Article 22. Relationship with the Executive Board**

In its governance role, the Board of Directors issues resolutions for the Director and the executive team to implement. At the same time, the Board of Directors monitors and supervises the implementation of these resolutions.

#### **Article 23. Relationship with the Supervisory Board**

1. The relationship between the Board of Directors and the Supervisory Board is one of cooperation. The working relationship between the Board of Directors and the Supervisory Board is based on the principles of equality and independence, while also ensuring close cooperation and mutual support in the performance of their duties.

2. Upon receiving inspection reports or summary reports from the Supervisory Board, the Board of Directors is responsible for studying them and directing relevant departments to develop plans and implement timely corrective actions.

### **Chapter VII**

#### **IMPLEMENTATION PROVISIONS**

##### **Article 24. Effective Date**

1. The operating regulations of the Board of Directors of Thanh An 96 Construction Joint Stock Company consist of 7 chapters and 24 articles and shall be effective from the date...month...year 2026.

2. The Board of Directors, the Management Board, the Supervisory Board, and the heads of relevant agencies and units are responsible for implementing these regulations./.

**OB. BOARD OF DIRECTORS**  
**CHAIRMAN** 

**Phan Xuân Bằng**

THANH AN CORPORATION  
THANH AN 96 C&I JSC

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Liberty - Happiness

No. 12026/QC-DHĐCĐ

Danang, April 2026



**MEETING REGULATIONS**  
**2026 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 the documents guiding the implementation of the Law on Securities;

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

**CHAPTER I: GENERAL PROVISIONS**

**Article 1: Scope and Subjects of application:**

- 1.1. These Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders held on April 20, 2026 (hereinafter referred to as the “Meeting”) of Thanh An 96 Construction and Installation Joint Stock Company (hereinafter referred to as “Thanh An 96 Company” or the “Company”).
- 1.2. These Regulations specifically stipulate the rights and obligations of shareholders, participants, and parties attending the Meeting, as well as the conditions and procedures for conducting the Meeting.

**Article 2: Conditions for attendance:**

- 2.1. Shareholders or authorized representatives of shareholders listed in the Shareholder Register as of the record date (March 20, 2026) are entitled to attend the 2026 Annual General Meeting of Shareholders or authorize another person to attend on their behalf.
- 2.2. Shareholders may authorize another person to represent all or a portion of their shares at the Meeting.
- 2.3. The authorization is legally valid only when all the following conditions are met:



- a. The shareholder fully completes the information on the Power of Attorney form (*provided by the Company or in accordance with the Civil Code*);
- b. The Power of Attorney includes the full name, contact address, and legal document number of the authorizing shareholder and the proxy; the number of authorized voting shares; the content and scope of authorization; the term of authorization; and the signature and title of the legal representative (in cases where the authorizing shareholder and/or the proxy is an organization).

## **CHAPTER II: RIGHTS AND OBLIGATIONS OF SHAREHOLDERS, AUTHORIZED REPRESENTATIVES, PROXIES, AND PARTIES PARTICIPATING IN THE MEETING**

### **Article 3: Rights and obligations of Shareholders and Proxies.**

#### **3.1 Right of Shareholders and Proxies**

- To attend or authorize others to attend the Meeting and exercise voting rights on all matters within the authority of the Meeting in accordance with the law and the Charter of Thanh An 96 C&I JSC.
- Upon registration, each shareholder or representative will receive one (1) Voting Card and one (1) Voting Ballot, containing the delegate code and the number of voting shares (one (1) share equals one (1) vote). The voting value of the Card/Ballot corresponds to the ratio of voting shares owned or represented by that delegate over the total voting shares of all delegates present.
- To discuss and vote on the contents reported at the Meeting;
- To provide opinions during the discussion session by raising hands or submitting written questions;
- Shareholders arriving after the opening of the meeting are entitled to register immediately and participate/vote. However, the Chairperson is not obligated to pause the Meeting for registration, and the validity of previously voted contents remains unchanged.

