

THANH NAM GROUP JOINT  
STOCK COMPANY

\*\*\*

No: 07/2025/CBTT-TNI

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

\*\*\*

Hanoi, March 29, 2025

**DISCLOSURE OF INFORMATION ON THE ELECTRONIC INFORMATION  
PORTAL OF THE STATE SECURITIES COMMISSION AND HO CHI MINH  
STOCK EXCHANGE**

*(This disclosure may be used to simultaneously notify the State Securities Commission and  
Ho Chi Minh Stock Exchange)*

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

Company: THANH NAM GROUP JOINT STOCK COMPANY  
Stock Code: TNI  
Head Office Address: 3rd Floor, Tower A, Golden Palace Building, No. 99 Me Tri Road,  
Me Tri Ward, Nam Tu Liem District, Hanoi, Vietnam  
Phone: (84-24) 37871397  
Fax:  
Person Responsible for Information Disclosure: *Đoan Thi Thu Thuy*  
Phone (Mobile, Office, Home): 0335724136  
Type of Disclosure:  Periodic  Extraordinary  24h  Upon Request

**Content of Disclosed Information (\*):**

***Thành Nam Group Joint Stock Company announces the Invitation Letter and Meeting Documents for the Annual General Meeting of Shareholders in 2025.***

This information has been disclosed on the company's electronic portal on: March 29, 2025  
at the following link: <https://thanhnamgroup.com.vn/>

I confirm that the information provided herein is accurate, and I take full responsibility before  
the law for the content of the disclosed information.

**Attachments:**

- Content of the disclosed information  
and related documents.

**Authorized Person for Information Disclosure**

*(Signature, Full Name, Title, Seal)*



**Đoan Thi Thu Thuy**



**AGENDA**  
**2025 ANNUAL GENERAL SHAREHOLDERS' MEETING**  
**THANH NAM GROUP JOINT STOCK COMPANY**

**Time of the Meeting:** 08:00 AM, April 22, 2025

**Venue:** 4th Floor Conference Room, Viwaseen Building, No. 48 To Huu Street, Trung Van Ward, Nam Tu Liem District, Hanoi, Vietnam.

<b>Expected Time</b>	<b>Agenda Item</b>
08:00 - 08:15	<ul style="list-style-type: none"><li>- Welcoming delegates and shareholders, verifying shareholder status, and registering for the meeting.</li><li>- Distributing meeting materials and voting cards to shareholders.</li></ul>
08:15 - 08:20	<ul style="list-style-type: none"><li>- Organizing the meeting and preparing for the General Assembly.</li><li>- Stating the purpose of the meeting and introducing the delegates.</li></ul>
08:20 – 08:25	<ul style="list-style-type: none"><li>- Reporting the results of shareholder status verification and declaring the meeting officially convened.</li></ul>
08:25 – 08:30	<ul style="list-style-type: none"><li>- Introducing and approving the list of the Presidium and Secretariat.</li><li>- Introducing and approving the list of the Vote Counting Committee.</li></ul>
08:30 - 08:35	<ul style="list-style-type: none"><li>- Approving the meeting agenda and meeting regulations.</li></ul>
08:35 - 09:40	<ul style="list-style-type: none"><li>- Approving the 2024 business results report and the business plan for 2025.</li><li>- Approving the report of the Board of Directors for 2025.</li><li>- Approving the report of the Supervisory Board for 2025.</li><li>- Approving the report of the Independent Board Members for 2025.</li><li>- Approving the audited financial statements for 2024, and selecting the auditing firm for the 2025 financial statements.</li><li>- Approving the profit distribution plan and dividends for 2024, and the profit distribution and dividend plan for 2025.</li><li>- Approving the remuneration plan for the Board of Directors and Supervisory Board members for 2024 and the remuneration plan for</li></ul>

	<p>2025.</p> <ul style="list-style-type: none"> <li>- Approving the proposal for the dismissal and election of additional members of the Supervisory Board for the term 2021-2026.</li> <li>- Approving the proposal to authorize the Board of Directors to carry out specific tasks.</li> <li>- Other matters for shareholders' approval at the meeting.</li> </ul>
09:40 – 10:15	- Discussion and voting on the items presented at the meeting.
10:15-10:30	- Break
10:30 - 10:45	- Announcing the voting results.
10:45 - 11:00	<ul style="list-style-type: none"> <li>- Approving the resolutions and minutes of the meeting.</li> <li>- Declaring the meeting adjourned.</li> </ul>



Hanoi, March 29, 2025

INVITATION TO THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING

To: Esteemed Shareholders of Thanh Nam Group Joint Stock Company,

The Board of Directors of Thanh Nam Group Joint Stock Company (TNI) respectfully announces and invites our esteemed shareholders to attend the Annual General Shareholders' Meeting for the year 2025. Details of the meeting are as follows:

1. **Time:** 08:00 AM, April 22, 2025
  2. **Venue:** 4th Floor, Viwaseen Building, No. 48 To Huu Street, Trung Van Ward, Nam Tu Liem District, Hanoi, Vietnam.
  3. **Meeting Agenda:** As outlined in the attached meeting agenda and supporting documents.
  4. **Eligibility to Attend:**  
All shareholders holding TNI shares as per the shareholder list on March 19, 2025, or those with valid proxy authorization.
  5. **Confirmation of Attendance:**  
To ensure proper organization of the meeting, shareholders are requested to confirm their direct attendance or proxy authorization (using the attached form) by sending it to the Company via fax, email, or post no later than 4:00 PM on April 15, 2025.
  6. **Meeting Documents:**  
Shareholders are kindly requested to review and download the meeting documents from the Company's website at: [www.thanhnamgroup.com.vn](http://www.thanhnamgroup.com.vn).
  7. **Required Documents for Attendance:**  
Shareholders or authorized representatives attending the meeting must bring the following documents:
    - Original Identity Card, Passport, or Citizen Identification Card (valid);
    - A valid proxy authorization form in accordance with the Company's format.
- Notes:**
- The proxy can only be granted once, and the proxy holder is not allowed to authorize a third party;
  - Shareholders are responsible for their own travel, accommodation, and other expenses.
8. **For further details about the meeting, shareholders may contact:**

THANH NAM GROUP JOINT STOCK COMPANY - 3rd Floor, Tower A, Golden Palace Building, No. 99 Me Tri Road, Me Tri Ward, Nam Tu Liem District, Hanoi, Vietnam..



Mrs. *Đoan Thi Thu Thuy* – Legal Department, Thanh Nam Group Joint Stock Company.

