

**PROPOSAL  
TO THE GENERAL MEETING OF SHAREHOLDERS**

Re: Dismissal and Additional Election of Members of the Board of Directors for the 2021–2026 Term;

**To: The General Meeting of Shareholders of Tien Thinh Group Joint Stock Company**

*Bases on:*

- *The Law on Enterprises No. 59/2020/QH11 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law;*
- *The Charter of Organization and Operations of Tiễn Thịnh Group Joint Stock Company.*

To ensure the effective governance and management of the Board of Directors and its oversight over the Company's business operations, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of a member of the Board of Directors for the 2021–2026 term and the adjustment of the number of members of the Board of Directors as follows:

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

Based on the Resignation Letter dated May 6, 2025, submitted by Mr. Nguyễn Bá Đoan.

The Board of Directors respectfully proposes that the General Meeting of Shareholders approve the dismissal of Mr. Nguyễn Bá Đoan from his position as a member of the Board of Directors of the Company.

Mr. Nguyễn Bá Đoan shall be responsible for handing over all documents and work related to his position to the Board of Directors.

**2. Additional Election of a Member of the Board of Directors**

**a. Number of additional members to be elected:**

In light of actual business needs and a performance review of the current Board of Directors, the Board proposes that the General Meeting of Shareholders elect one (01) additional member to the Board of Directors for the 2021–2026 term.

**b. Criteria and qualifications for candidates**

Candidates must satisfy the conditions stipulated under the Law on Enterprises 2020, the Law on Securities 2019, Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Law on Securities, and the Company's Charter.



Candidates may be self-nominated shareholders, nominated by individual shareholders or shareholder groups, or nominated by current members of the Board of Directors, in accordance with the above laws, the Company's Charter, and the Company's Election Regulations for the 2021–2026 term.

**c. List of candidates for election to the Board of Directors for the 2021–2026 term:**

The list of candidates is compiled from individuals who meet the above-mentioned qualifications and conditions and have submitted complete application documents to the Company on time in accordance with the Notice of nomination and self-nomination for the additional election of members of the Board of Directors for the 2021–2026 term. This list will be announced at the General Meeting in accordance with the Company's Charter and applicable laws.

We respectfully propose the General Meeting of Shareholders review and approve the above documents./.

**Recipients:**

- As above;
- BOD, AC, BOM;
- Archive for record.



**ON BEHALF OF THE BOARD  
CHAIRMAN**

**PHAM TIEN HOAI**



*Hau Giang, 8 May 2025.*

**NOTICE**

*Re: Nomination and Self-Nomination of Candidates for Additional Election to the Board of Directors for the 2021–2026 Term*

**To: The General Meeting of Shareholders of Tien Thinh Group Joint Stock Company**

Tien Thinh Group Joint Stock Company respectfully notifies our esteemed Shareholders regarding the nomination and self-nomination of candidates for the additional election of members to the Board of Directors (BOD) for the 2021–2026 term, to be conducted at the Company's Annual General Meeting of Shareholders, as follows:

**1. Conditions for Nomination and Self-Nomination; Number of Members to Be Elected**

**a. Conditions for Nomination and Self-Nomination to the Board of Directors:**

Shareholders or groups of shareholders may pool their voting rights to reach a minimum of 10% of the total voting shares in order to nominate candidates to the BOD. The corresponding maximum number of candidates that may be nominated is determined as follows:

- ✓ Holding from 10% to less than 20% of total voting shares: may nominate one (01) candidate;
- ✓ Holding from 20% to less than 30% of total voting shares: may nominate two (02) candidates;
- ✓ Holding from 30% to less than 40% of total voting shares: may nominate three (03) candidates;
- ✓ Holding from 40% to less than 50% of total voting shares: may nominate four (04) candidates;
- ✓ Holding from 50% to less than 65% of total voting shares: may nominate five (05) candidates;
- ✓ Holding 65% or more of total voting shares: may nominate six (06) candidates.

In the event that no shareholder or shareholder group nominates a candidate, or if the number and structure of nominated candidates do not meet the minimum requirements as stipulated by the Company's Charter and applicable laws, the current Board of Directors shall have the right to nominate additional candidates to ensure sufficient numbers. The list of candidates nominated by the current Board of Directors shall be clearly disclosed at the General Meeting of Shareholders before the voting process begins.

**b. Number of Additional Board Members to Be Elected: One (01) member**



## **2. Qualifications of Candidates Nominated for the Board of Directors**

Individuals nominated or self-nominated as candidates for election to the Company's Board of Directors must meet the qualifications and conditions prescribed for BOD members under the Law on Enterprises 2020, Law on Securities 2019, Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of certain provisions of the Law on Securities, and other relevant legal regulations, specifically:

- ✓ Must possess full civil act capacity and must not fall under the categories prohibited from managing an enterprise as specified in Clause 2, Article 17 of the Law on Enterprises 2020.
- ✓ Must have professional qualifications and experience in corporate governance or in the Company's business sectors or industries, and need not necessarily be a shareholder of the Company;
- ✓ A member of the Company's Board of Directors may concurrently serve as a member of the Board of Directors of another company;
- ✓ Must meet other standards and conditions as required by applicable laws and the Company's Charter.

## **3. Application Documents for BOD Nomination Include:**

- ✓ Completed Nomination Form for candidacy to the Board of Directors (Company-provided template);
- ✓ Candidate's CV (Company-provided template);
- ✓ Notarized copies of the following documents: Citizen Identification Card (or Passport for overseas Vietnamese/foreign nationals), Household registration (or long-term temporary residence certificate), Academic and professional qualification certificates.

## **4. Deadline for Submission:**

Shareholders or groups of shareholders are kindly requested to submit nomination documents for the Board of Directors (relevant documents may be downloaded from the Company's website: [tienthinh.vn](http://tienthinh.vn)) to the Human Resources Department of Tien Thinh Group Joint Stock Company at the following address

- ✓ Address: Phu My Hamlet, Tan Phuoc Hung Commune, Phung Hiep District, Hau Giang Province. Deadline: Before 4:30 PM, May 12, 2025.
- ✓ Phone: +84 901 225 777
- ✓ Email: [bantaichinh@tienthinh.vn](mailto:bantaichinh@tienthinh.vn)
- ✓ Only candidates who meet the eligibility and qualification criteria for members of the Board of Directors, as nominated by shareholders or groups of shareholders, and who have submitted complete and valid application documents to the Company in accordance with this Notice, will be included in the list of candidates announced at the General Meeting.





LEGAL REPRESENTATIVE

*[Handwritten signature]*

PHAM TIEN HOAI





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

....., Date ..... Month ..... Year 2025

**NOMINATION FORM**  
**FOR BOARD OF DIRECTORS MEMBER**

Pursuant to the provisions of the Law on Enterprises 2020 and the Charter of Tien Thinh Group Joint Stock Company, I/we hereby nominate:

Mr./Ms.: .....

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

CIC/Passport No.: ..... Date of Issue: ..... Place of Issue: .....

Permanent Address: .....

Contact Number: .....

Educational Qualification: ..... Major: .....

As a candidate for the position of Member of the Board of Directors of Tien Thinh Group Joint Stock Company for the term 2021–2026.

Shareholder/Group of Shareholders:

No.	Full name	Number of shares	Signature
1			
2			
3			
	<b>Total number of shares</b>		

**SHAREHOLDER(S)/GROUP OF SHAREHOLDERS**  
(Signature(s) and Full Name(s))

**Attached Documents:**

- Self-declared Curriculum Vitae of the nominee (using the Company's template);
- Certified copies of CIC/Passport and academic certificates;
- Power of Attorney (in case a shareholder authorizes another person to make the nomination);
- Confirmation letter of attendance at the 2025 Annual General Meeting of Shareholders from the shareholder (if self-nominated) or from the shareholder/group of shareholders (if nominating a candidate)..

Note: Shareholders are kindly requested to refer to the qualifications and conditions for nominating candidates to the Board of Directors in the "Notice on Nomination and Self-nomination for BOD Membership" attached or published on the Company's website.



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

....., Date ..... Month ..... Year 2025

**SELF-NOMINATION FORM**  
**FOR BOARD OF DIRECTORS MEMBER**

Pursuant to the provisions of the Law on Enterprises 2020 and the Charter of Tien Thinh Group Joint Stock Company, I hereby declare my candidacy as follows:

Full Name: .....

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

ID/Passport No.: ..... Date of Issue: ..... Place of Issue: .....

Permanent Address: .....

Contact Number: .....

Educational Qualification: ..... Major: .....

Number of shares held as of the record date (March 31, 2025): ..... shares, equivalent to .....% of the charter capital of Tien Thinh Group Joint Stock Company.

I hereby apply for the position of Member of the Board of Directors of Tien Thinh Group Joint Stock Company for the term 2021–2026.

I commit that I fully meet the eligibility criteria for candidacy to the Board of Directors as stipulated in the Charter of Tien Thinh Group Joint Stock Company and in accordance with relevant laws and regulations.

**SHAREHOLDER**

*(Signature and Full Name)*

**Attached Documents:**

- Self-declared Curriculum Vitae of the nominee (using the Company's template);
- Certified copies of ID Card/Passport/Citizen Identification and academic certificates;
- Confirmation letter of attendance at the 2025 Annual General Meeting of Shareholders from the shareholder (if self-nominated) or from the shareholder/group of shareholders (if nominating a candidate)..

*Note: Shareholders are kindly requested to refer to the qualifications and conditions for nominating candidates to the Board of Directors in the "Notice on Nomination and Self-Nomination for BOD Membership" attached or published on the Company's website.*



Color photo  
4x6cm  
(Stamped across  
the photo by the  
verifying  
authority)

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

**CURRICULUM VITAE**

*(For candidates nominated/self-nominated for the Board of Directors  
or Supervisory Board)*

1. Full name:
2. Gender:
3. Date of birth:
4. Place of birth:
5. ID Card/Passport No.:                      - Place of issue:                      - Date of issue:
6. Nationality:
7. Ethnicity:
8. Permanent address:
9. Contact number:
10. Email address:
11. Education level: .
12. Employment history:

Period	Organization	Position

13. Current position held at the Company (if any):
14. Positions held at other organizations:
15. Number of shares held: ..... shares, accounting for .....% of the charter capital, including:
  - Individual ownership: ..... shares, accounting for .....%.
  - Representative ownership (on behalf of ...): ..... shares, accounting for .....%.
16. Shareholding commitment (if any):
17. List of related persons of the declarant:

No.	Name (Individual/Or organization)	Securities Account No. (if any)	ID/Passport No. (for individuals) or Business Registration No./Legal Doc (for organizations), Date & Place of Issue	Date of Birth	No. of Shares Held & Ownership Ratio (%)	Relationship

18. Relevant interests in public companies or public funds (if any):
19. Conflicting interests with public companies or public funds (if any):

I hereby certify that all the information provided above is true and accurate. I take full responsibility before the Company and competent authorities as prescribed by law if any declaration is found to be false./.

....., *Date ..... Month ..... Year 2025*

**Declarant**

*(Signature and full name)*

---



**TIEN THINH GROUP  
JOINT STOCK COMPANY**

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

Hau Giang, 23 May 2025

Draft

## **REGULATIONS**

### **ON ADDITIONAL ELECTION OF MEMBERS TO THE BOARD OF DIRECTORS OF TIEN THINH GROUP JOINT STOCK COMPANY FOR THE 2021–2026 TERM**

*Bases on:*

- *The Law on Enterprises No. 59/2020/QH11 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*
- *The Securities Law No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of certain provisions of the Securities Law;*
- *The Charter of Organization and Operations of Tien Thinh Group Joint Stock Company.*

## **CHAPTER I GENERAL PROVISIONS**

### **Article 1. Scope and subjects of the election**

1. These regulations govern the additional election of members to the Board of Directors (“BOD”) for the 2021–2026 term of Tien Thinh Group Joint Stock Company, to be conducted at the 2025 Annual General Meeting of Shareholders (“AGM” or “Meeting”).
2. Eligible participants in the election: Shareholders holding voting shares or their authorized representatives (as listed in the Company's shareholder registry dated March 31, 2025) who are present at the Meeting.

## **CHAPTER II NOMINATION AND CANDIDACY FOR THE BOARD OF DIRECTORS**

### **Article 2. Criteria and conditions for BOD members**

- a) Must have full civil act capacity and must not fall under the category of individuals prohibited from managing enterprises as stipulated in Clause 2, Article 17 of the 2020 Law on Enterprises.
- b) Must possess professional qualifications and experience in business administration or in the company's business sector; not necessarily a shareholder of the company;
- c) A BOD member may concurrently serve as a BOD member of another company;
- d) Must meet other criteria and conditions as stipulated by relevant laws and the Company's Charter.

### **Article 3. Nomination, candidacy, and number of BOD members to be elected**

1. Nomination and candidacy for BOD members for the 2021–2026 term:

- a) Shareholders or groups of shareholders may aggregate their voting rights to reach at least 10% of the total voting shares to nominate candidates for the BOD.  
Shareholders or shareholder groups holding:
- From 10% to less than 20% of total voting shares may nominate up to one (01) candidate;
  - From 20% to less than 30% of total voting shares may nominate up to two (02) candidates;
  - From 30% to less than 40% of total voting shares may nominate up to three (03) candidates;
  - From 40% to less than 50% of total voting shares may nominate up to four (04) candidates;
  - From 50% to less than 65% of total voting shares may nominate up to five (05) candidates;
  - From 65% or more of total voting shares may nominate up to six (06) candidates for the Board of Directors.
- b) In the event that no shareholder or group of shareholders makes a nomination, or the number of candidates nominated remains insufficient to meet the minimum number and composition requirements as stipulated in the Company's Charter and relevant laws, the incumbent Board of Directors shall have the right to nominate additional candidates to fulfill the required number. The list of candidates nominated by the incumbent Board of Directors shall be clearly announced at the General Meeting of Shareholders prior to the election.
2. The number of additional BOD members to be elected: 01 member.

**Article 4. Application documents for nomination or candidacy for the Board of Directors**

1. The application documents for nomination or candidacy as a BOD member shall include:
  - a. Nomination/Candidacy Application Form for the BOD (in the prescribed format);
  - b. Curriculum vitae (in the prescribed format), completed by the candidate;
  - c. A copy of the Citizen ID/Passport and academic qualification certificates;
  - d. A valid Power of Attorney for nomination (in case a shareholder authorizes another person to make the nomination);

**CHAPTER III**

**ADDITIONAL ELECTION OF BOARD OF DIRECTORS MEMBERS**

**Article 5. Voting method and election principles**

1. The additional election of BOD members shall be conducted by secret ballot using the cumulative voting method.
2. Each shareholder shall have a total number of votes equal to the number of voting shares held (including shares owned and authorized) multiplied by the number of BOD members to be elected.
3. Shareholders may allocate all their votes to one or several candidates.

SC  
CC  
TA  
IE  
TINI

4. The total number of votes cast by each shareholder for all candidates must not exceed the number of votes they are entitled to.