#### **3.2 Obligations of Shareholders and Proxies**

- To attend or authorize attendance and exercise voting rights in accordance with Company regulations.
- To present original documents: Meeting Invitation, ID Card/Passport/Business Registration Certificate, and Power of Attorney (if applicable) for the Shareholder Eligibility Verification Board.
- To comply with these Regulations, follow the Chairperson's direction, and respect the Meeting's results.

#### **Article 4: Shareholder Eligibility Verification Board**

- 4.1 The Board is established by a decision of the Board of Directors.
- 4.2 Duties:
- Verifying the eligibility of participants;
  - Distributing materials, Ballots, and Voting Cards;
  - Reporting the verification results to the Meeting.
- 4.3 The Board has the right to establish a supporting team to complete its tasks.

#### **Article 5: Vote Counting Committee**

- 5.1. Nominated by the Organizing Committee and approved by the Meeting.
- 5.2. Duties:
- Guiding voting procedures;
  - Supervising the voting process;
  - Conducting the vote count;
  - Preparing the Vote Counting Minutes.
- The Committee must work honestly and accurately and is held accountable for the results.
- 5.3. The Committee has the right to establish a supporting team to complete its tasks.

#### **Article 6: The Presidium and the Secretariat**

- 6.1 The Presidium consists of a Chairperson and members approved by the Meeting to direct the proceedings.
- 6.2 The Chairperson's decisions on order, procedures, or events arising outside the agenda shall be final.
- 6.3 The Presidium may take necessary measures to ensure the Meeting is conducted in an orderly manner, reflecting the will of the majority.
- 6.4 The Chairperson of the Meeting may postpone the General Meeting of Shareholders to another time (in accordance with the Law on Enterprises and the Company's Charter on Organization and Operation) and to another venue as determined by the Chairperson, without obtaining approval from the General Meeting of Shareholders, in any of the following circumstances:
- The meeting venue does not have sufficient seating capacity to accommodate all attendees;

01005  
NG TY  
N XÂY  
ANH A  
96  
HAU-T



The communication facilities at the meeting venue do not ensure that attending shareholders are able to participate, discuss, and vote;

There are attendees who obstruct or disrupt order, posing a risk that the meeting cannot be conducted in a fair and lawful manner.

The maximum postponement period shall not exceed three (03) days from the originally scheduled opening date of the meeting..

- 6.5 The Secretariat is nominated by the Organizing Committee and approved by the Meeting to record Minutes, draft Resolutions, and assist the Presidium.

### **CHAPTER III: MEETING PROCEDURES**

#### **Article 7: Conditions for conducting the meeting**

The Meeting shall be conducted if the attending shareholders/representatives represent more than fifty percent (50%) of the total voting shares of the Company.

#### **Article 8: Voting method**

- 8.1. The General Meeting is expected to take place within a half day and shall adopt the Meeting Agenda, and subsequently discuss and approve the matters using the following voting methods:

**a. Voting by raising Voting Cards upon the request of the Presiding Committee for the following matters:**

- Approval of the Principles and Rules of Voting at the Meeting;
- Approval of the election of the Presiding Committee and the Vote Counting Committee;
- Approval of the Meeting Agenda;
- Approval of the Meeting Organization Regulations;
- Approval of the Election Regulations (if any);
- Approval of the Minutes and the Resolution of the General Meeting;
- Approval of other matters within the authority of the General Meeting in cases where Ballot Papers are not used (if any).

**b. Voting by Ballot Papers upon the request of the Presiding Committee for the following matters:**

- Report of the Board of Directors (“BOD”) on corporate governance and operational results in 2025, and approval of the 2026 plan;
- Report of the Board of Directors (“BOD”) on investment results and asset

liquidation/disposal in 2025, and approval of the 2026 plan;

- Report of the Supervisory Board (“SB”) on the Company’s business performance, and the performance of the BOD and the Board of Management in 2025, the 2026 plan, and the self-assessment report of the Supervisory Board;
- Approval of the Proposal on the audited financial statements for 2025; business plan, profit, and dividend plan for 2026;
- Approval of the Proposal on profit distribution for 2025 and the plan for share issuance for dividend payment for 2025;
- Approval of the Proposal on the selection of the auditing firm for 2026;
- Approval of the Proposal on final settlement of remuneration and allowances of the BOD and SB in 2025, and the proposed remuneration, bonuses, and allowances for 2026;
- Approval of the Proposal on amendments and supplements to the Operating Regulations of the BOD;
- Other matters within the authority of the General Meeting in cases where Voting Cards are not used (if any).