Phone: (84-24) 3787 1397

Fax: (84-24) 3787 1395

*Sincerely!*

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



**NGUYEN HUNG CUONG**

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Hanoi,....., 2025



**POWER OF ATTORNEY**

**FOR ATTENDING THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING**

**THANH NAM GROUP JOINT STOCK COMPANY**

**To: The Organizing Committee of the 2025 Annual General Shareholders' Meeting Thanh Nam Group Joint Stock Company**

**1. PRINCIPAL**

- Full name: .....
- Citizen Identity Card/Passport/Business Registration No: .....
- Date of issue: ..... Place of Issue: .....
- Address: .....
- Telephone: ..... Fax/Email: .....
- Total number of shares owned: .....
- Representative (in case the shareholder is an organization): .....
- Citizen Identity Card/Passport No: .....
- Date of issue: ..... Place of Issue: .....
- Telephone .....

**2. ATTORNEY-IN-FACE**

- Full name: .....
- Citizen Identity Card/Passport/Business Registration No: .....
- Date of issue: ..... Place of Issue: .....
- Address: .....
- Telephone: ..... Fax/Email: .....

*Alternatively, authorization may be granted to one of the following members of the Board of Directors of TNI:*

<input type="checkbox"/>	Mr. Nguyen Hung Cuong – Chairman Number of shares authorized: .....	<input type="checkbox"/>	Mrs. Doan Thi Thu Thuy – Member Number of shares authorized: .....
<input type="checkbox"/>	Mrs. Nguyen Thi Hien – Member Number of shares authorized: .....	<input type="checkbox"/>	Mrs. Tran Thi Huong Giang - Member Number of shares authorized: .....
<input type="checkbox"/>	Mr. Bui Van Huan - Member Number of shares authorized: .....		

**3. CONTENT OF AUTHORIZATION:**

The authorized party is hereby granted the authority to represent the Grantor in attending the 2025 Annual General Shareholders' Meeting of Thanh Nam Group Joint Stock Company, scheduled to be held on April 22, 2025, and to exercise all rights and obligations at the meeting in accordance with the number of shares granted in this authorization.

**4. Duration of the Power of Attorney**

This Power of Attorney is effective from the date of signing until the conclusion of the 2025 Annual General Shareholders' Meeting of Thanh Nam Group Joint Stock Company.

We take full responsibility for this authorization and commit to strictly complying with the current legal regulations

**ATTORNEY-IN-FACT**  
(Signature, full name and seal)

**PRINCIPAL**  
(Signature, full name and seal)



THE SOCIALIST REPUBLIC OF VIETNAM

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ATTENDANCE CONFIRMATION FORM

FOR ATTENDING THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING

THANH NAM GROUP JOINT STOCK COMPANY

To: The Organizing Committee of the 2025 Annual General Shareholders' Meeting Thanh Nam Group Joint Stock Company.

Full name: .....

Citizen Identity Card/Passport/Business Registration No: .....

Date of issue: ..... Place of Issue .....

Address .....

Representative (if applicable): .....

Citizen Identity Card of Representative: .....

Date of issue: ..... Place of Issue .....

Phone number of Representative: ..... Fax number: .....

I/We hereby confirm my/our participation at the 2025 Annual General Shareholders' Meeting of Thanh Nam Group Joint Stock Company, which will be held at 08:00 AM on April 22, 2025, with the number of voting shares as follows: ..... shares, as of the shareholder list closing date on March 19, 2025. ***In there:***

- The number of shares owned is: ..... shares
- The number of shares authorized for proxy is ..... shares

(Attached: ..... Proxy Authorization Form).

I/We commit to fully complying with the regulations of the General Meeting.

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

**SHAREHOLDER**

*(Signature, full name and seal)*



## REGULATIONS

### ON THE ORGANIZATION OF THE 2025 ANNUAL GENERAL SHAREHOLDERS' MEETING THANH NAM GROUP JOINT STOCK COMPANY

#### Chapter I

#### GENERAL PROVISIONS

**Article 1.** Scope of Application

These regulations govern the organization of the 2025 Annual General Shareholders' Meeting of Thanh Nam Group Joint Stock Company (TNI).

**Article 2.** This regulation specifically stipulates the rights and obligations of the parties involved in the meeting, as well as the conditions and procedures for holding the Annual General Meeting.

**Article 3.** Shareholders and other participants are responsible for complying with the provisions of these regulations.

#### Chapter II

#### RIGHTS AND OBLIGATIONS OF PARTICIPANTS

**Article 4. Rights and Obligations of Shareholders Attending the General Meeting**

4.1. Conditions for Attending the Meeting:

All shareholders owning TNI shares as per the shareholder list provided by the Vietnam Securities Depository and Clearing Corporation, which was closed as of March 19, 2025, or those with valid proxies.

4.2. Rights and Obligations of Eligible Shareholders Attending the Meeting:

a. Shareholders or authorized representatives attending the meeting must bring the following documents:

- Original and valid ID card, Passport, or Citizen ID card.
- Valid Proxy Authorization (in case of attending by proxy).

(In case the shareholder is an individual, the authorization document must be signed by the shareholder. In case of a legal entity, it must be stamped and signed by the legal representative).

After presenting the documents to the Shareholder Eligibility Verification Committee, the shareholder or authorized representative will receive a Voting Card, which represents the voting shares corresponding to the number of shares owned or registered for the meeting.

b. Shareholders may authorize a representative to attend and vote at the General Meeting.

The authorized representative may not delegate the proxy to others.

- c. Shareholders wishing to speak at the meeting must obtain approval from the Chairperson and keep their comments brief and focused on the key topics of discussion as per the agenda.
- d. Shareholders have the right to vote on all issues within the scope of the General Meeting, as defined in the Company's Charter.
- e. Shareholders and representatives, after listening to the reports, will discuss and vote on the issues presented.
- f. During the meeting, shareholders must comply with the guidance of the Chairperson, behave politely, and not disrupt the meeting.
- g. Shareholders or authorized representatives arriving after the meeting has started must register and will still be allowed to vote on remaining issues of the agenda. Previous votes will remain valid.

#### **Article 5. Rights and Obligations of the Chairperson and the Presidium**

5.1 The Chairman of the Board of Directors (or another appointed member) will be designated as the Chairperson of the meeting and must be approved by the General Meeting.

5.2 Tasks of the Presidium:

- a. To manage the meeting according to the approved agenda and regulations. Ensure the meeting is orderly and represents the majority opinion of the shareholders.
- b. To guide discussions and votes on the issues in the agenda.
- c. To present drafts and necessary documents for approval.
- d. To answer any issues raised by the shareholders.

5.3 The Presidium has the right to:

- a. Require all meeting participants to undergo security checks or other security measures;
- b. Request the competent authorities to maintain order during the meeting; ask those who do not comply with the rights of the Presidium, intentionally disturb the order, obstruct the normal progress of the meeting, or fail to follow security check requirements to leave the General Meeting of Shareholders (GMOS);
- c. The Presidium has the right to postpone the GMOS that has the required number of registered participants to a later time or change the meeting location in the following cases:
  - The meeting venue does not have enough seats for all participants;
  - A participant is obstructing or disturbing the order; there is a risk of the meeting not being conducted fairly and legally. The maximum postponement time is no more than three (3) days from the scheduled opening date;
  - Addressing other issues that arise during the organization of the General Meeting.



#### **Article 6. Rights and Obligations of the Shareholder Eligibility Verification Committee**

The Shareholder Eligibility Verification Committee for the Annual General Shareholders' Meeting is established by the Board of Directors of TNI. The Committee will receive the documents from shareholders or their authorized representatives attending the meeting to verify their eligibility and cross-check with the shareholder list approved as of March 19, 2025. The Committee will distribute relevant documents, Voting Cards/Forms, and report to the General Meeting on the results of the shareholder eligibility verification before the meeting officially proceeds.

#### **Article 7. Rights and Obligations of the Secretariat**

- 7.1. The Chairperson will introduce the Secretariat and organize its approval by the meeting.
- 7.2. The Secretariat's duties include:
  - a. To record the meeting's discussions and decisions accurately.
  - b. To assist the Presidium in publicizing the draft minutes and resolutions of the meeting.
  - c. To collect questions from shareholders.
  - d. To report any issues outside their scope of authority..

#### **Article 8. Rights and Obligations of the Vote Counting Committee**

- 8.1. The Chairperson will introduce the Vote Counting Committee and organize its approval by the meeting.
- 8.2. The Vote Counting Committee has the right and obligation to:
  - a. Supervise the voting process.
  - b. Announce the voting results to the Chairperson and the Secretariat.
  - c. Receive shareholder questions.

### **Chapter III**

## **CONDUCTING THE MEETING**

#### **Article 9. Conditions for Conducting the Meeting**

The General Meeting will proceed when shareholders present represent more than 50% of the total voting shares, as per the shareholder list confirmed by the Vietnam Securities Depository and Clearing Corporation on March 19, 2025.

#### **Article 10. Meeting Order**

- 10.1. Shareholders and representatives must wear appropriate and formal attire.
- 10.2. Upon entering the meeting hall, attendees must comply with the seating arrangements made by the Organizing Committee.
- 10.3. Attendees are prohibited from talking privately, smoking, or using mobile phones during the meeting. All mobile phones should be turned off or set to silent.
- 10.4. Shareholders or representatives are responsible for attending the meeting from start to finish. If leaving early, they must inform the Organizing Committee. Failure to do so implies agreement with all decisions made during the meeting.





## **Article 11. Meeting Agenda**

The General Meeting will discuss and approve the following items in turn:

- Approval of the 2024 business performance report and the 2025 business plan;
- Approval of the 2024 Board of Directors' report;
- Approval of the 2024 Management Board's report;
- Approval of the 2024 Supervisory Board's report;
- Approval of the 2024 Independent Board Member's report;
- Approval of the audited financial statements for 2024, and selection of the auditing firm for the 2025 financial statements;
- Approval of the profit distribution and dividend plan for 2024, and the profit distribution and dividend plan for 2025;
- Approval of the remuneration plan for Board members and Supervisory Board members for 2024, and the remuneration plan for 2025;
- Approval of the proposal to dismiss and elect additional members to the Supervisory Board for the term 2021-2026;
- Approval of the proposal to authorize the Board of Directors to carry out specific tasks;
- And other issues for discussion at the General Meeting

## **Article 12. Voting Process**

- 12.1. All contents in the agenda of the General Meeting must be approved by public voting of all shareholders attending the General Meeting by Voting Card according to the number of shares owned/represented and authorized. Each shareholder is given 01 Voting Card, which clearly states: Full name of shareholder/authorized person; Number of shares entitled to vote (owned/represented and/or authorized) of the shareholder and has the seal of TNI.
- 12.2. Voting Methods:
- a. a. Shareholders vote (approve/disapprove/abstain) by raising their Voting Cards.
  - b. b. After voting, the Vote Counting Committee will announce the results..
- 12.3. Voting Rules:
- a. Each common share carries one vote. Shareholders arriving after the time of announcement of vote counting results will not be allowed to vote.
  - b. Issues are approved if they receive the required number of votes from attending shareholders, as stipulated by the Company's Charter and the Law on Enterprises.
  - c. Other issues directly proposed at the meeting will be approved according to current laws and the Company's Charter.

**Chapter IV**  
**CLOSING THE MEETING**

**Article 13. Minutes and Resolutions of the General Meetings**

- 13.1. Minutes and resolutions must be completed and approved before the meeting is adjourned.
- 13.2. The minutes and resolutions of the annual General Meeting must be kept by Thanh Nam Group Joint Stock Company.

**Article 14. Effectiveness**

These regulations consist of 14 articles and are publicly read before the General Meeting and take effect immediately upon approval by the 2025 Annual General Meeting.

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



**NGUYEN HUNG CUONG**

REGULATIONS ON NOMINATING, STANDING FOR ELECTION, AND  
ELECTING MEMBERS OF THE SUPERVISORY BOARD AT THE ANNUAL  
GENERAL MEETING OF SHAREHOLDERS IN 2025

THANH NAM GROUP JOINT STOCK COMPANY

- *Based on the 2020 Enterprise Law and its implementing guidelines;*
- *Based on the 2019 Securities Law and its implementing guidelines;*
- *Based on the Charter of Organization and Operations of Thanh Nam Group Joint Stock Company;*
- *Based on the Program of the General Shareholders' Meeting of Thanh Nam Group Joint Stock Company.*

The 2025 Annual General Meeting of Shareholders of Thanh Nam Group Joint Stock Company will conduct the election of members for the Board of Directors and Supervisory Board as outlined below:

**Article 1: Objective**

1. Ensure compliance with the law and practices in Vietnam.
2. Ensure the principles of transparency, democracy, and the legal rights of all shareholders.
3. Ensure the focus and stability of the Extraordinary Shareholders' Meeting.

**Article 2: Scope of Application and Subjects**

1. The election of members to and the Supervisory Board (SB) of Thanh Nam Group Joint Stock Company at the 2025 Annual General Meeting of Shareholders will be conducted according to the provisions of this Regulation.
2. This Regulation applies to all shareholders holding shares of Thanh Nam Group Joint Stock Company or those authorized to participate.

**Article 3: Number and Standards for Members of the Supervisory Board (SB)**

1. The number of SB members: 03 members, or a different number if the Annual General Meeting decides otherwise, but ensuring that the SB consists of at least 03 members and no more than 05 members as stipulated by the Company Charter.
2. The term of office for SB members is no more than five (05) years; SB members may be re-elected without any limit on the number of terms.
3. SB members must meet the following standards:
  - a. Have at least a university degree in one of the fields of economics, finance, accounting, auditing, law, business administration, or a related field relevant to the company's business operations, with at least 03 years of working experience; the Head of the Supervisory Board must have at least 05 years of work experience;



- b. Have full legal capacity and not be prohibited from establishing or managing a business according to the provisions of the Enterprise Law.
- c. SB members must not be related to the members of the Board of Directors, CEO, or other senior managers of the Company.
- d. Other standards and conditions as stipulated by relevant laws and the Company Charter.

**Article 4: Right to Nominate and Stand for Election to the Supervisory Board (SB)**

1. Before and during the Annual General Meeting, shareholders holding at least 1% of voting shares for a continuous period of at least six (06) months have the right to pool their voting rights to nominate candidates for the SB. The number of candidates each group can nominate depends on the number of candidates decided by the meeting and the ownership percentage of each group:
  - Shareholders or shareholder groups holding 5% to under 10% of the total voting shares may nominate one (01) candidate;
  - Shareholders holding 10% to under 30% may nominate up to two (02) candidates;
  - Shareholders holding 30% to under 40% may nominate up to three (03) candidates;
  - Shareholders holding 40% to under 50% may nominate up to four (04) candidates;
  - Shareholders holding 50% or more may nominate the full number of candidates.
2. If the number of candidates for the Supervisory Board is still insufficient after nominations, the current Supervisory Board may nominate additional candidates or organize the nomination as per the internal governance mechanism of the company.

**Article 5: Documents for Nominations and Candidacies for the SB:**

1. Documents for nominations and candidacies to the SB include the following:
  - a. Nomination letter or candidacy letter for the SB (according to the template in the meeting documents);
  - b. Curriculum vitae of the candidate with a photo (according to the template in the meeting documents);
  - c. Shareholding certificate confirming the number of shares held by the shareholder (if self-nominating) or the shareholder group (if nominating) continuously for the last 6 months, or equivalent documents from the securities company where the shareholder's account is held (as of March 19, 2025 – the closing date for shareholder list to convene the AGM).
  - d. Valid copy of ID card/Passport or Citizen ID;

- e. Valid copy of diplomas, qualifications, and certificates proving the candidate's academic and professional qualifications;
  - f. Power of attorney and/or meeting minutes of the group, along with the shareholder group's list (if the candidate is nominated by the group).
2. Nominations and candidacies must be submitted to Thanh Nam Group Joint Stock Company before 16:00 on April 16, 2025, at the following address:

***HANH NAM GROUP JOINT STOCK COMPANY***

*Address: 3rd Floor, Tower A, Golden Palace Building, No. 99 Me Tri Road, Me Tri Ward, Nam Tu Liem District, Hanoi*

*Phone: 024 3787 1397*

**Article 6: Selecting candidates**

Based on the nomination and candidacy applications of shareholders, shareholder groups and the attached documents of the candidates, Thanh Nam Group Joint Stock Company will make a list of candidates who meet the prescribed conditions to be elected as members of the Board of Supervisors.

**Article 7: Selection of Candidates**

1. The election of SB members will be conducted by direct secret ballot at the Annual General Meeting according to the cumulative voting method.
2. Each shareholder will have a total number of votes corresponding to the total number of shares they hold multiplied by the number of members to be elected to the SB as approved by the General Shareholders' Meeting.
3. Shareholders may allocate all their voting rights to one candidate or distribute their votes among multiple candidates.
4. The total votes cast by a shareholder for candidates cannot exceed the total votes allowed for that shareholder (calculated as the number of shares held multiplied by the number of members to be elected).

**Article 8: Organizing and Monitoring the Election**

1. Establishing the Vote Counting Committee:
  - a) The Vote Counting Committee, on behalf of the General Shareholders' Meeting, will organize and monitor the election according to the provisions of this Regulation;
  - b) The Vote Counting Committee will consist of 03 members, including 01 chairman and 02 members, elected by the General Shareholders' Meeting based on the proposal of the Chairman. Members of the Vote Counting Committee must not be candidates for the SB; the Committee will set up a 06-member support team to assist in fulfilling its duties.
2. The Vote Counting Committee must ensure integrity, objectivity, and confidentiality regarding the vote counting and election process.
3. The members of the Vote Counting Committee must not have their names listed as candidates for the Supervisory Board (SB). This regulation ensures objectivity, fairness, and transparency during the election process, preventing conflicts of interest or bias in the vote counting;
4. The Vote Counting Committee is responsible for:





- a) Verifying and announcing the list of SB candidates;
- b) Communicating the election rules and guiding shareholders on the voting process;
- c) Distributing and collecting the ballots;
- d) Monitoring the voting process of shareholders or their representatives;
- e) Conducting the vote counting, preparing the vote count report, and announcing the results at the General Shareholders' Meeting;
- f) Handing over the vote count report and all ballots to the meeting secretary;
- g) Resolving any complaints or objections related to the candidates or election results (if any) with the Chairman, reporting to the General Shareholders' Meeting for final decision.
- h) The Vote Counting Committee is fully accountable before the law and the General Shareholders' Meeting for compliance with this Regulation and the accuracy of the vote count.

**Article 9: Ballots and Voting Procedures**

- 1. Ballots:
  - a) Ballots will be issued by Thanh Nam Group Joint Stock Company, printed uniformly, and bear the company's seal, shareholder's code, total shares held, and total voting rights.
  - b) Shareholders or their representatives will receive 01 ballot for the SB, based on their participation code (ownership or authorized).
  - c) Shareholders or their representatives must check the ballot information; any errors should be immediately reported to the Vote Counting Committee for a replacement ballot;
- 2. Voting Procedure:
  - a) If agreeing to vote for a candidate, the shareholder/authorized representative of the shareholder must write the number of votes they wish to cast in the "Number of Votes" column corresponding to that candidate's name.
  - b) If not voting for a candidate, the shareholder/authorized representative of the shareholder should enter the number 0 or strike through the "Number of Votes" column.
  - c) The shareholder/authorized representative of the shareholder attending the meeting can allocate all of their votes to one or several candidates, vote for all candidates, or not vote for any candidate.
  - d) The total number of votes cast for a candidate by a shareholder/authorized representative of a shareholder must not exceed the total number of votes allowed for that shareholder/authorized representative (calculated by the number of shares multiplied by the number of members to be elected).
- 1. A ballot will be considered valid if it satisfies the following conditions:
  - a) The ballot is for a candidate whose name is on the list and within the number of members to be elected as approved by the General Meeting of Shareholders;
  - b) The total number of votes cast is less than or equal to the total number of votes allowed for that shareholder (calculated by the number of shares multiplied by the number of members to be elected);



- c) The ballot does not fall under any of the situations specified in Clause 4 of this Article.
2. A ballot will be considered invalid if it falls under any of the following situations:
  - a) The ballot was not issued by Thanh Nam Group Joint Stock Company and/or does not bear the seal of Thanh Nam Group Joint Stock Company;
  - b) The ballot has been crossed out, corrected, or supplemented with content that does not comply with the regulations (in case of a mistake, a new ballot must be issued);
  - c) The ballot contains additional names or incorrectly written names that are not on the list of candidates approved by the General Meeting of Shareholders before the voting process;
  - d) The total number of votes cast for candidates exceeds the total voting rights of that shareholder (including both owned and authorized votes);
  - e) The ballot is not signed or does not clearly state the name of the shareholder/authorized representative of the shareholder;
  - f) The ballot does not indicate the number of votes cast for any candidate.

**Article 10: Vote Counting and Announcement of Results**

1. The Vote Counting Committee will check the ballot box in the presence of shareholders.
2. Voting starts after ballots are distributed and ends when the last shareholder casts their vote.
3. After voting ends, the Vote Counting Committee will immediately begin counting the votes in the voting room.
4. The results will be recorded and announced to the General Shareholders' Meeting by the Chairman of the Vote Counting Committee.

**Article 11: Determining the Election Results**

1. The elected members of the SB will be determined similarly.
2. In case of a tie between two or more candidates for the last position, a re-election will be conducted among the tied candidates.
3. If the election does not meet the required number of members for the SB, a second election will be held among the remaining candidates.
4. If the second election still does not fill all positions, a third round of voting will be held, or vacant positions may be left unfilled until the next General Shareholders' Meeting, as decided by the Chairman.

**Article 12: Vote Counting Report**

1. After the vote counting, the Vote Counting Committee must prepare a Vote Counting Minutes.
2. The Vote Counting Minutes must include the following key contents:
  - a. The time and place of preparing the Vote Counting Minutes;
  - b. The composition of the Vote Counting Committee;
  - c. The purpose and content of the voting process;
  - d. The total number of shareholders attending the meeting, the total number of shareholders voting, the voting rights ratio of shareholders voting compared to the

- total voting rights of shareholders attending the meeting (according to the cumulative voting method), the number and percentage of valid votes, invalid votes, and blank votes; the number and percentage of voting rights for each candidate for the Supervisory Board (SB); accompanied by an appendix listing the shareholders who participated in the election;
- e. The election results;
  - f. Signatures of the members of the Vote Counting Committee.
3. The entire Vote Counting Minutes must be announced by the Vote Counting Committee to the General Meeting and recorded in the Meeting's Resolution.

**Article 13: Shareholders' Right to Question**

Shareholders or their representatives have the right to question or complain about the election and vote counting process. The Chairman and the Vote Counting Committee must respond and clarify any concerns, and these will be recorded in the minutes of the General Shareholders' Meeting.

**Article 14: Effectiveness of the Regulations**

Any matters not detailed in these regulations shall be governed by the relevant current laws.

These regulations take effect once approved by the General Shareholders' Meeting and only apply to the election of members to the Supervisory Board at the Annual General Meeting in 2025.

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



**NGUYEN HUNG CUONG**



THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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**NOMINATION/CANDIDACY LETTER FOR SUPERVISORY BOARD MEMBER**

**To: Organizing Committee of the 2025 Annual General Meeting of Shareholders Thanh Nam Group Joint Stock Company**

I/We are shareholders of Thanh Nam Group Joint Stock Company, consisting of:

	<b>Full name</b>	<b>ID card number/Passport number</b>	<b>Number of shares held</b>
1			
2			
3			
4			
5			

Currently holding/representing the ownership of ..... shares, accounting for .....% of the total voting shares at Thanh Nam Group Joint Stock Company.

I/We agree to nominate/stand for election for the following individuals:

	<b>Full name</b>	<b>ID card number/Passport number</b>	<b>Address</b>
1			
2			
3			

Participating in candidacy for the election of members of the Supervisory Board of Thanh Nam Group Joint Stock Company at the 2025 Annual General Meeting of Shareholders (The candidates' resumes and certified copies of relevant diplomas and certificates are enclosed with this Nomination/Candidacy Letter).



I/We commit to taking full responsibility for the accuracy, honesty, and legality of this nomination/candidacy.

**SHAREHOLDERS SIGN AND STAMP (IF ANY)**

<b>Shareholder</b>	<b>Signature</b>	<b>Seal</b>



Hanoi, April 22, 2025

VOTING BALLOT

ISSUES AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Shareholder/Representative: .....

Number of Shares: .....

	Voting content	Agree	Do not agree	Abstention
1.	Approve the 2024 business results report and the 2025 business plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	Approve the Board of Directors' report for 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Approve the Supervisory Board's report for 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	Approve the Independent Board Member's report for 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	Approve the audited financial statements for 2024 and select the auditing firm for the 2025 financial statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	Approve the profit and dividend distribution plan for 2024 and the profit and dividend distribution plan for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	Approve the remuneration plan for Board of Directors and Supervisory Board members for 2024 and the remuneration plan for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Approve the proposal for the dismissal and election of additional members of the Supervisory Board for the 2021 – 2026 term.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	Approve the proposal to authorize the Board of Directors to perform certain specific tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Shareholder/Representative

(Sign and full name)



**2025 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

**THANH NAM GROUP JOINT STOCK COMPANY**

**BALLOT FOR SUPERVISORY BOARD MEMBERS**

**Full name :**

**Total number of  
represented shares :**

**Total number of votes :**

**Equally distributed among  
the candidates**

**Cumulative voting**

	<b>Full name of the candidate</b>	<b>Number of votes</b>
1		
2		
3		
4		
5		

*Shareholder/Representative  
Sign and full name*





# FEEDBACK FORM

*Regarding the Organization and Agenda Items at the 2025 Annual General Meeting of Shareholders of Thanh Nam Group Joint Stock Company*

## I. SHAREHOLDER INFORMATION:

Full name: .....

Citizen Identification Number/Business Registration

Certificate:.....

As the legal representative (for organizations): .....

Address : .....

## II. CONTENT OF SUGGESTIONS:

Suggestion Topic:

.....  
.....  
.....

Content of feedback:

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.....

*Shareholder/Representative  
Sign and full name*

**Notes:**

- Shareholders who wish to provide feedback or make a statement at the General Meeting must submit their feedback form to the Company's Secretariat before the discussion begins.

**REPORT**  
**ON THE SUMMARY OF BUSINESS OPERATIONS IN 2024**  
**AND THE BUSINESS PLAN AND TASKS FOR 2025**

**To: The General Shareholders' Meeting of Thành Nam Group Joint Stock Company**

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Thanh Nam Group Joint Stock Company;
- Pursuant to the 2024 audited financial statements of the Company.

**1. Summary of Business Operations in 2024**

The Vietnamese steel industry in 2024 faced significant volatility, including fluctuations in raw material prices, challenges in production and consumption, and government support policies. However, the global steel market, particularly domestic steel prices, faced upward pressure due to macroeconomic factors. Domestic steel prices also increased by nearly 500 VND/kg in September 2024, alongside rising steel prices in China. For Vietnam, despite challenges in addressing international impacts, there were some positive signs as efforts were made to resolve previous issues while maintaining macroeconomic stability and fostering economic growth.

As of the end of 2024, according to the parent and consolidated financial statements, the specific figures are as follows:

*Unit: VND*

No.	Item	Unit	Plan	Actual	Percentage of Plan Achieved
<b>1</b>	<b>Parent Corporation</b>				
1.1	Revenue	VND	1,200,000,000,000	767,034,496,179	64%
1.2	Profit Before Tax	VND	3,000,000,000	- 21,777,957,551	-726%
1.3	Profit After Tax	VND	2,400,000,000	- 21,777,957,551	-907%
<b>2</b>	<b>Consolidated</b>				
2.1	Revenue	VND	1,240,000,000,000	992,703,709,958	80%



2.2	Profit Before Tax	VND	4,500,000,000	- 27,537,854,832	-612%
2.3	Profit After Tax	VND	3,600,000,000	- 27,761,176,731	-771%

In 2024, the Vietnamese steel industry faced several challenges, including:

**Competition from imported steel:** Cheap steel from China and India has been creating significant competition for domestic steel producers. The import of steel increased sharply in the first 10 months of 2024.

**Transportation costs:** Although the research did not provide specific data on transportation costs, it remains a key factor affecting production costs and the competitiveness of Vietnamese steel.

**Trade policies:** Anti-dumping lawsuits against Vietnamese steel in key export markets such as the United States, EU, Australia, and India are complicating export activities ...

**Inventory:** The large inventory from 2023, coupled with low market demand due to the slow recovery of the construction sector, has put pressure on steel companies. However, after Q2/2024, most domestic steel companies reduced their inventory.

**Rising input material costs:** The sharp increase in energy costs, particularly coke, has affected the profit margins of steel producers.

To summarize 2024, Thanh Nam Group achieved revenue of VND 767 billion, reaching 64% of the set target. The profit after tax did not meet the expected result due to the handling and liquidation of the company's inventory, which led to no profit

## 2. Business Plan and Tasks for 2025

The recovery of the steel industry is closely tied to the recovery of the real estate and construction markets. Government support policies, including enhanced public investment and tax adjustments, will play a key role in boosting growth and improving the competitiveness of the Vietnamese steel industry.

The Group's management anticipates that in 2025, revenue will increase compared to 2024, primarily due to expected growth in production. The real estate market is expected to recover gradually after the enactment of the 2024 Land Law, which resolves many difficulties and legal procedures. Specifically, the management has outlined the following tasks and actions:

### 1. Key Economic Indicators:

No.	Item	Unit	Plan
1	Revenue	VND	1.074.000.000.000
2	Profit before tax	VND	2.685.000.000
3	Profit after tax	VND	2.148.000.000

## 2. Key Tasks

### 2.1.1 Commercial Activities

Commercial activities are the primary source of revenue and profit for the Company. The management is focused on achieving the following goals:



- ✓ Focus on developing a business plan for the steel sector (particularly driving the development of the stainless steel sector) in order to enhance the exploitation of the market according to each regional/industrial park plan, expand the customer base, and focus on connecting with customer segments.
- ✓ Expand the supply of goods to diversify the sources of products for the domestic market.
- ✓ Ensure the business team performs well in after-sales services and improving service quality.
- ✓ Continue to develop and promote the export of agricultural products such as carrots, cinnamon, star anise, coffee, cashews, pepper, etc. Research and expand export products and markets to meet export-import demands.
- ✓ Update on global and domestic economic trends, especially exchange rates and interest rates, to implement effective management policies and restructure the organization.
- ✓ Study and apply marketing communication tools for the Group's business sectors to increase market coverage, confirm brand value, and support business sales.

#### 2.1.2 *Investment Activities*

- ✓ Continue to research the real estate market, which is expected to show many positive signals in 2025, in order to identify potential areas suitable for investment to generate profits or explore M&A opportunities and collaborate with potential partners to develop real estate projects.
- ✓ Review and manage the operating costs of the solar rooftop energy project in Phu Yen to increase revenue and investment efficiency.
- ✓ Urgently implement the TMB planning and renovation of the Vườn Đào Hạ Long Hotel project in Quảng Ninh."
- ✓ Carry out legal procedures and investment preparations to develop a resort project in Quốc Oai.



### **3. Implementation Solutions for the 2025 Business Plan**

#### **3.1. Management and Control Activities:**

Strengthen the effectiveness and management control throughout the company with a focus on streamlining the structure and reducing costs, through the following solutions:

- Continue to improve the operational structure from the parent company to subsidiaries, business locations, etc., based on enhancing management, operation, and control effectiveness across the system.
- Improve the overall effectiveness of the company's operations, build a synchronized and timely management information system, integrate the enhancement of highly skilled human resources training, and strengthen the internal control system to ensure efficient internal operations.
- Enhance work efficiency by delegating specific functions and responsibilities to the Board of Directors and department heads across the entire Group

- Reinforce management and control effectiveness based on the establishment and application of reasonable and flexible standards, indicators, policies, and compensation mechanisms.
- Strengthen management, supervision, and monitoring to ensure the achievement of goals, strategies, plans, and assigned tasks while evaluating the company's performance.
- Regularly review and improve the company's operational processes.

### *3.2. Production and Business Activities:*

- Restructure and realign the business strategy and sectors toward focusing on product lines with potential for good and stable profit margins.
- Closely monitor and swiftly capture market developments, especially during the current challenging period, to implement effective and timely responses.
- Ensure speed, timeliness, and cost-effectiveness in the procurement of raw materials, goods, and finished products to support production and business operations.

### *3.3. Financial and Accounting Activities:*

- Effectively manage and utilize capital, accelerate the working capital turnover, and strengthen the management of accounts receivable and payable to improve business efficiency, reduce capital costs, and increase profits.
- Focus on balancing and arranging sufficient capital to support key tasks for the year.
- Regularly review accounts receivable, advances, and customer payment situations to develop plans for collecting debts and prevent bad debts or capital being tied up in the company. For internal debts, control excessive advances or internal company debts, and debts with customers.
- Strengthen the supervision and monitoring of financial management, accounting, and capital use throughout the company.

### *3.4. Investment and Strategy Activities*

- Track market developments and investment opportunities in the real estate sector through investments, buying and selling, transferring, joint ventures, and partnerships, depending on the timing and assessment of investment effectiveness.
- Select credit institutions, investors, and partners to mobilize capital, provide consulting plans, and distribute products based on achieving the highest efficiency for the company.
- Search for clean land plots, study market demand, and observe real estate market trends to develop suitable types and product segments for the future.
- Find capable and reputable partners in the real estate market to collaborate on investment and implementation of real estate projects through buying, selling, transferring projects, or joint ventures and partnerships...

### *3.5. Training and Human Resource Development*

- Continue reviewing and assessing labor to reassign and arrange them more effectively.
- Increase internal training to improve technical expertise for workers to better meet production needs.

- Strengthen labor management and research new reward and penalty systems in the salary structure.

This is the report on the business results of 2024 and the business plan and tasks for 2025.

We respectfully submit it for approval by the General Shareholders' Meeting.

**ON BEHALF OF THE BOARD OF  
MANAGEMENT**

**GENERAL DIRECTOR**



**NGUYEN MANH LAM**





REPORT  
ON THE BOARD OF MANAGEMENT'S ACTIVITIES IN 2024  
AND THE OBJECTIVES AND TASKS FOR 2025

To: The General Shareholders' Meeting of Thành Nam Group Joint Stock Company

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Thanh Nam Group Joint Stock Company.

The Board of Directors of Thanh Nam Group Joint Stock Company (TNI) hereby reports to the Annual General Shareholders' Meeting in 2025 on the activities of the Board of Directors in 2024 and the direction and tasks for the Board of Directors in 2025 as follows:

A. ASSESSMENT OF TNI'S OPERATING SITUATION IN 2024

In 2024, amid the global recovery process with relatively modest growth, escalating geopolitical conflicts, and increasing strategic competition among major powers, the world economy is trending downward. Although inflation has cooled down, it remains high, and monetary policies are tightening. All of these factors have had a significant impact on the production and business situation of enterprises and Thành Nam Group Joint Stock Company.

In Vietnam, 2024 recorded a GDP growth rate of 7.09%, surpassing the target set by the National Assembly. Overall, the Vietnamese economy continues to show a clear recovery trend, with socio-economic indicators achieving positive results, providing a solid foundation for economic recovery in the near future.

In the past year, due to the negative impact of the market, the results did not meet expectations or the targets set, specifically:

Unit: VND

No.	Item	Unit	Plan	Actual	Percentage of Plan Achieved
1	Parent Corporation				
1.1	Revenue	VND	1,200,000,000,000	767,034,496,179	64%

1.2	Profit Before Tax	VND	3,000,000,000	- 21,777,957,551	-726%
1.3	Profit After Tax	VND	2,400,000,000	- 21,777,957,551	-907%
<b>2</b>	<b>Consolidated</b>				
2.1	Revenue	VND	1,240,000,000,000	992,703,709,958	80%
2.2	Profit Before Tax	VND	4,500,000,000	- 27,537,854,832	-612%
2.3	Profit After Tax	VND	3,600,000,000	- 27,761,176,731	-771%

## ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

### 1. Personnel and Remuneration of the Board of Directors

In 2024, the Board of Directors consists of 5 members. The composition and titles of the Board members are as follows:

No.	Full name	Position	Note
1	Nguyen Hung Cuong	Chairman of the BOD	Executive Member
2	Đoan Thị Thu Thuy	Member of the BOD	Executive Member
3	Tran Thi Huong Giang	Member of the BOD	Non-Executive Member
4	Nguyen Thi Hien	Member of the BOD	Non-Executive Member
5	Bui Van Huan	Independent Member of the BOD	Independent Member

The structure of non-executive members of the Board of Directors and independent members of the Board of Directors meets the standards specified in Article 276 of Decree 155/2020/ND-CP dated December 31, 2020, specifically:

- Number of executive members of the Board of Directors: 02 members
- Number of non-executive members of the Board of Directors: 01 member, with 01 independent member of the Board of Directors

In 2024, the remuneration of the Board of Directors is as follows:

No.	Position	Quantity	Number of months	Remuneration per month	Total remuneration for the year 2024
1	Chairman of the BOD	1	12	5.000.000	60.000.000
2	Member of the BOD	4	12	2.000.000	96.000.000
	<b>Total</b>	<b>05</b>	<b>12</b>	<b>13.000.000</b>	<b>156.000.000</b>



## 2. Meetings of the Board of Directors

In 2024, the Board of Directors of Thành Nam Group Joint Stock Company focused on directing the CEO to complete the business plan approved by the General Shareholders' Meeting, promote the search for potential investment opportunities, maintain stable production and business operations, and pay attention to the interests of the company's shareholders through regular and ad-hoc Board meetings..

The contents of the meetings in 2024 are reflected in the resolutions and decisions as follows:

No	Number of Resolutions/Decisions	Date	Content	Approval rate
1	01/2024/NQ-HĐQT-TNI	27/02/2024	Approval of the final registration date for the shareholder list to exercise the right to attend the 2024 Annual General Meeting of Shareholders.	100%
2	02/2024/NQ-HĐQT-TNI	26/03/2024	Approval of the adjusted date for the 2024 Annual General Meeting of Shareholders, compared to the initial plan.	100%
3	03/2024/NQ-HĐQT-TNI	02/04/2024	Change of the company's Chief Accountant.	100%
4	04/2024/NQ-HĐQT-TNI	02/05/2024	Approval of the policy for trading goods with Saigon Steel Joint Stock Company.	100%
5	06/2024/NQ-HĐQT-TNI	31/05/2024	Change of the company's Chief Executive Officer (CEO).	100%
6	07/2024/NQ-HĐQT-TNI	05/06/2024	Change of the representative managing the equity portion at Đông Xuân Farm and Energy Joint Stock Company.	100%
7	08/2024/NQ-HĐQT-TNI	12/06/2024	Approval of the notification regarding the closure of the branch in Binh Duong Province.	100%
8	10/2024/NQ-HĐQT-TNI	10/07/2024	Approval of the selection of an auditing firm for 2024.	100%
9	11/2024/NQ-HĐQT-TNI	06/08/2024	Approval of borrowing funds and using assets as collateral at the Bank for Investment and Development of Vietnam (BIDV) – Thanh Xuan Branch.	100%
10	12/2024/NQ-HĐQT-TNI	10/09/2024	Approval of borrowing funds and authorizing the signing of an agreement	100%





			with Sacombank – Hanoi Branch.	
11	13/2024/NQ-HĐQT-TNI	12/11/2024	Approval of the decision to terminate the operations of the company's branch in Binh Duong.	100%
12	14/2024/NQ-HĐQT-TNI	26/12/2024	Approval of borrowing funds and using assets as collateral at the Bank for Investment and Development of Vietnam (BIDV) – Thanh Xuan Branch.	100%
13	15/2024/NQ-HĐQT-TNI	27/12/2024	Approval of the procurement of assets for the company's business operations.	100%

### 3. Evaluation of the Management Board's performance in 2024

In 2024, the Board of Directors supervised the management and operations of the CEO and the management team of the Group through meetings and regular monthly and quarterly business reports from each department. Based on this, the Board of Directors worked closely with the Management Board to develop solutions to resolve and overcome challenges in business operations. Specifically:

- Participating in, discussing, and providing input in the weekly/periodic management meetings regarding the implementation of strategies and goals approved by the Annual General Meeting of Shareholders.
- Organizing and directing the strict implementation of the quarterly financial reports, semi-annual financial reports, annual financial reports, and annual reports.
- Supervising and directing the disclosure of information to ensure transparency and timeliness in accordance with regulations.
- Monitoring the implementation of the resolutions issued by the General Meeting of Shareholders and the Board of Directors, and reviewing the management activities of the Management Board in business operations.
- The Board of Directors, in collaboration with the Supervisory Board, organizes inspection and monitoring activities for the company's business operations and management work.

Overall, in 2024, the Board of Directors evaluated the Management Board as having a constructive attitude, making significant efforts, and demonstrating high responsibility in fully carrying out the reporting, explanation, and disclosure of information about business operations in a complete, transparent manner, in compliance with the current legal regulations.

## 2. Evaluation of the company's financial and accounting activities

Carrying out the functions stipulated in the company's Charter and Governance Regulations, the Board of Directors has organized and implemented the following tasks:

a) Reviewing and evaluating the financial and accounting situation of the Group:

- Full compliance with the requirements of current Vietnamese accounting standards and the accounting regime for enterprises in organizing financial and accounting tasks.
- Accounting documents are strictly managed, properly stored, and systematically organized in accordance with regulations.

b) Working with the independent auditing firm (Asco Audit and Valuation Co., Ltd.) to ensure independence and objectivity in auditing the company's financial reports. The Board of Directors confirms that the information in the company's business reports and financial statements is presented truthfully, reasonably, and in accordance with legal regulations.

### B. BOARD OF DIRECTORS' ACTIVITY PLAN FOR 2024

As we enter the beginning of 2024, the signs of economic recovery are quite evident. The economy has several growth drivers, such as: the shifting of supply chains and global investment flows, the reopening of the Chinese market, increased public investment, and significant room for fiscal and monetary policy management, all of which provide the foundation for new developments in the economy in 2024.

"Alongside the positive signals from the economy, based on the results of business operations in 2023, combined with an assessment of the situation, and an evaluation of the challenges and opportunities, the Board of Directors plans to present the following 2024 plans to the General Meeting of Shareholders:

#### 1. Activity Plan for 2025:

No.	Item	Unit	Plan
1	Revenue	VND	1.074.000.000.000
2	Profit before tax	VND	2.685.000.000
3	Profit after tax	VND	2.148.000.000

In the event that the market experiences complex developments or situations that significantly affect the company's business operations, the Board of Directors will present to the General Meeting of Shareholders a proposal to authorize the Board of Directors to decide on the 2025 business plan based on the actual situation.

#### 2. Key tasks in 2025

To implement the financial plan for 2025, the Board of Directors will establish key tasks to implement synchronized solutions to ensure the role of the Board of Directors in internal



governance, financial activities, and business operations, specifically as follows:

- Develop mid-term development strategies, plans, and annual plans for the company in line with the actual situation.
- Closely monitor market developments both domestically and globally, proactively forecasting market risk fluctuations.
- Continue to conduct an overview study of the market to make appropriate investment evaluations for sectors that have been and are being implemented.
- Evaluate the overall financial situation of the company to decide on effective capital raising methods.
- Assess the overall effectiveness of the operational structure and personnel organization to ensure efficient internal management.
- Strengthen internal control and supervision over the implementation of objectives, strategies, plans, and assigned tasks, and evaluate the company's performance.
- Continue to innovate and synchronize the management mechanisms, organization, and training.

Above is the report on the results of management and business operations for 2024 and the business plan for 2025. The Board of Directors submits this report to the General Meeting of Shareholders for review and feedback. The Board of Directors hopes to continue receiving the trust, commitment, and support of shareholders, investors, and partners both domestically and internationally.

**Sincerely./.**

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



**NGUYEN HUNG CUONG**



**REPORT OF THE SUPERVISORY BOARD  
ON THE FINANCIAL PERFORMANCE IN 2024 AND  
THE OPERATIONAL DIRECTION FOR 2025**

***To: The General Shareholders' Meeting of Thành Nam Group Joint Stock Company***

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Thanh Nam Group Joint Stock Company;
- Based on the 2024 audit report provided by Asco Audit and Valuation Limited Liability Company.

The Supervisory Board of Thanh Nam Group Joint Stock Company (TNI) would like to report to the Annual General Meeting of Shareholders in 2024 on the implementation of the inspection and supervision activities of the TNI Supervisory Board in 2024 and the planned activities of the Supervisory Board in 2025 as follows:

**PART A: RESULTS OF INSPECTION AND SUPERVISION IN 2024**

**I. Activities of the Supervisory Board in 2024**

**1. Personnel and Remuneration of the Supervisory Board**

In 2024, the Supervisory Board of the Company operates with a total of 3 members, including:

- Mr. Pham Quang Manh: The Chairman of the Board
- Mrs. Do Thanh Thuy: Members of the Board.
- Mrs. