

No.: 05/2025/CBTT-TNT

Hanoi, March 10, 2025

PERIODIC DISCLOSURE

To: - **State Securities Commission**
 - **Ho Chi Minh City Stock Exchange**

1. Organization name: **TNT GROUP JOINT STOCK COMPANY**

- Stock Code: **TNT**

- Address: 1A Floor, Star City Building, No. 23 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi, Vietnam

- Contact Phone: (84-4) 6251 0894

- Fax: (84-4) 6251 0895

- E-mail: tainguyen.tntgroup@gmail.com

- Website: <https://tnt-group.vn>

2. Disclosed Information:

Disclosure of documents for the Annual General Meeting of Shareholders in 2025.

3. This information has been published on the company's website on March 10, 2025, at the following link: <https://tnt-group.vn/cong-bo-thong-tin/>

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

Attached documents:

- *Notice of the Annual General Meeting of Shareholders in 2025;*
- *Invitation to attend the Annual General Meeting of Shareholders in 2025;*
- *Resolution of the Board of Directors No. 03/2025/NQ-TNT;*
- *Documents of the Annual General Meeting of Shareholders in 2025*

TNT Group Joint Stock Company
Authorized Person for Information Disclosure
Standing Deputy General Director



Hanoi, March 10, 2025

RESOLUTION

*Re: Approval of Documents Submitted to the
Annual General Meeting of Shareholders in 2025*

BOARD OF DIRECTORS

TNT GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued on November 26, 2019;
- Pursuant to the Charter on Organization and Operation of TNT Group Joint Stock Company;
- Pursuant to the Board of Directors' Resolution No. 01/2025/NQ-TNT dated January 14, 2025, on finalizing the list of shareholders for the 2025 Annual General Meeting of Shareholders;
- Pursuant to the Board of Directors' Meeting Minutes No. 03/2025/BB-TNT dated March 10, 2025.

RESOLUTION

Article 1: Approve the agenda for organizing the Annual General Meeting of Shareholders in 2025 (AGM) (attached document) for submission to the AGM for approval.

Article 2: Approve the documents submitted to the AGM in 2025. The detailed documents presented at the AGM in 2025 are attached to this resolution.

Article 3: Members of the Board of Directors, the Supervisory Board, and relevant functional departments are responsible for implementing this resolution.

This resolution takes effect from the date of signing./.

ON BEHALF OF THE BOARD OF
DIRECTORS

Recipients:

- As in Article 3;
- Save.



ANNOUNCEMENT
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2025

- To:
- State Securities Commission
 - Ho Chi Minh City Stock Exchange
 - Company shareholders

Organization name: TNT GROUP JOINT STOCK COMPANY
Head office address: 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City
Phone: (84-4) 6251 0894; Fax: (84-4) 6251 0895
Website: <https://tnt-group.vn/>
Stock name: TNT Group Joint Stock Company Shares
Type of securities: Common shares
Stock code: TNT
Exchange platform: Ho Chi Minh City Stock Exchange (HOSE)

The Board of Directors (BOD) of TNT Group Joint Stock Company would like to notify shareholders of the time, location, agenda and content of the Annual General Meeting of Shareholders in 2025 (AGM) as follows:

- 1. Organizing time:** 7:30 am, March 31, 2025.
- 2. Meeting location:** 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City.
- 3. Meeting participants:** All shareholders listed on the list of TNT shareholders at the record date (*February 14, 2025*) provided by the Viet Nam Securities Depository and Clearing Corporation (VSDC). Shareholders who cannot attend the meeting may authorize another person to attend and the authorization must be made in writing (*according to TNT's form*).
- 4. The agenda, content and documents of the Annual General Meeting of Shareholders in 2025** will be announced on the company's website at <https://tnt-group.vn/cong-bo-thong-tin/>, the invitation will be sent by the Company to shareholders at the address provided by the Viet Nam Securities Depository and Clearing Corporation (VSDC).

All travel and accommodation expenses will be paid by shareholders.

We hope for your presence to make the Congress a great success.

Best regards./.

Recipients:

- As above;
- Save.

ON BEHALF OF BOARD OF DIRECTORS



Meeting contents:

- Approving the Board of Directors' Report on operations in 2024 and plan for 2025;
- Approving the Report of the Supervisory Board in 2024;
- Approving the audited financial statements for 2024;
- Approving the 2024 Profit Distribution Plan;
- Selecting an auditing unit for the 2025 financial statements;
- Dismissal and election of new members of the Supervisory Board;
- Other contents fall under the authority of the Congress (if any).

When attending the meeting, please bring this invitation along with your identification documents (ID card, Citizen ID card or Passport).

For more information, please contact:

TNT Group Joint Stock Company
Address: 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi, Vietnam
Phone: (84-4) 6251 0894; Fax: (84-4) 6251 0895

Hotline: 0942.060607

(We request that shareholders confirm their attendance no later than 4:00 p.m. on March 27, 2025 so that we can prepare to welcome them properly. After the above deadline, if there is no confirmation, the Company would like to understand that shareholders will not attend the Conference.)

Note: When attending the meeting, please bring this invitation along with your personal documents (ID card or Passport)

For more information, please contact:

Tai Nguyen Joint Stock Company
Address: No. 61, Lane 562, Lang Street, Lang Ha Ward, Dong Da District, Hanoi
Phone: 04 3773 6712 Fax: 04 3776 5693

**ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2025**

TNT GROUP JOINT STOCK COMPANY

TNT

**MEETING INVITATION
TNT GROUP JOINT STOCK COMPANY**

Sincerely invite:

Mr. (Ms.):

Number of shares: CP

Attend the Annual General Meeting of Shareholders in 2025 of TNT Group Joint Stock Company held at 7:30 a.m., Monday, March 31, 2025

Address: 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi, Vietnam.

We look forward to your presence, Mr. (Ms.)

**TM.BAN TỔ CHỨC ĐẠI HỘI
ON BEHALF OF THE CONFERENCE ORGANIZING
COMMITTEE
HEAD OF COMMITTEE**



TNT GROUP JOINT STOCK COMPANY No: 02/2025/TB-TNT	SOCIALIST REPUBLIC OF VIETNAM Independence – Freedom – Happiness -----***-----
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Hanoi, March 10, 2025

ANNOUNCEMENT

(Re: Nomination and Application for Candidates to Elect Members of the Supervisory Board for the Term 2021-2026)

To: Shareholders of TNT Group Joint Stock Company

Pursuant to:

- *Enterprise Law No. 59/2020/QH14 promulgated on June 17, 2020;*
- *Securities Law No. 54/2019/QH14 promulgated on November 26, 2019;*
- *Charter on organization and operation of TNT Group Joint Stock Company.*

The Board of Directors of TNT Group Joint Stock Company hereby announces

TNT Group Joint Stock Company will hold the Annual General Meeting of Shareholders 2025 on March 31, 2025. As the members of the Supervisory Board (SB) for the term 2021-2026 have submitted their resignation letters, the Company's Board of Directors hereby announces the nomination and application for candidates to elect new members of the Supervisory Board for the term 2021-2026 as follows:

1. Expected Number of Members of the Supervisory Board for the Term 2021-2026

- Expected number of members of the Supervisory Board for the term 2021-2026: 03 (three members).

2. Conditions for Nomination and Application for Supervisory Board Members

- Shareholders or groups of shareholders holding 10% or more of the total common shares have the right to nominate candidates for the Supervisory Board.
- Common shareholders forming a group to nominate candidates for the Supervisory Board must notify the shareholders attending the meeting of the group meeting before the opening of the General Meeting of Shareholders;
- Based on the number of Supervisory Board members, the shareholder or group of shareholders mentioned above has the right to nominate one or more persons as candidates for the Supervisory Board according to the decision of the General Meeting of Shareholders. In case the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate according to the decision of the General Meeting of Shareholders, the remaining candidates will be nominated by the Supervisory Board and other shareholders.

3. Standards of Candidates Nominated for the Supervisory Board

- Having full civil act capacity, not being subject to the cases where they are prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Enterprise Law 2020;
- Being trained in one of the majors of economics, finance, accounting, auditing, law, business administration or a major suitable for the business activities of the enterprise;



- Not being a family member of a member of the Board of Directors, Director or General Director and other managers;
- Not being a company manager; not necessarily being a shareholder or employee of the company;
- Other conditions as prescribed by the Company's Charter and Enterprise Law.

4. Documents for Participation in Nominating Members of the Board of Directors and Supervisory Board

- Application for nomination to the Board of Directors/Supervisory Board (according to the form);
- Application for candidacy to the Board of Directors/Supervisory Board (according to the form);
- Curriculum vitae self-declared by the candidate (according to the form);
- A copy of ID card, permanent residence registration (or long-term temporary residence registration), passport if they are overseas Vietnamese, foreigners and degrees, diplomas and certificates certifying cultural level, professional qualifications.

Nomination documents should be sent to TNT Group Joint Stock Company before 16:00 on March 19, 2025, to the following address:

TAI NGUYEN JOINT STOCK COMPANY

Address: 1A Floor, Star City Building, 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City.

Phone: (84-4) 6251 0894 Fax: (84-4) 6251 0895

Hotline: 0942.060607

The Board of Directors of TNT Group Joint Stock Company will compile a list of eligible individuals to be nominated/apply to be included in the official election list at the General Meeting of Shareholders.

If TNT Group Joint Stock Company does not receive the application/nomination of shareholders after the above time, it will be considered that shareholders do not apply/nominate people to participate in the BOD and SB. The Board of Directors of TNT Group Joint Stock Company will consider appointing people who meet the criteria and conditions to apply for membership in the SB for the term 2021-2026.

Best regards./.

Recipients:

- As above;
- Save.

**ON BEHALF OF BOARD OF DIRECTORS
PRESIDENT**



NGUYEN GIA LONG





PROGRAM FOR ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

Time: 7:30 a.m. to 11:30 a.m., March 31, 2025

Location: 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City

Time	Content
7:30 ÷ 8:00	<p>Welcoming guests and checking shareholder qualifications:</p> <ul style="list-style-type: none"> o Welcoming and registering delegates; o Giving documents to shareholders.
8:00 ÷ 8:30	<p>Opening of the Congress:</p> <ul style="list-style-type: none"> o Approving the minutes of checking the qualifications of delegates and declaring the conditions for conducting the General Meeting of Shareholders; o Introducing the Presidium and the Secretariat to work; o Approving the Meeting Program and the Working Regulations of the Congress; o Electing the Vote Counting Committee.
8:30 ÷ 9:00	<p>The Board of Directors and Supervisory Board presented the following contents:</p> <ul style="list-style-type: none"> o Report of the Board of Directors on operations in 2024 and plan for 2025; o Report of the Supervisory Board;
9:00 ÷ 10:15	<p>The Chairman of the Congress requested the General Meeting of Shareholders' opinions on the following issues:</p> <ul style="list-style-type: none"> o Report of Board of Directors; o Report of the Supervisory Board; o Audited financial statements for 2024; o Profit distribution plan for 2024; o Selecting the 2025 financial statements audit unit; o Removal and election of new members of the Supervisory Board for the term 2021-2026; o Other contents under the authority of the General Meeting (if any).
Break: 15 minutes	
10:30 ÷ 11:00	Answering shareholder questions
11:00 ÷ 11:30	<p>Closing the Congress:</p> <ul style="list-style-type: none"> o Announcement of vote counting minutes; o Approving the Minutes of the meeting and the Resolution of the General Meeting of Shareholders; o Closing declaration of the Congress;

Note: All documents related to the Annual General Meeting of Shareholders in 2025 will be simultaneously updated on the Company's Website: (<https://tnt-group.vn/>). Shareholders can download the forms and documents of the 2025 Annual General Meeting of Shareholders from the above address

Hanoi, on March 06, 2025

**REGULATIONS
ON ORGANIZING THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN
2025**

TNT GROUP JOINT STOCK COMPANY

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

- Pursuant to the Charter of Organization and Operation of TNT Group Joint Stock Company;

The Organizing Committee of the General Meeting of Shareholders of TNT Group Joint Stock Company promulgates the Regulations on organizing the Annual General Meeting of Shareholders in 2025 as follows:

Article 1. Goals

- Ensure the principles of transparency, fairness, and democracy based on the actual situation of the Company.
- Facilitate the organization and conduct of the General Meeting of Shareholders.

Article 2. Scope of application

This regulation applies to the organization of the Annual General Meeting of Shareholders in 2025 of TNT Group Joint Stock Company.

Shareholders and other participants in the General Meeting are responsible for complying with the provisions of this Regulation.

Article 3. General requirements

- All shareholders attending the General Meeting must be at least 18 years old and dressed appropriately.

- Shareholders must sit in the designated seat or area as assigned by the Organizing Committee. Strictly adhere to the seating arrangement set by the Organizing Committee.

- Smoking is prohibited in the meeting room during the General Meeting.

- Private conversations and the use of mobile phones are not allowed during the meeting. All mobile phones must be turned off or set to silent mode.

Shareholders or their representatives are required to attend the General Meeting from the start until it concludes. If a shareholder/representative leaves the meeting before it ends without notifying the Organizing Committee, the shareholder will be considered to have forfeited their voting rights at the meeting.

Article 4. Conditions for holding the Congress

The General Meeting of Shareholders will be conducted when the number of shareholders or their representatives attending the meeting represents more than 50% of the total shares with voting rights. The list of shareholders will be based on the decision to convene the General Meeting of Shareholders.

CHAPTER II: RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE CONGRESS

Article 5. Rights and obligations of shareholders attending the General Meeting

5.1. Shareholders' rights when attending the General Meeting

All shareholders are entitled to attend the General Meeting of Shareholders or may authorize a representative to attend the meeting on their behalf if they are unable to attend. Shareholders or their representatives who attend the meeting will receive voting ballots corresponding to the number of shares they hold for the issues discussed at the meeting.

Each shareholder/representative attending the meeting must bring the invitation letter, identification documents (ID card, passport, etc.), and the authorization letter (if any) to present to the Organizing Committee of the General Meeting and receive a voting ballot and a ballot for electing the supervisory board, corresponding to the number of voting shares they represent, with the official seal of TNT Group Joint Stock Company.

The voting value of the Voting Ballot and Supervisory Board Election Ballot held by the shareholder/representative corresponds to the percentage of voting shares they own or represent in relation to the total number of voting shares held by shareholders/representatives attending the meeting.

Shareholders/representatives who arrive late must register immediately and will then be allowed to participate in voting/elections at the meeting. However, the Chairman is not responsible for pausing the meeting to allow them to register, and the validity of any votes/elections that have already taken place will not be affected.

5.2. Obligations of shareholders when attending the General Meeting

- Comply with the regulations and conditions in the Company Charter and this regulation.
- Complete the registration procedures to attend the Congress with the Congress Organizing Committee
- Strictly comply with the regulations at the Congress, respect the results of the work at the Congress
- Be self-sufficient in transportation, food and rest.

Article 6. Rights and obligations of the Shareholder Qualification Examination Board and the Election and Vote Counting Board

The Shareholder Qualification Examination Board is appointed by the Board of Directors. The committee is responsible for verifying and reporting to the General Meeting the results of the eligibility check for shareholders/representatives attending the meeting. The committee receives shareholder documents for the meeting, distributes materials and voting ballots, and performs other organizational tasks.

The Election and Vote Counting Committee is appointed by the President and approved by a vote at the General Meeting. Members of the Election and Vote Counting Committee must be shareholders but cannot be nominated for the Supervisory Board.

The Election and Vote Counting Committee has the following responsibilities:

- Guide the process of electing the Supervisory Board.
- Determine the voting results of shareholders on issues approved at the General Meeting.
- Approve the list and distribute voting ballots for the election of Supervisory Board members.
- Organize the vote counting, prepare the vote counting minutes, and announce the election results to the General Meeting.
- Promptly notify the Secretariat of the voting results.
- Distribute and collect election ballots, supervise and monitor the voting process of shareholders.
- Conduct the vote counting, prepare the vote counting minutes, and announce the election results for the Supervisory Board to the General Meeting. The minutes and all voting ballots must be handed over to the Organizing Committee.
- Review and report to the General Meeting any violations of the election regulations or complaints regarding the election.
- During the performance of their duties, the Election and Vote Counting Committee must work honestly and accurately and is responsible for the voting and election results.

Article 7. Rights and obligations of the Presidium and Secretariat of the Congress.

- The Presidium consists of members of the Board of Directors. The Chairman of the Board of Directors will preside over the General Meeting of Shareholders (Chairman).
- The Chairman will conduct the meeting according to the agenda and regulations approved by the General Meeting of Shareholders. The Chairman works under the principles of democratic centralism and makes decisions based on the majority.
- The Chairman will guide the meeting's discussion, collect voting opinions on issues listed in the meeting's agenda, and address related matters throughout the meeting.

- The Chairman has the right to take necessary measures to manage the meeting in a reasonable, orderly manner, in line with the approved agenda, reflecting the majority of the attendees' wishes.
- The Chairman's decisions on the order, procedures, or any unexpected events outside the approved agenda will be final and binding.

The Chairman has the right to:

- Request all attendees to undergo checks or other security measures.
- Ask the relevant authorities to maintain order during the meeting; expel individuals who do not comply with the Chairman's authority, intentionally disrupt order, obstruct the normal progress of the meeting, or fail to follow security checks from the General Meeting of Shareholders.

The Chairman has the right to postpone the General Meeting of Shareholders, which has the required number of registered attendees, to a later time or change the meeting location in the following cases:

- The meeting location does not have enough seating to accommodate all attendees.
- An attendee engages in behavior that disrupts order, potentially preventing the meeting from proceeding fairly and legally.

The maximum postponement time is no more than 3 days from the originally scheduled start date.

The Secretariat will assist according to the Chairman's instructions. Specifically, the Secretariat has the following duties:

- Take accurate and complete notes of the entire proceedings of the meeting and the issues that have been approved or are still under consideration by shareholders/representatives at the meeting.
- Draft the Resolution of the meeting and any Resolutions related to issues approved at the meeting (if any).
- Carry out other tasks as assigned by the Chairman.

CHAPTER III: VOTING ON THE ISSUES OF THE CONGRESS

Article 8. Procedure for Conducting the Congress

The General Meeting will sequentially discuss and approve the agenda items by raising voting cards.

Article 9. Voting Method

All issues on the agenda of the General Meeting must be approved by direct voting during the meeting. Each shareholder will be issued a voting card, which includes their full name, the number of shares they have voting rights for (both owned and by authorized) of the shareholder and the official seal of TNT Group Joint Stock Company.

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Voting will be conducted by raising voting cards. Shareholders who do not raise their voting cards during all three rounds of the Chairman asking for opinions on the issue (Agree, Disagree, Other opinions) will be considered to have agreed with the content.

The Vote Counting Committee will record the voting cards and announce the voting results for each issue discussed at the meeting.

Article 10. Approval by Voting at the General Meeting

10.1 Resolutions on the following matters will be approved if they are supported by shareholders representing at least 65% of the total voting shares of all shareholders present at the meeting:

- The type of shares and the total number of shares of each type;
- Changes to the company's business sectors, industries, and activities;
- Changes to the company's organizational structure and management;
- Investment projects or the sale of assets valued at 35% or more of the company's total assets as stated in the most recent financial report, unless the company's charter specifies a different percentage or value;
- Company restructuring or liquidation;
- Other matters specified by the company's charter.

10.2 Resolutions will be approved if they are supported by shareholders owning more than 50% of the total voting shares of all shareholders present at the meeting, except for the cases mentioned in section 10.1 above; the specific percentage is determined by the company's charter.

CHAPTER IV: ELECTION OF BOARD OF DIRECTORS AND SUPERVISORY BOARD

Article 11. Principles of election of the Board of Directors and the Supervisory Board

The election of members of the Board of Directors and the Supervisory Board will be carried out by cumulative voting, in the form of public, direct and secret ballot.

The ballots are distributed by the Ballot Counting Committee. Each ballot has the names of the candidates nominated for the Supervisory Board and is stamped by the agency and hung on the corner of the ballot.

When receiving the ballots, shareholders/shareholder representatives must check the total number of shares they represent (Total number of votes they represent) recorded on the ballots. If there are any errors, they must be notified immediately upon receipt of the ballots. The ballots are considered valid when they contain complete and accurate information as required on the ballots.

Article 12. Vote Counting Organization

The vote counting must be conducted by the Election and Vote Counting Committee at the meeting location immediately after the voting has concluded. Before opening the ballot box, the Election and Vote Counting Committee must tally, record, and seal the unused ballots.

The Election and Vote Counting Committee is not allowed to alter, erase, or amend any ballots.

The following ballots will be considered invalid:

- Ballots not issued by the Election and Vote Counting Committee.
- The Election and Vote Counting Committee is not responsible for any cases where shareholders lose their ballots or make errors on their ballots.
- Ballots containing names of individuals not on the list of candidates approved by the General Meeting.

Principles for Selecting Elected Candidates to the Board of Directors and the Supervisory Board; The selection of candidates for the Board of Directors and the Supervisory Board is based on the total number of voting shares received by the candidates, ensuring that each candidate receives at least 51% of the total voting shares present at the meeting, ranked from highest to lowest, up to the maximum number of members allowed by the regulations.

If the first round of voting does not result in the required number of Supervisory Board members, the General Meeting will recognize the number of members elected in the first round and hold a second round of voting. Based on all shareholders who participated in the first round, the second round will include only those members who were not elected in the first round.

If the second round of voting still does not result in the required number of Supervisory Board members, the General Meeting will conduct a third round of voting (the voting content will be the same as in the second round).

CHAPTER V: EXPRESSING OPINIONS AT THE CONGRESS

Điều 13. Principles and Methods of Expressing Opinions

Shareholders/representatives attending the General Meeting who wish to express their opinions during the discussion must obtain the consent of the Chairman.

Shareholders should keep their remarks brief and focus on the key issues that need to be addressed, in line with the approved agenda of the General Meeting. The Chairman will arrange for shareholders to speak in the order of their registration and will also address any questions raised by the shareholders.

CHAPTER VI: END OF CONGRESS

Article 14. Minutes of meetings and resolutions of the Congress

All contents at the General Meeting of Shareholders must be recorded in the Minutes of the General Meeting of Shareholders by the General Meeting of Shareholders, and the main issues approved must be recorded in the resolution. The

Resolution of the General Meeting must be read and approved before the closing of the General Meeting and kept in the Company Resolution Book.

CHAPTER VII: OTHER PROVISIONS

Article 15. Cases where the General Meeting of Shareholders fails to hold a meeting.

In case within 60 minutes from the time of the scheduled opening of the General Meeting, the first General Meeting of Shareholders does not meet the conditions to be conducted according to the provisions of Article 4 of this Charter, the convening of the second General Meeting of Shareholders will be conducted within 30 days from the date of the first General Meeting of Shareholders scheduled to open. The second General Meeting of Shareholders will only be conducted when the number of shareholders/shareholder representatives attending the meeting represents 33% or more of the total number of voting shares.

In case the second meeting is not eligible to be conducted according to the provisions, the third meeting will be convened within 20 days from the date of the scheduled second meeting and the third meeting will be conducted regardless of the number of shareholders/shareholder representatives attending the meeting and the percentage of voting shares of the shareholders/shareholder representatives attending the meeting.

Article 16. Implementation provisions

This Regulation consists of 7 chapters and 16 articles and takes effect from the date of signing.

Recipients:

- Shareholders' meeting;
- Save: Administration, Board of Directors.

ON BEHALF OF BOARD OF
DIRECTORS
PRESIDENT



**WORKING REGULATIONS
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025
TNT GROUP JOINT STOCK COMPANY**

In order to facilitate the organization and conduct of the Annual General Meeting (AGM) of TNT Group Joint Stock Company in 2025, and to guide shareholders in attending the meeting and exercising their voting rights either directly or through a proxy, the Organizing Committee of the AGM in 2025 respectfully submits for approval the following working regulations for the meeting:

I. ORDER OF THE CONGRESS:

1. Shareholders and/or their representatives must sit in the designated seats or areas as specified by the Organizing Committee when entering the meeting room;
2. Smoking is prohibited in the meeting room;
3. Private conversations and the use of mobile phones are not allowed during the meeting. All mobile phones must be turned off or set to silent mode.

II. VOTING ON ISSUES AT THE GENERAL MEETING:

1. Principals:

- All issues on the agenda of the General Meeting must be discussed and voted on openly by raising the *Voting Cards* of all shareholders and/or their representatives.
- The Voting Cards are printed by the Company, stamped with the official seal, and distributed to shareholders/representatives at the General Meeting. The Voting Cards are printed by the Company, stamped with the official seal, and distributed to shareholders/representatives at the General Meeting¹. The Voting Card will clearly display the shareholder's ID number, full name, and the number of voting shares held by that shareholder.

2. Voting Method:

- Shareholders and/or their representatives will vote (agree, disagree, or abstain) on an issue by directly raising the Voting Card at the General Meeting;
- When voting at the meeting, shareholders who agree to approve the matter will raise their Voting Card high. The members of the Vote Counting Committee will mark the shareholder's ID number and the corresponding number of voting shares of each shareholder who agrees. Similarly, under the direction of the Chairman, shareholders who disagree or abstain will raise their Voting Cards in turn;
- Immediately after completing the voting on the issues presented at the meeting, the Vote Counting Committee will count the votes and announce the results to the General Meeting.

¹Shareholder code issued by TNT to each shareholder according to the list closed on February 14, 2025.



3. Voting Rules:

- 3.1. 1 (one) common share corresponds to 1 (one) voting card.

As of the record date (February 14, 2025), the total number of shares in the company is 51,000,000 (*fifty-one million*) common shares, equivalent to 51,000,000 (*fifty-one million*) voting cards.

- 3.2. The following issues will be approved if more than 50% of the total voting cards of shareholders with voting rights present in person and through authorized representatives at the General Meeting of Shareholders approve:

- Report of the Board of Directors on operations in 2024 and plan for 2025;
- Report of the Supervisory Board;
- Audited financial statements for 2024;
- Profit distribution plan for 2024;
- Other issues (if any) as prescribed in the Company Charter.

- 3.3. The following issues will be approved if 65% or more of the total voting cards of shareholders with voting rights present in person and through authorized representatives at the General Meeting of Shareholders approve:

- Approving amendments and supplements to the Company Charter;
- Other issues (if any) as prescribed in the Company Charter

- 3.4. Other issues (if any) as prescribed in the Company Charter.

III. DISCUSSION AT THE CONGRESS:

1. Principals:

- Discussions are only allowed within the specified time and within the scope of the issues presented in the AGM agenda;
- Shareholders who wish to speak must register their questions on the Question Form and submit it to the Secretariat of the meeting;
- The Secretariat of the meeting will arrange the Question Forms submitted by shareholders in the order of registration and forward them to the Chairman's Team.

2. Answering shareholders' questions

Based on the shareholders' question forms collected, arranged and submitted to the Presidium by the Secretariat, the Chairman or a member designated by the Chairman will answer shareholders' questions.

IV. RESPONSIBILITIES OF THE CHAIRMAN:

1. Conduct the meeting according to the agenda and the rules approved by the General Meeting of Shareholders.

The Chairperson works based on the principles of democratic centralism and makes decisions based on the majority.

2. Guide the General Meeting of Shareholders in discussing and voting on the issues within the meeting agenda and related matters throughout the meeting.
3. Resolve any issues that arise during the meeting.

V. RESPONSIBILITIES OF THE SECRETARIAT:

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1. Take accurate and complete minutes of the entire proceedings of the meeting and the issues that have been approved or noted by the shareholders, and record them in the Meeting Minutes.
2. Draft resolutions on the issues that have been approved at the meeting.

VI. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE:

1. Accurately determine the voting results of the shareholders on the issues approved at the meeting.
2. Promptly notify the Secretariat of the voting results and the results of the election for the members of the Board of Directors (BOD) and the Supervisory Board (SB).
3. Review and report to the General Meeting of Shareholders any violations of the voting regulations or complaints regarding the voting results.

VII. MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS:

minutes of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

Above are the entire working regulations of the Annual General Meeting in 2025 of Shareholders of TNT Group Joint Stock Company. The Organizing Committee respectfully submits to the General Meeting of Shareholders for consideration and approval.

Best regards!

-Recipients:

- *Annual General Meeting of Shareholders in 2025;*
- *Members of the Board of Directors, Board of Management, Board of Supervisors;*
- *Filed: Administration.*

**ORGANIZING COMMITTEE OF THE
GENERAL MEETING OF
SHAREHOLDERS**

HEAD OF COMMITTEE





TNT GROUP JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

No.: 01-2025/BC-HDQT

Independence – Freedom – Happiness

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Hanoi, March 06, 2025

**REPORT OF THE BOARD OF DIRECTORS
PRESENTED TO THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS IN 2025**

Pursuant to the rights and duties of the Board of Directors (BOD) as stipulated by the Law on Enterprises and the Charter of TNT Group Joint Stock Company, the BOD hereby reports to the General Meeting of Shareholders on the BOD's activities in 2024 and the operational plan for 2025 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Term of the Board of Directors:

The term of the Board of Directors is five (05) years, covering the period from 2021 to 2026. As of the present time, the Company's Board of Directors consists of 05 members as follows:

- Mr. Nguyen Gia Long	Chairman of the Board of Directors
- Mr. Nguyen Ba Huan	Vice Chairman of the Board of Directors
- Mr. Nguyen Gia Minh	Member of the Board of Directors
- Mr. Vu Tuan Hoang	Member of the Board of Directors
- Mr. Nguyen Thanh Sang	Independent Member of the Board of Directors

The Board of Directors has actively implemented, directed, and managed the Company's activities in accordance with legal regulations and the Company's Charter.

2. Implementation of the Resolution of the Annual General Meeting of Shareholders in 2024:

- Throughout the past year, the Board of Directors has fulfilled its duties with a high sense of





responsibility, strictly implementing the Resolutions approved by the General Meeting of Shareholders, supervising, and directing the Executive Board in the Company's business operations through the Resolutions of the Board of Directors.

- The Board of Directors' leadership in 2024 has closely followed market developments to formulate appropriate and effective decisions, demonstrating proactive supervision over the Executive Board's activities to ensure high business efficiency.

- The Company has strictly complied with reporting and corporate information disclosure obligations to relevant authorities and regulatory agencies in accordance with legal requirements.

3. Meetings and Decisions of the Board of Directors:

- In 2024, the Board of Directors held regular meetings, issued resolutions within its authority, and closely coordinated with the Executive Board in managing all aspects of business operations.

- In addition to in-person meetings, the Board of Directors also maintained discussions and sought opinions among members through remote conferences, email communication, and direct phone calls, thereby reducing costs and enhancing the efficiency of information exchange between the Board of Directors and the Executive Board. The Board of Directors also agreed on assigning and delegating authority to each member in specific areas of work to leverage the individual strengths of each member, thereby improving the overall effectiveness of the Board of Directors.

4. Coordination Between the Board of Directors and the Executive Board:

- In 2024, the members of the Board of Directors of the Company worked in harmony to make accurate and timely decisions, bringing high efficiency. The Board of Directors played a guiding role, directing and supervising the implementation of policies and decisions while supporting the Executive Board in the Company's business operations.

- In its relationship with the Executive Board, the Chairman of the Board of Directors regularly participated in the Executive Board's monthly briefing meetings to stay informed about business operations, provide guidance, set directions, and promptly address proposals and recommendations related to the Company's business activities. In addition, the Board of Directors required the



Executive Board to report on the Company's operational status and to submit urgent reports whenever issues arose that could seriously impact the Company's business operations.

- The Board of Directors closely followed the targets and plans assigned by the General Meeting of Shareholders, combining them with an analysis of practical conditions and market developments to provide appropriate and flexible guidance for the Company's operations.

- The Board of Directors focused on directing the restructuring of the Company's management system in alignment with the operational model and business production tasks. It improved the corporate governance system, adjusted the functions and responsibilities of departments, and optimized personnel to enhance efficiency. In addition to restructuring departments, the Board of Directors also stabilized the key personnel structure to ensure the effective management of the Company.

- The Board of Directors fully and promptly complied with the disclosure requirements for periodic, extraordinary, and on-demand information in accordance with regulations applicable to listed companies.

5. Assessment of the Performance of the Executive Board and Management Personnel:

The Executive Board of the Company has made great efforts in managing the Company's business operations. All aspects of business activities have been reported fully and promptly to the Board of Directors, while also providing necessary information and maximum support to the Supervisory Board. The Board of Directors agrees with the content of the business performance report in 2024 presented by the Executive Board.

II. OPERATIONAL PLAN OF THE BOARD OF DIRECTORS FOR 2025

1. Business Production Targets:

- Revenue: From 900 to 1,000 billion
- Profit after Corporate Income Tax: From 25 to 30 billion

2. Specific Operational Plan:



- Strengthen and stabilize the Company's key management personnel. Focus on promoting commercial business activities, especially construction sand products. Monitor and analyze real estate market trends, government support policies, and the implementation of newly issued Laws, Decrees, and Circulars to develop specific and appropriate plans for executing the Company's real estate projects. For other projects or business activities, investment and implementation will only proceed at the right time when all necessary conditions are met, avoiding dispersion and inefficiency in resource allocation.
- Direct the Company's business operations in accordance with the spirit and content of the Resolutions of the General Meeting of Shareholders.
- Strategically guide and support the General Director in standardizing work processes, managing, and operating the Company's activities in alignment with established goals and plans.
- Strengthen relationships with domestic and international partners to create added value through joint ventures and collaborations, seeking international partners to implement the Company's major projects.
- Further promote corporate culture, sustainable development for the community, and uphold Vietnamese cultural values in interactions with employees, investors, and business partners. Actively participate in social movements and prioritize the well-being of employees.

This is the report on the activities of the Board of Directors in 2024 and the operational direction for 2025, respectfully submitted to the General Meeting of Shareholders for review, discussion, and approval.

Recipients:

- *Company shareholders;*
- *Supervisory Board;*
- *Members of the Board of Directors;*
- *Members of the Executive Board;*
- *Administrative save.*

ON BEHALF OF THE BOARD OF DIRECTORS





INDEPENDENT MEMBER'S ASSESSMENT REPORT
BOARD OF DIRECTORS – 2025
TNT GROUP JOINT STOCK COMPANY

In 2024, the independent member of the Board of Directors of TNT Group Joint Stock Company participated in strategic orientation, planning, compliance control, and critical review of the Company's business strategies to ensure adherence to corporate governance best practices. As an independent member, I positively assess the operations of the Board of Directors of TNT Group Joint Stock Company, specifically:

1. Regarding the organization of Board of Directors meetings:

- The Board of Directors meetings were convened and conducted according to a specific schedule, with well-prepared materials, following established principles. Meeting agendas were thoroughly discussed, critically reviewed, and carefully evaluated by Board members to provide the best directions and solutions for the Company.
- Business strategy, financial strategy, corporate culture, and management system development.....were all rigorously discussed and controlled between the Board of Directors and the Executive Board..
- The Company's operational execution followed a clearly defined delegation framework, with continuous risk analysis and timely identification to ensure stability, safety, and legal compliance while achieving the targets set by the Board of Directors and the General Meeting of Shareholders.
- Investments in new strategies were independently researched, scientifically justified, and critically reviewed within the Board of Directors and the Executive Board.

2. Regarding the supervision of the General Director and other members of the Executive Board:

- Overall, the Board of Directors has effectively supervised the Executive Board, ensuring that the Company's operations are closely monitored to align with strategic directions and that decisions are promptly adjusted as required by actual circumstances.
- Members of the Board of Directors attended both regular and extraordinary meetings of the Executive Board. The decisions of the General Director were analyzed, critically reviewed, and consulted by the Board of Directors to optimize solutions for the Company's best interests. Through this, the Board of Directors consistently maintained a clear understanding of the Group's operations, identified emerging situations, and quickly adapted to real-world demands.
- Members of the Board of Directors played a proactive and responsible role in supporting the Executive Board, conducting multiple experience-sharing sessions with other management levels.



- The Board of Directors placed significant emphasis on risk management solutions to assist the Executive Board in early identification of issues, ensuring the Company's sustainability, operational stability, and investor protection.

3. General Assessment of the Board of Directors' Operations:

- According to the Board of Directors' operational plan, the tasks carried out in 2024 were aligned with the Resolutions of the General Meeting of Shareholders, the Company's Charter, Corporate Governance Regulations, and standard Corporate Governance practices.
- All members of the Board of Directors demonstrated a strong sense of responsibility and a high level of professionalism. As a result, the assigned responsibilities in protecting the Company's interests were clearly defined, and each member carefully fulfilled their respective roles.
- The Board of Directors proposed timely and effective solutions to help the Executive Board overcome certain challenges in managing the Company, ensuring proper supervision and control while upholding strict compliance with legal regulations.
- The Board of Directors successfully led and managed the Company to achieve revenue and profit growth targets for the year, generating high returns for shareholders and ensuring stable income for employees.
- The Board of Directors collaborated with the Executive Board in implementing initiatives to strengthen corporate culture. Through innovative strategies, the Board effectively contributed to building sustainable corporate values.

Hanoi, March 6, 2025

Independent Member of the Board of Directors



Nguyen Thanh Sang





**TNT GROUP JOINT STOCK
COMPANY**

No.: 01-2025/BC-BKS

SOCIALIST REPUBLIC OF VIETNAM

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Hanoi, March 06, 2025

REPORT OF THE SUPERVISORY BOARD

PRESENTED TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

To: Esteemed Shareholders of TNT Group Joint Stock Company

I. In fulfilling its responsibilities in 2024, the Supervisory Board of TNT Group Joint Stock Company has carried out the following specific tasks:

1. Developed the overall supervisory plan for 2024, assigned specific tasks to each member of the Supervisory Board.
2. Supervised the legality, reasonableness, and transparency in the management and operation of business activities, in the organization of accounting work, in statistical work, and in the preparation of financial statements. In 2024, the Supervisory Board held periodic meetings to evaluate the activities of the Board of Directors and the Executive Board, reviewed financial statements, and assessed the company's quarterly and annual business performance. The Supervisory Board conducted inspections and supervision of compliance with legal regulations and the company's internal regulations in the management and operation of the Board of Directors and the Executive Board, specifically:
 - The Supervisory Board was fully provided with information regarding the resolutions and decisions of the Board of Directors and the Executive Board of the Company. It maintained regular communication with the Board of Directors and the Executive Board regarding the implementation of the business plan and the resolutions approved by the General Meeting of Shareholders. Based on this, the Supervisory Board assessed that the management and operation of the company's business activities by the Board of Directors and the Executive Board fully complied with legal regulations and aligned with the resolutions of the Annual General Meeting of Shareholders in 2024.





- The Board of Directors proactively supervised and promptly directed the company's business strategy as well as specific decisions in its operations.
- The Supervisory Board did not detect any violations of the law by the Board of Directors or the Executive Board.
- Regarding the organization of accounting work:
 - + The accounting work has fully complied with relevant regulations, ensuring that accounting principles are upheld and financial reports are prepared in strict accordance with current accounting standards.
 - + The accounting work has provided the Board of Directors and the Executive Board with timely and appropriate decisions for business operations.
 - + The Supervisory Board did not detect any violations of the law in financial and accounting activities.
- Review of the Financial Statements in 2024:
 - + Assessed the business performance reports, annual financial statements, semi-annual, and quarterly reports of the Company.
 - + The Supervisory Board found that these reports demonstrate a high level of compliance with current regulations regarding content and reporting timelines.
 - + The Supervisory Board also concurred with the figures presented in the Financial Statements in 2024 prepared by the auditing firm.
- Supervision of Resolutions and Decisions of the Board of Directors and the Executive Board:
 - + The Supervisory Board finds that the Resolutions and Decisions of the Board of Directors and the Executive Board are in compliance with the Enterprise Law and the Company's Charter.
 - + The Supervisory Board did not detect any violations of the law or the Company's Charter by members of the Board of Directors or the Executive Board.





+ The Supervisory Board agrees with the content of the business performance report in 2024 presented by the Executive Board.

II. Observations and Opinions of the Supervisory Board:

- With a spirit of responsibility, cooperation, and dedication to fulfilling the tasks entrusted by the shareholders, the Supervisory Board has consistently engaged in discussions and provided frank and honest feedback to the Board of Directors and the Executive Board in the development of regulations, resolutions, and decisions.
- To build upon the achievements of 2024, strive to meet the targets for 2025, and enhance transparency, the Supervisory Board recommends the following actions:
 - + The Board of Directors and the Executive Board should promptly establish policies to ensure competitiveness, thereby encouraging the development of the Company's business units.
 - + The Board of Directors and the Executive Board should promptly implement policies to strengthen risk management and ensure compliance with legal regulations in business operations.

This is the report of the Supervisory Board, respectfully submitted to the General Meeting of Shareholders for review, feedback, and approval.

Sincerely thanks./.

Recipients:

- The Annual General Meeting of Shareholders in 2025;
- Members of the Board of Directors; Supervisory Board;
- Members of the Executive Board;
- Administrative Save.

ON BEHALF OF THE SUPERVISORY
BOARD

NGUYEN VAN GIAP
CỘNG TY CỔ PHẦN TẬP ĐOÀN
TNT
GROUP
M.S.D.N: 010186341



PROPOSAL

To: Annual General Meeting of Shareholders in 2025

TNT Group Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on Organization and Operation of TNT Group Joint Stock Company;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the following matters at the Annual General Meeting in 2025:

1. Approval of the report on the activities of the Board of Directors in 2024 and the plan and directions for 2025

(The detailed report on the Activities of the Board of Directors in 2024 and the Plan and Directions for 2025 has been sent to the shareholders.)

2. Approval of the business plan for 2025

The company's 2025 business plan is as follows:

- Revenue : From 900 to 1.000 billion VND
- Net Profit after Corporate Income Tax : From 25 to 30 billion VND

3. Approval of the Supervisory Board's Report

(The detailed report of the Supervisory Board on the company's operations in 2024 and the operational plan for 2025 has been sent to the shareholders.)

4. Approval of the Consolidated Financial Statements and Parent Company Financial Statements for 2024 audited by International Auditing Company Limited

The Consolidated Financial Statements and Parent Company Financial Statements for 2024 have been audited by International Auditing Company Limited in accordance with applicable standards. These financial statements have been disclosed in compliance with regulations by TNT Group Joint Stock Company and published on the company's website: <https://tnt-group.vn/cong-bo-thong-tin/> including:

- (1) Auditor's Report;
- (2) Balance Sheet as of December 31, 2024;
- (3) Statement of Business Performance for 2024;
- (4) Cash Flow Statement for 2024;
- (5) Financial statement footnotes.



5. Approval of the Profit Distribution Plan in 2024

- No profit distribution for 2024.

6. Approval of the Remuneration Plan in 2024 for the Board of Directors and the Supervisory Board

- It is unanimously agreed that no remuneration will be paid to the Board of Directors and the Supervisory Board for 2024.

7. Approval of authorizing the Board of Directors to select the audit firm for the Financial Statements in 2025

The General Meeting of Shareholders authorizes the Board of Directors to independently select a reputable audit firm that meets the conditions for auditing listed companies on the stock exchange, as per the list of the State Securities Commission of Vietnam, to conduct the audit for the financial year in 2025.

8. Dismissal and Election of New Members of the Supervisory Board (Term 2021-2026)

- The General Meeting of Shareholders is requested to approve the dismissal of three members of the Supervisory Board who have submitted resignation letters, including the following individuals:

- | | |
|------------------------|---|
| 1) Mr. Nguyen Van Giap | Position: Head of the Supervisory Board |
| 2) Ms. Tran Thi Tram | Member of the Supervisory Board |
| 3) Ms. Ha Huyen Trang | Member of the Supervisory Board |

- The General Meeting of Shareholders is requested to approve the election of 03 new members to the Supervisory Board to replace 03 dismissed members.
- The General Meeting of Shareholders is requested to approve the list of nominated candidates for election to the Supervisory Board, as detailed in the attached summary of candidate profiles

(Summary Table of Candidate Profiles for the Supervisory Board for the term 2021-2026).

9. Approval for the General Meeting of Shareholders to authorize the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders, specifically as follows:

- Approving contracts and transactions between the company and related parties, including: Shareholders and authorized representatives of institutional shareholders owning more than 10% of the company's total common shares, and their related persons; Members of the Board of Directors, the CEO, and their related persons; Enterprises in which members of the Board of Directors, Supervisors, the CEO, or other company managers are required to declare per Clause 2, Article 164 of the Enterprise Law.
- Permitting the company to borrow, issue bonds, and mobilize other legal funding sources to support its business operations.

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- Deciding on the establishment and dissolution of subsidiaries, acquisition or sale of shares, divestment, and restructuring of subsidiary companies and joint ventures.
- Deciding on the purchase of company headquarters, relocation of headquarters, and establishment/dissolution of transaction offices, representative offices, and branches in line with the company's business strategy.
- Implementing an increase in the company's charter capital when conditions are met.

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

Recipients:

- As stated above;
- Board of Directors, Board of Supervisors, Executive Board;
- Save: Documents.

ON BEHALF OF THE BOARD OF DIRECTORS

DIRECTORS

CHAIRMAN



TNT GROUP JOINT STOCK
COMPANY



REGISTRATION FORM
TO ATTEND/AUTHORIZATION TO ATTEND THE
ANNUAL GENERAL MEETING OF SHAREHOLDERS
IN 2025
TNT GROUP JOINT STOCK COMPANY

I. Group Shareholder information¹

Shareholder: Numerical order:
Address:
Tel:
ID card/Citizen ID card/ Business Registration No.: date of issue: place of issue:
Number of shares owned: (share).
Legal representative (for institutional shareholders):

II. Confirmation of direct attendance or authorization to attend

I hereby confirm my direct attendance/authorization to attend the Annual General Meeting of Shareholders in 2025 (AGM) of TNT Group Corporation as follows:

1. Shareholders attend in person

....., date..... month..... year 2025

SHAREHOLDER²

(sign, full name, seal if organization)

2. The shareholder authorizes the following Mr./Ms. to attend the meeting, speak, discuss, vote, sign relevant documents and exercise the rights/obligations of a shareholder at the 2025 Annual General Meeting of Shareholders³:

- 2.1 Mr. Nguyen Gia Long - Chairman of the Board of Directors of TNT Group Joint Stock Company
- 2.2 Mr. Vu Hoang Tuan - Member of the Board of Directors of TNT Group Joint Stock Company
- 2.3 Mr. Nguyen Ba Huan - Member of the Board of Directors of TNT Group Joint Stock Company
- 2.4 Mr. Nguyen Gia Minh - Member of the Board of Directors of TNT Group Joint Stock Company
- 2.5 Mr. Nguyen Thanh Sang - Independent member of the Board of Directors of TNT Group Joint Stock Company
- 2.6 Mr./Ms.:^{3a}
ID card /Citizen ID card No: date of issue: place of issue:
Tel:

Number of authorized shares: all shares stated in Section I.

This authorization is effective from the date of signing until the completion of the Annual General Meeting of Shareholders in 2025. The authorized person may not re-authorize to another person.

I undertake not to make any complaints and take full responsibility for the work and voting results performed by the Authorized Person.

AUTHORIZED PERSON ^{3a}

(sign, full name)

....., date..... month..... year 2025

SHAREHOLDER^{3b}

(sign, full name, seal if organization)

¹ Shareholders fill in all information in Section I.

² If the shareholder directly attends the meeting, the shareholder must sign the confirmation as prescribed in Section II.1 (Do not sign in Section II.2; if the shareholder is an organization, the Legal Representative must sign, clearly state the full name and affix the organization's seal).

³ If a shareholder authorizes another person (only authorize 01 person) to attend the meeting:

- Shareholders select by crossing (v) one of the blank in Section II.2.

- ^{3a}In case of authorization to a person other than the above-mentioned Board Member, fill in all information about the Authorized Person in Section II.2.2.6, and at the same time, this Authorized Person must sign the confirmation as prescribed in Section II.2 (Do not sign in Section II.1).

- ^{3b}Shareholders sign to confirm according to the regulations in Section II.2 (if the shareholder is an organization, the Legal Representative shall sign, clearly state the full name and stamp the organization).

SOCIALIST REPUBLIC OF VIETNAM

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APPLICATION FORM ⁽¹⁾

**FOR THE SUPERVISORY BOARD
TNT GROUP JOINT STOCK COMPANY
TERM 2021-2026**

To: THE ORGANIZING COMMITTEE OF THE ANNUAL GENERAL MEETING
OF SHAREHOLDERS IN 2025
TNT GROUP JOINT STOCK COMPANY

My name is:.....
ID/Passport No.: Date of issue:/.../..... Place of issue:
.....
Permanent address:
Education level: Major:

(Detailed summary curriculum vitae is attached to this Application Form)

Number of shares owned continuously for at least 06 months up to the record date for the list of shareholders eligible to attend the meeting: shares (In words:.....); corresponding to.....% the total voting shares of TNT Group Joint Stock Company.

I respectfully request the Organizing Committee of the Annual General Meeting of Shareholders in 2025 of TNT Group Joint Stock Company to allow me to register as a candidate for election to the Supervisory Board of the Company for the term 2021-2026.

I hereby commit to the truthfulness, accuracy, and reasonableness of the disclosed personal information. I pledge to dedicate my full capability and enthusiasm to contribute to the development of the Company and to perform my duties with integrity if elected as a member of the Supervisory Board. I also commit to complying with all regulations regarding candidacy for the Supervisory Board, as well as the Company's regulations, Charter, and applicable laws.

Sincerely thanks!

Hanoi, date.....month..... 2025

SHAREHOLDER

(Sign and write full name)

⁽¹⁾ This nomination form must be submitted along with the CV/Brief Biography of the nominee to the Organizing Committee of the General Meeting before 3:00 PM on March 27, 2025, at the following address: 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City. Tel: 0942 060607, Email: tnt.hsx@gmail.com.

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NOMINATION FORM ⁽¹⁾

**CANDIDATE FOR THE SUPERVISORY BOARD
TNT GROUP JOINT STOCK COMPANY
TERM 2021-2026**

To: THE ORGANIZING COMMITTEE OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
TNT GROUP JOINT STOCK COMPANY

We, the shareholders:

No.	Shareholder Name	ID/Passport/ Business Registration	Number of Shares Owned (*)	Percentage (%)/Total Voting Shares of the Company
Total				

(*) The number of shares held continuously for six months or more up to the record date for the list of shareholders eligible to attend the meeting.

unanimously nominate the following individuals as candidates for election to the Supervisory Board of the Company at the Annual General Meeting of Shareholders in 2025:

1. Mr(Ms)
2. Mr(Ms)
3. Mr(Ms).....

We hereby submit the summarized resumes of the nominated individuals.

We commit the truthfulness, accuracy, and reasonableness of the disclosed personal information and guarantee that, if elected as members of the Supervisory Board, the nominated individuals will perform their duties with integrity, comply with the regulations on nomination and candidacy for the Supervisory Board, and adhere to the Company's charter, internal regulations, and applicable laws.

We confirm that this nomination is made voluntarily, and we take full responsibility for our decision.

....., datemonth 2025

SHAREHOLDER(S)

(each person signs, clearly states full name and stamps if organization)

⁽¹⁾ (This nomination form must be submitted along with the CV/Brief Biography of the nominee to the Organizing Committee of the General Meeting before 3:00 PM on March 27, 2025, at the following address: 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City. Tel: 0942 060607, Email: tnt.hsx@gmail.com)

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN
2025
TNT GROUP JOINT STOCK COMPANY



VOTING CARD
MEMBER OF THE SUPERVISORY BOARD
(TERM 2021-2026)

I. Shareholder Information.

Name of shareholder:

SHAREHOLDER CODE:

Legal Representative/Authorized Representative¹:

Authorized Person (if any):

Number of Shares Owned/Represented: shares.

Number of Votes = Number of Shares Owned/Represented x 3 = votes.²

II. Voting for members of the Supervisory Board.

No.	Candidate List	Number of Votes ³
1		
2		
3		
4		
	Total	

Hanoi, date month 2025

SHAREHOLDER / REPRESENTATIVE OF
SHAREHOLDER

(Sign and write full name)

¹ If the shareholder is an organization.

² Example: Number of shares owned/represented = 1,000 shares=> Number of votes = 1,000 x 3 = 3,000 votes

³ Shareholders voting for a Candidate should **write the exact number of votes** allocated to that candidate in the "Number of Votes" column. If a shareholder does not vote for one or more Candidates, they may **leave the column blank** or **cross it out**, or **enter "0"** in the "Number of Votes" column. **The total number** of votes may be concentrated on one Candidate or distributed among multiple Candidates.



TNT GROUP JOINT STOCK COMPANY

Address: 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City

Tel: 84-(4) 62510894 Fax: 84-(4) 62510895 Website: www.tnt-group.vn
Business Registration Certificate No.: 0101881347, issued by the Department of Planning and Investment of Hanoi City



ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

VOTING CARD

SHAREHOLDER:

TOTAL NUMBER OF VOTING SHARES:

CP

SHAREHOLDER:

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Notes:

- Each common share is equivalent to one voting right. The total number of shares owned equals the total number of voting rights.
- This voting card is valid only for the Annual General Meeting of Shareholders in 2025.

Hanoi, March 6, 2025

REGULATIONS ON THE ELECTION OF
SUPERVISORY BOARD MEMBERS¹

DRAFT

(TERM 2021 – 2026)

AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

1. Legal Basis

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter on Organization and Operation of TNT Group Joint Stock Company;

2. Regulations on the Additional Election of Supervisory Board Members

2.1. Voting Method:

- Voting is conducted by secret ballot using the cumulative voting method. Shareholders have the right to:
 - + Accumulate their total votes for a single candidate; or
 - + Distribute their votes among multiple candidates. In this case, the number of votes assigned to each candidate does not have to be equal; or
 - + Use only a portion of their total votes for one or more candidates, while the remaining votes may not be assigned to any candidate.
- Each shareholder will receive one (01) Ballot for Supervisory Board Member Election ("Ballot"), **Total Number of Votes**. The total number of votes (permitted total votes) is calculated as follows: **Total number of votes = Total number of voting shares owned and represented × 3** (the number of Supervisory Board members being elected at the General Meeting)
- How to fill out the Ballot:
 - + Shareholders voting for a candidate must write the exact number of votes assigned to that candidate in the "Number of Votes" column;
 - + If a shareholder does not wish to vote for a particular candidate, they should leave the column blank, cross it out, or enter "0" in the "Number of Votes" column;
 - + The maximum number of candidates a shareholder may vote for (by entering a specific number of votes) is three (03) candidates.

¹ This document may be amended, supplemented appropriately and submitted to the General Meeting of Shareholders for consideration and decision at the General Meeting.

- + ***The total number of votes assigned to candidates on a single ballot*** must not exceed the ***total number of permitted votes***, meaning it must be less than or equal to the ***total permitted votes***.
- If a shareholder makes an error while filling out the Ballot, and has not yet placed it in the ballot box, they may request a new Ballot directly from the Head of the Vote Counting Committee to ensure their voting rights are protected.
- Voting will commence after the General Meeting of Shareholders approves the List of Candidates and the Election Regulations or upon the announcement by the Head of the Vote Counting Committee. The voting process will conclude when the last shareholder has cast their Voting Card into the ballot box or immediately after the Chairman asks the General Meeting whether any shareholders have not yet voted, and no shareholders raise any concerns;

2.2. *Invalid Ballot in the Following Cases:*

- The ballot is not issued by the Organizing Committee of the General Meeting; and/or
- The ballot does not bear the official control stamp of the Organizing Committee of the General Meeting; and/or
- The ballot is torn, crossed out, erased, altered, or includes additional candidates who are not on the list of candidates approved by the General Meeting of Shareholders before voting begins; and/or
- The ballot contains additional information or added symbols; and/or
- The total number of votes allocated to candidates exceeds the total number of votes allowed for that shareholder; and/or
- The number of candidates voted for exceeds the number of additional members to be elected to the Board of Directors and the Supervisory Board; and/or
- The ballot does not have the signature of the shareholder or their authorized representative; and/or
- The ballot is submitted to the Vote Counting Committee after the voting process/time has ended and/or after the ballot box has been sealed; and/or
- The ballot does not specify any number of votes in the “Number of Votes” column.

2.3. *Vote Counting:*

2.3.1. *Vote Counting Regulations:*

- The Vote Counting Committee shall conduct vote counting in a separate room or designated area;
- The Vote Counting Committee may utilize electronic technical equipment and technical staff to assist in the vote counting process;
- The Vote Counting Committee may inspect the ballot box in the presence of shareholder representatives;
- The Vote Counting Committee shall verify the validity of the ballots and proceed with vote counting;

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- Upon completion of vote counting, the Vote Counting Committee shall prepare a Vote Counting Report, and the Head of the Vote Counting Committee shall announce the results at the General Meeting.

2.3.2. Preparation and Announcement of the Vote Counting Report:

- Upon completion of vote counting, the Vote Counting Committee shall prepare the Vote Counting Report;
- The report shall include the following key information:
 - + Date, time, and location of the vote counting process;
 - + Composition of the Vote Counting Committee;
 - + Total number of shareholders attending the meeting;
 - + Total number of shareholders casting votes;
 - + Number and percentage of valid and invalid ballots;
 - + Number and percentage of votes received by each candidate for the supplementary election;

3. Principles for Selecting Elected Candidates to the Supervisory Board

- 3.1 The three candidates receiving the highest number of votes, ranked from highest to lowest, shall be elected to the Supervisory Board.
- 3.2 In the event that the required number of Supervisory Board members cannot be selected due to multiple candidates receiving an equal number of votes, preference shall be given to the candidate who holds a higher number of shares in TNT Group Joint Stock Company. If the candidates do not hold any shares, or if the number of shares held by these candidates is equal, the General Meeting shall conduct a re-election among these candidates who received an equal number of votes. The winning candidate shall be the one with the higher number of votes in the re-election.
- 3.3 Any arising issues shall be addressed by the Chairman seeking direct shareholder input at the General Meeting.

4. Enforcement

- 4.1 This regulation shall be publicly announced before the General Meeting of Shareholders and submitted for voting by all shareholders before the election process begins.
- 4.2 Any complaints (if any) related to the election shall be resolved by the Chairman
- 4.3 This regulation shall take effect immediately after approval by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



TNT GROUP JOINT STOCK
COMPANY

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No.:01/2025/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

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Hanoi, March 6, 2025

DRAFT

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025 TNT GROUP JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued on November 26, 2019;
- Pursuant to the Charter on Organization and Operation of TNT Group Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders in 2025 of TNT Group Joint Stock Company dated March 31, 2025.

RESOLUTION

Article 1. Approve the Report on the Activities of the Board of Directors in 2024 and the Plan and Orientation for 2025

Article 2. Approve the Business Plan in 2025

- Company Revenue : From 900 to 1,000 billion VND
- Profit after Corporate Income Tax : From 25 to 30 billion VND

Article 3. Approve the Supervisory Board's Report submitted to the General Meeting

The Supervisory Board's Report on TNT's activities in 2024 confirms that the governance and management of the Board of Directors and the Executive Board have complied with the resolutions of the General Meeting of Shareholders. The company's financial management has adhered to legal regulations and current accounting standards. The financial statements in 2024 accurately, timely, truthfully, and reasonably reflect the company's financial position as of December 31, 2024, as well as its business performance for the year.

Article 4. Approve the Consolidated Financial Statements and Parent Company Financial Statements for 2024, which have been audited by the International Auditing Company Limited, including:

- (1) Auditor's Report;
- (2) Balance Sheet as of December 31, 2024;



- (3) Income Statement for 2024;
- (4) Cash Flow Statement for 2024;
- (5) Notes to the Financial Statements.

Article 5. Approval of the Profit Distribution Plan in 2024

- No profit distribution for 2024

Article 6. Approval of the Remuneration Plan for the Board of Directors and the Supervisory Board in 2024

- No remuneration for the Board of Directors and Supervisory Board in 2024.

Article 7. Approval of Authorization for the Board of Directors to Select the Auditor for the Financial Statements in 2025

The General Meeting of Shareholders authorizes the Board of Directors to independently select a reputable auditing firm that meets the requirements for auditing listed companies, as per the list approved by the State Securities Commission, to conduct the audit for the financial year in 2025.

Article 8. Dismissal and Election of Supervisory Board Members (Term 2021-2026)

- Dismissal of the following Supervisory Board members (Term 2021-2026):
 - (1) Mr. Nguyen Van Giap
 - (2) Ms. Tran Thi Tram
 - (3) Ms. Ha Huyen Trang
- Election of the following individuals as Supervisory Board members (Term 2021-2026):
 - (1) Mr./Ms.....
 - (2) Mr./Ms.....
 - (3) Mr./Ms.....

Article 9. Approval of the Authorization for the General Meeting of Shareholders to Delegate Certain Powers to the Board of Directors:

- Approval of contracts and transactions between the company and the following related parties: shareholders, authorized representatives of institutional shareholders holding more than 10% of the company's total outstanding common shares, and their related persons; members of the Board of Directors, the Chief Executive Officer, or the General Director and their related persons; enterprises in which members of the Board of Directors, Supervisory Board members, the CEO, or other senior managers of the company are required to disclose their interests under Clause 2, Article 164 of the Law on Enterprises.
- Authorization to borrow, issue bonds, and mobilize legal capital sources to serve the company's business operations.
- Authority to decide on the establishment, dissolution, acquisition, divestment, and restructuring of subsidiaries and affiliated companies.
- Authority to decide on the purchase of the company's headquarters, relocation of the registered office, and establishment/dissolution of transaction offices, representative offices, and branches in



accordance with the company's business situation.

- Implementation of an increase in the company's charter capital when conditions are met.

Article 10. Implementation Provisions.

This resolution has been approved by the General Meeting of Shareholders at the Annual General Meeting of Shareholders in 2025 of TNT Group Joint Stock Company and takes effect from the date of issuance.

The members of the Board of Directors, the Supervisory Board, and the Executive Board are responsible for implementing this resolution and organizing its execution in accordance with their respective functions, ensuring compliance with the law and the company's charter.

Recipients:

- *General Meeting of Shareholders;*
- *Board of Directors, Supervisory Board, Board of Management;*
- *Save;*
- *Disclosure according to regulations.*

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS**

CHAIRMAN

NGUYEN GIA LONG