#### **Article 9: Adoption of Resolutions of the General Meeting**

- 9.1. For matters concerning amendments and supplements to the Company Charter; classes of shares and the total number of shares of each class; changes in business lines, industries, and sectors; changes in the Company’s management organizational structure in accordance with Article 137 of the Law on Enterprises; investment projects or sale of assets with a value equal to or exceeding thirty-five percent (35%) of the total asset value as recorded in the Company’s most recent financial statements; reorganization or dissolution of the Company, a Resolution shall be adopted if it is approved by shareholders representing at least sixty-five percent (65%) of the total voting shares of all attending shareholders (including those attending via authorized representatives) voting in favor at the meeting.
- 9.2. For other matters, a Resolution shall be adopted if it is approved by shareholders representing more than fifty percent (50%) of the total voting shares of all attending shareholders (including those attending via authorized representatives) voting in favor at the meeting.

#### **Article 10: Minutes of the General Meeting**

The proceedings of the General Meeting shall be recorded in minutes and archived in accordance with regulations. The Minutes of the General Meeting shall be prepared and approved prior to the closing of the meeting.



#### **CHAPTER IV: IMPLEMENTATION PROVISIONS**

##### **Article 11: Effectiveness**

- 11.1 This Regulation comprises 4 Chapters and 11 Articles and shall take effect immediately upon approval by the General Meeting.
- 11.2 Shareholders, attendees of the General Meeting, and relevant parties participating in the Meeting shall be responsible for implementing this Regulation.

**OB. BOARD OF DIRECTORS**  
**CHAIRMAN** *Uda*

**Phan Xuan Bang**



# THANH AN 96 CONSTRUCTION AND INSTALLATION JOINT STOCK COMPANY

## VOTING CARD

AT THE 2026 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 2026*

SHAREHOLDER/SHAREHOLDER  
REPRESENTATIVE

(Signature and Full name)

# VOTING BALLOT

## 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS THANH AN 96 C&I JSC.

### I. SHAREHOLDER/AUTHORIZED REPRESENTATIVE INFORMATION

Shareholder Code:

Full name of Shareholder/Authorized Representative:

ID Card/Passport/Business Registration No.:

Number of Voting Rights <sup>(1)</sup>:

<sup>(1)</sup>: 1 share = 1 voting right

### II. VOTING ITEMS

	In favor	Against	Abstain
1. Report of the Board of Directors on corporate governance and the Board's performance in 2025, and the operational plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Report of the Board of Directors on investment results, asset liquidation, and disposal in 2025, and the investment and asset liquidation plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Report of the Supervisory Board on the performance of duties in 2025 and the orientation for activities in 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Approval of the Proposal on the 2025 Audited Financial Statements; the 2026 Business Plan, profit targets, and dividends.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Approval of the Proposal on the 2025 Profit Distribution Plan and the plan for share issuance for 2025 dividend payment..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Approval of the Proposal on the selection of the independent auditing firm for the fiscal year 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Approval of the Proposal on the final settlement of salaries, bonuses, and remuneration for the Board of Directors and the Supervisory Board in 2025; and the projected budget for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Approval of the Proposal on amendments and supplements to the Internal Regulations on Corporate Governance / Operational Regulations of the Board of Directors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Danang, .../.../2026

SHAREHOLDER/AUTHORIZED  
REPRESENTATIVE

(Signature and fullname)



## RESOLUTION

### 2026 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 Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, amending and supplementing several articles of the Law on Public Investment, the Law on Investment under Public-Private Partnership Model, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, the Law on Enterprises, the Law on Special Consumption Tax, and the Law on Civil Judgment Enforcement;;*

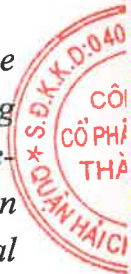
*Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and the guiding documents for the implementation of the Law on Securities;*

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

*Pursuant to the Regulations on Organizing the 2026 Annual General Meeting of Shareholders of Thanh An 96 Installation and Construction Joint Stock Company, as approved by the General Meeting of Shareholders on April 20, 2026;;*

*Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Thanh An 96 Installation and Construction Joint Stock Company dated April 20, 2026.*

The 2026 Annual General Meeting of Shareholders of Thanh An 96 Installation and Construction Joint Stock Company, having been duly convened and satisfying all requirements to conduct the Meeting with:





1. The total number of Shareholders of the Company is: ..... individual and instit, sòtutional shareholders, owning **12.419.787** voting shares.

*Of which :*

- State capital shares	: <b>6.334.373</b> shares
- Trade Union shares	: <b>25.153</b> shares
- Other Shareholders' shares	: <b>6.060.261</b> shares

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 Company's total voting shares..

*In which:*

- Number of shares owned by attending shareholders:	..... CP
- Number of shares via authorization	: ..... CP

3. The number of absent Shareholders without authorization for the General Meeting is: ..... shareholders, owning ..... shares/12.419.787 shares, accounting for : .....% of the Company's total voting shares.

The Meeting officially commenced at 08:00 AM on April 20, 2026, at the Hall of Thanh An 96 Installation and Construction Joint Stock Company, located at No. 02 Nguyen Van Troi, Hoa Cuong Ward, Da Nang City.

All shareholders attending the 2026 Annual General Meeting of Shareholders of Thanh An 96 Installation and Construction Joint Stock Company applied their collective intellect, working with a sense of urgency, seriousness, and a high level of responsibility. After discussing the reports:

### **RESOLVES:**

**Article 1: To approve the Report of the Board of Directors on corporate governance, the Board's performance in 2025, and the operational plan for 2026.**

The General Meeting of Shareholders has unanimously approved the 2025 Business Performance and the 2026 Business Plan based on the Report of the Board of Directors presented at the Meeting, with the following key indicators:

*Unit: thousand dong*

Indicators	2025 Performance	2026 Plan
1- Production value	3.858.928.498	4.250.000.000
2- Charter Capital at the Enterprise	124.197.870	124.197.870
3- Total Revenue	3.360.697.839	3.700.000.000
4- Profit Before Tax	34.229.797	37.000.000
5- Profit After Tax	26.850.203	29.600.000
6- Dividend Payout Ratio	65% PAX	65% PAX

***Voting result: 100% of the total voting shares attending the General Meeting voted in favor.***

**Article 2. Approval of the report on investment activities and asset liquidation/disposal for 2025, and the plan for investment and asset liquidation/disposal for 2026.**

*(Details are provided in the attached documents)*

***Voting result: 100% of the total voting shares attending the General Meeting voted in favor***

**Article 3. Approval of the report of the Supervisory Board on its performance in 2025 and the work plan for 2026.**

*(Details are provided in the attached documents)*

***Voting result: 100% of the total voting shares attending the General Meeting voted in favor***

**Article 4. Approval of the audited financial statements for 2025 and the business plan, profit, and dividend plan for 2026, with the following key targets:**

*Unit: 1.000 dong*

Indicators	2025 Performance	2026 Plan	
		Allocation Ratio	Amount
- Profit before tax	34.229.797		37.000.000
- Corporate income tax	7.385.407		7.400.000
- Profit after tax (PBT – CIT)	26.844.390		29.600.000

- Undistributed profit for 2024	5.813		
- Dividend distribution	17.452.632	65% PAX	19.240.000
- Appropriation to the Development Investment Fund	3.222.024	12% PAX	3.552.000
- Appropriation to the Bonus and Welfare Fund	5.772.794	21,5%PAX	6.364.000
- Executive Management Bonus Fund	402.753	1,5% PAX	444.000
- Dividend payout ratio	65% PAX		65% PAX

***Voting result: 100% of the total voting shares attending the General Meeting voted in favor***

**Article 5:** Approval of dividend payment and profit distribution for 2025.

*Unit: 1.000 dong*

1. Total profit before tax for 2025	34.229.797
2. Corporate income tax payable	7.385.407
3. Profit after tax for 2025 (equivalent to 0.8% of revenue)	26.844.390
4. Undistributed profit after tax for 2024	5.813
5. Total undistributed profit after tax: (5) = (3) + (4)	26.850.203
6. Dividend distribution and fund appropriations during the year	26.850.203
<b>Details:</b>	
6.1. Share dividend distribution (65% of profit after tax, equivalent to approximately 14.05%)	17.452.632
- Dividends attributable to State-owned capital (6,334,373 shares)	8.901.238
- Dividends attributable to Trade Union capital (25,153 shares)	35.346
- Dividends attributable to minority shareholders (6,060,261 shares)	8.516.048
6.2. Fund appropriations (35% of profit after tax):	9.397.571
- Development Investment Fund	3.222.024
- Bonus and Welfare Fund	5.772.794
- Executive Management Bonus Fund	402.753

***Voting result: 100% of the total voting shares attending the General Meeting voted in favor***

**Article 6:** Approval of the proposal on the selection of an independent auditing firm to audit the Company's financial statements for 2026.

The General Meeting of Shareholders authorizes the Board of Directors to select an independent auditing firm approved by the State Securities Commission to conduct

the annual audit of the financial statements and the review of the semi-annual financial statements for 2026 in accordance with applicable laws and the Company's Charter.

***Voting result: 100% of the total voting shares attending the General Meeting voted in favor***

**Điều 7:** Approval of the proposal on the final settlement of salaries and remuneration of the Board of Directors and the Supervisory Board for 2025, and the plan for salaries, bonuses, and remuneration of the Board of Directors and the Supervisory Board for 2026.

**1. Final settlement of salaries and remuneration of the Board of Directors and the Supervisory Board for 2025:**

- Salary of the Chairman of the Board of Directors:	466.438.432 dong
- Salary of members of the Board of Directors:	1.814.399.544 dong
- Salary of the Supervisory Board:	533.061.596 dong
- Remuneration of non-executive members of the BOD:	129.407.226 dong
- Remuneration of non-executive members of the SB:	10.909.092 dong
<b>Total:</b>	<b>2.954.215.890 dong</b>

**- Plan for salaries and remuneration of the Board of Directors and the Supervisory Board for 2026**

Salaries and remuneration of members of the Board of Directors, the Executive Management, and the Supervisory Board shall be implemented in accordance with the prevailing legal regulations of the State on labor management, salaries, remuneration, and bonuses.

The General Meeting of Shareholders authorizes the Board of Directors to decide on the form and level of salaries and remuneration for the Board of Directors, the Executive Management, and the Supervisory Board in compliance with applicable laws.

***Voting result: 100% of the total voting shares attending the General Meeting voted in favor***

**Article 8.** Approval of the proposal on the plan to increase charter capital through share issuance for dividend payment for 2025.

***Voting result: 100% of the total voting shares attending the General Meeting voted in favor***

**Article 9.** Approval of the proposal on amendments and supplements to the Operating Regulations of the Board of Directors.

***Voting result: 100% of the total voting shares attending the General Meeting voted in favor***



**Article 10:** The Board of Directors and the Board of Management of Thanh An 96 Construction Joint Stock Company are assigned the responsibility to monitor, urge, and organize the implementation of the Resolution of the General Meeting of Shareholders in accordance with applicable laws and the Company's Charter.

**Article 11:** The Supervisory Board is assigned the responsibility to inspect and supervise the activities of the Board of Directors and the Board of Management of Thanh An 96 Construction Joint Stock Company in implementing the Resolution of the General Meeting, ensuring compliance with applicable laws and the Company's Charter.

The General Meeting of Shareholders has approved in full, with 100% of votes in favor, the entire Resolution of the 2026 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company.

his Resolution shall take effect from the date of signing.

***Recipients:***

- Shareholders of the Company  
(published on the Company's website);
- BOD, SB;
- SSC, HSE;
- Filed at: AD, BOD.

**OB. BOARD OF DIRECTORS  
CHAIRMAN** 

**Phan Xuan Bang**