**Article 6. Ballots and voting instructions**

1. Each shareholder/authorized representative attending the meeting shall be provided with a BOD Election Ballot containing the shareholder code, number of shares held, total number of votes entitled, and the list of nominated candidates.  
The ballot shall be stamped with the Company's official seal.
2. A valid ballot must meet the following conditions:
  - a. Votes are cast for candidates listed in the officially announced candidate list and within the number of BOD members to be elected, as approved by the General Meeting prior to the election.
  - b. The total number of votes cast does not exceed the number of votes the shareholder is entitled to (votes entitled = number of voting shares × number of BOD members to be elected).
  - c. The ballot does not fall under the invalid ballot cases listed in Clause 6.3 of this Article.
3. A ballot shall be deemed invalid if it meets any of the following conditions:
  - a. The ballot was not issued by the Meeting Organizing Committee;
  - b. The ballot does not bear the Company's official seal;
  - c. The ballot is torn, crossed out, erased, altered, or contains names of candidates not included in the official candidate list announced at the Meeting prior to the vote;
  - d. The ballot includes additional unrelated information or inappropriate symbols;
  - e. The total number of votes cast exceeds the number of votes entitled to the shareholder;
  - f. The ballot contains votes for more candidates than the number of BOD members to be elected;
  - g. The ballot is not signed by the shareholder or their authorized representative;
  - h. The ballot is submitted to the Vote Counting Committee after the voting has concluded and the ballot box has been sealed.
4. Invalid ballots shall not be counted in the election results.
5. Instructions for completing the Election Ballot:
  - a. Shareholders may choose one of the following methods to fill out the ballot:
    - Enter the number of votes in the "Number of Votes" column:
    - + If the shareholder agrees to vote for a candidate, they shall write the number of votes they wish to allocate in the "Number of Votes" column corresponding to that candidate's name. This number must not exceed the total number of votes the shareholder is entitled to.
    - + If the shareholder does not wish to vote for a candidate, they may either write "0" or leave the "Number of Votes" column blank for that candidate.
  - b. The shareholder/authorized representative attending the meeting may concentrate all votes on one or several candidates, or choose not to vote for any candidate.
6. If a shareholder makes an error while completing the ballot, they may request a new one from the Head of the Vote Counting Committee, provided the incorrect

54  
IG  
PT  
D  
IT  
HAI

ballot has **not yet been placed in the ballot box**, in order to protect their voting rights.

**Article 7. Voting and vote counting principles for BOD election**

1. The Vote Counting Committee shall prepare the ballot box for the BOD election and inspect it in the presence of the shareholders.
2. Voting shall commence upon the signal of the Chairperson of the Meeting or the Head of the Vote Counting Committee and shall end either when the last shareholder has cast their vote or after 15 minutes from the start of voting, whichever occurs first. Once voting has ended, the ballot box shall be sealed by the Vote Counting Committee in the presence of the shareholders.
3. Vote counting shall begin immediately after the ballot box is sealed.
4. The results of the vote counting shall be documented and announced by the Head of the Vote Counting Committee before the General Meeting.

**Article 8. Election result determination**

1. The elected BOD member(s) shall be determined based on the descending number of votes received, starting with the candidate with the highest number of votes until the required number of members is filled.
2. In the event that two (02) or more candidates receive an equal highest number of votes, a re-vote shall be conducted among those candidates.

**Article 9. Announcement of Vote Counting Results**

1. Based on the Vote Counting Record, the election results must be announced by the Vote Counting Committee immediately at the General Meeting.
2. The Vote Counting Record must include: the total number of shareholders attending and represented by proxy, the number of shareholders who cast votes, the number of valid ballots, the number of invalid ballots, and the number of votes received by each BOD candidate.
3. The election result shall be recorded in the Resolution of the General Meeting.

**Article 10. Complaints Regarding the Voting and Vote Counting Process**

Any complaints related to the election and vote counting process at the General Meeting shall be resolved by the Chairperson of the Meeting and shall be recorded in the minutes of the General Meeting of Shareholders.

**Article 11. Effectiveness**

This election regulation consists of 03 Chapters and 11 Articles, and takes effect after being approved by the General Meeting of Shareholders. It applies only to the election of the additional member of the Board of Directors for the 2021–2026 term at the 2025 Annual General Meeting of Shareholders of the Company.

146  
Y  
IN  
AN  
INI  
SIAN

**ON BEHALF OF THE BOD  
CHAIRMAN**

---

**PHAM TIEN HOAI**





## GUIDELINES

### ON THE CUMULATIVE VOTING METHOD AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF TIEN THINH GROUP JOINT STOCK COMPANY

#### 1. Regulations on cumulative voting:

The election of members of the Board of Directors (BOD) at the General Meeting of Shareholders (GMS) shall be conducted according to the principle of cumulative voting, in which shareholders may: Allocate all of their voting rights to one candidate; Allocate their votes to multiple candidates (the number of votes per candidate does not need to be equal); Use only part of their total voting rights to vote for one or more candidates, and may choose not to use the remaining voting rights for any candidate.

The number of candidates selected on each ballot must not exceed the maximum number of positions to be elected.

#### 2. Voting method:

a) *Determining the total number of voting rights for a shareholder (or shareholder representative):*

The total number of voting rights for a shareholder/representative is calculated using the following formula:

<b>Total voting rights</b>	<b>Number of shares with voting rights</b>	*	<b>Number of BOD members to be</b>
----------------------------	--	---	------------------------------------

*Example:* If there is one BOD member to be elected, and Mr. X holds 1,000 voting shares, then Mr. X has  $(1,000 \times 1) = 1,000$  voting rights.

b) *Voting procedure:*

In essence, voting means distributing all or part of one's total voting rights among one or more candidates (provided the total votes used does not exceed the number of voting rights allocated). The number of votes given to each candidate may vary, depending on the shareholder's level of trust in each candidate.

c) *Shareholders may mark the ballot in the following ways:*

- Enter the number of votes to be cast in the "Number of Votes" column:
  - + If voting for a candidate, write the number of votes in the "Number of Votes" column next to that candidate's name. This number must not exceed the shareholder's total permitted voting rights.
  - + If not voting for a candidate, write "0" or leave the "Number of Votes" column blank.
- Shareholders or their authorized representatives may choose to allocate all votes to one or more candidates or to not vote for any candidate.

d) *Example of how to mark the ballot*

According to the example above, Mr. X, who has 1,000 voting rights, may distribute them among the candidates as follows:



No.	Name	Number of Votes
1	Nguyễn Văn A	1.000
2	Nguyễn Văn B	0
3	Nguyễn Văn C	0
4	Nguyễn Văn D	0
5	Nguyễn Văn E	0
6	Nguyễn Văn F	0
7	Nguyễn Văn G	0
8	Nguyễn Văn H	0
9	Nguyễn Văn I	0
10	Nguyễn Văn K	0
	Tổng cộng	1.000

Note:

- Mr. X may use up to or fewer than 1,000 voting rights to vote for candidates. If he uses more than 1,000, the ballot is invalid.

- Each ballot will indicate the total number of voting rights assigned to the holder. This number varies depending on the number of voting shares the shareholder holds or represents.

**3. Invalid ballots:** A ballot shall be deemed **invalid** if it violates any of the following conditions:

- It was not issued by the Meeting Organizing Committee;
- It does not bear the Company's seal;
- It is torn, erased, corrected, or contains names of candidates not on the approved list announced prior to voting;
- It contains unauthorized markings or symbols;
- The total votes allocated exceed the shareholder's allowed voting rights;
- The ballot includes more candidates than the number of positions to be elected;
- It lacks the signature of the shareholder or their authorized representative;
- It is submitted to the Vote Counting Committee after voting has closed and the ballot box has been sealed.

**4. Valid ballots:**

- A valid ballot is one that **does not** violate any of the conditions listed in Section 3

above.

**ON BEHALF OF THE MEETING ORGANIZING COMMITTEE  
HEAD OF COMMITTEE**

*Signed*





**TIEN THINH GROUP  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

No: 01/2025/TT6/NQ-ĐHĐCĐ

Hau Giang, 23 May 2025

**Draft**

**resolution**

## **RESOLUTION**

### **OF THE ANNUAL GENERAL SHAREHOLDERS' MEETING**

#### **TIEN THINH GROUP JOINT STOCK COMPANY**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP guiding the implementation of several provisions of the Securities Law;
- Based on the Minutes of the Annual General Shareholders' Meeting No. 01/2025/TT6/BBH-ĐHĐCĐ of Tien Thinh Group Joint Stock Company dated May 23, 2025;

## **RESOLVES**

### **Article 1. Approval of the 2024 Business Results and 2025 Business Plan**

The General Shareholders' Meeting agrees to approve the business results for 2024 and the business plan for 2025 as presented in Report No. 01/2025/TT6/BC-BTGD dated April 29, 2025, as follows:

#### **a. 2024 Business Results:**

No.	Indicator	2023	2024	% (+/-)
1	Total Assets	383.536	468.345	122,11%
2	Net Revenue	298.510	351.050	117,60%
4	Gross Profit	32.188	43.191	134,18%
5	Operating Profit	8.236	15.523	188,48%
6	Other Profit	408	-47	-
7	Profit Before Tax	8.643	15.476	179,06%
8	Profit After Tax	8.099	14.700	181,50%
9	Dividend Rate (% of Par Value)	-	11% (*)	N/a

#### **b. 2025 Revenue and Profit Plan:**

- Net Revenue: 362 billion VND;



- Profit Before Tax: 16.3 billion VND;
- Profit After Tax: 15,485 billion VND.

**Dividend Plan:** Based on actual business conditions, a proposal will be submitted to the General Shareholders' Meeting for profit distribution in 2025.

## **Article 2. Approval of the 2024 Board of Directors' Report and 2025 Action Plan**

The General Shareholders' Meeting agrees to approve the Board of Directors' 2024 Report and the 2025 Action Plan as presented in Report No. 01/2025/TT6/BC-HĐQT dated April 29, 2025.

## **Article 3. Approval of the 2024 Audited Financial Statements**

The General Shareholders' Meeting agrees to approve the 2024 Audited Financial Statements of Tiên Thịnh Group Joint Stock Company, audited by A&C Audit and Consulting Co., Ltd. Can Tho Branch, as presented in Proposal No. 01/2025/TT6/TTr-ĐHĐCĐ dated April 29, 2025.

## **Article 4. Approval of the Profit Distribution and Dividend Plan for 2024 and 2025**

The General Shareholders' Meeting agrees to approve the profit distribution, dividend payout for the year 2024, and the profit distribution and dividend payout plan for the year 2025 of Tien Thinh Group Joint Stock Company, as per Proposal No. 02/2025/TT6/TTr-ĐHĐCĐ dated April 29, 2025.

## **Article 5. Approval of the Total Remuneration, Salary, Bonuses, and Other Benefits for the Board of Directors and Supervisory Board for 2024 and 2025**

The General Shareholders' Meeting agrees to approve the remuneration, salary, bonuses, and other benefits for the Board of Directors, the Supervisory Board, and the Audit Committee for the year 2024, as well as the plan for the year 2025 of Tien Thinh Group Joint Stock Company, as per Proposal No. 03/2025/TT6/TTr-ĐHĐCĐ dated April 29, 2025.

## **Article 6. Approval of the Selection of the Auditing Firm for the 2025 Financial Statements**

The General Shareholders' Meeting shall vote to approve the selection of the auditing firm to review and/or audit the financial statements for the year 2025 of Tien Thinh Group Joint Stock Company, as per Proposal No. 04/2025/TT6/TTr-ĐHĐCĐ dated April 29, 2025.

## **Article 7. Approval of Transactions between the Company and Related Parties**

The General Shareholders' Meeting agrees to approve contracts and transactions between Tiên Thịnh Group Joint Stock Company and its internal and related parties as presented in Proposal No. 05/2025/TT6/TTr-ĐHĐCĐ dated April 29, 2025.

## **Article 8. Approval to Transfer Shares from Upcom to HOSE Listing**

The General Shareholders' Meeting agrees to approve the transfer of Tiên Thịnh Group Joint Stock Company's shares from the Upcom trading system to listing on the Ho Chi Minh Stock Exchange (HOSE) as presented in Proposal No. 06/2025/TT6/TTr-ĐHĐCĐ dated April 29, 2025.

34.  
G  
'H/  
ĐC  
TH  
AU

**Article 9. Approval of the Share Issuance Plan to Pay Dividends for 2024**

The General Shareholders' Meeting agrees to approve the share issuance plan to pay dividends for 2024 as presented in Proposal No. 07/2025/TT6/TTr-DHDCĐ dated April 29, 2025.

**Article 10. Approval of Dismissal and Additional Election of Members of the Board of Directors for the 2021–2026 Term**

The General Meeting of Shareholders unanimously approved the dismissal and additional election of members of the Supervisory Board for the 2021–2026 term in accordance with Proposal No. 08/2025/TT6/TTr-AGM dated May 08, 2025.

**Article 11. Approval of the Result of the Additional Election of a Member of the Board of Directors for the 2021–2026 Term**

The General Meeting of Shareholders unanimously approved the result of the election of the new member of the Board of Directors. Mr./Ms. .... has officially become a member of the Board of Directors of the Company for the 2021–2026 term.

**Article 12. Effectiveness**

This Resolution was unanimously approved by the General Shareholders' Meeting and shall take effect from the date of signing.

The General Shareholders' Meeting agrees to delegate the responsibility to the Board of Directors, the Supervisory Board, and the CEO to disseminate, implement, and monitor the execution of this Resolution./.

**On Behalf Of The General Shareholders' Meeting  
Chairman Of The Meeting**

*Nơi nhận:*

- Shareholders;
- BOD; AC; BOM;
- Archive for record.

**Pham Tien Hoai**





**TIEN THINH GROUP  
JOINT STOCK COMPANY**

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

*Hau Giang, 23 May 2025*

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
OF TIEN THINH GROUP JOINT STOCK COMPANY**

**VOTING BALLOT**

**PART I – SHAREHOLDER INFORMATION**

**Full Name:**

**Address:**

**Shareholder Code:**

**Full Name of Authorized Representative (if any):**

**Number of Voting Shares: .....shares**

**PART II – VOTING CONTENT**

No.	Voting Matter	Agree	Disagree	Abstain
1	Report of the Board of General Directors on business performance in 2024 and the business plan for 2025.			
2	Report of the Board of Directors on activities in 2024 and the operational plan for 2025.			
3	Submission of the 2024 audited financial statements.			
4	Submission on profit distribution, dividend payment for 2024, and plan for 2025.			
5	Submission on remuneration, bonuses, and other benefits of the Board of Directors and Supervisory Board for 2024 and plan for 2025.			
6	Submission on the selection of the audit firm for the Company's 2025 financial statements.			
7	Submission on contracts and transactions between the Company and internal persons or related parties.			
8	Submission on transferring the Company's shares from the UpCOM trading system to be listed on the Ho Chi Minh City Stock Exchange (HOSE).			
9	Submission on the plan to pay 2024 dividends in shares.			
10	Proposal on the Dismissal and Additional Election of Members of the Board of Directors for the 2021–2026 Term			

**Note:** Shareholders are requested to mark (X) or (√) in the box corresponding to their opinion.

**Shareholder/Authorized Representative**  
*(Signature/Full name)*



**TIEN THINH GROUP  
JOINT STOCK COMPANY**

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

*Hau Giang, date ... month ... year 2025*

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
TIEN THINH GROUP JOINT STOCK COMPANY  
BALLOT FOR ELECTION OF MEMBERS OF THE BOARD OF  
DIRECTORS**

**PART I – SHAREHOLDER INFORMATION**

**Full Name:**

**Address:**

**Shareholder Code:**

**Full Name of Authorized Representative (if any):**

**Number of Voting Shares: .....shares**

**PART II – ELECTION CONTENT**

**List of candidates for additional election to the Board of Directors for the 2021–2026 term**

No.	Candidate's Full Name	Number of votes
1		
2		

**Notes:**

- Each shareholder is entitled to a total number of votes equal to the number of voting shares they hold (including owned and proxy-represented shares) multiplied by the number of BOD members to be elected (i.e., voting shares × ...);
- Shareholders may allocate all or part of their total votes to one or more candidates.
- How to fill in the "Number of Votes" column:
- Enter the number of votes you wish to cast in the "Number of Votes" column:
  - + If you agree to vote for a candidate, write the number of votes you want to cast in the "Number of Votes" column in the row corresponding to that candidate. This number must not exceed your total allowable voting rights.
  - + If you do not wish to vote for a candidate, enter "0" or leave the "Number of Votes" column blank in the row corresponding to that candidate.

**Shareholder / Authorized  
Representative of the  
Shareholder**  
(Signature)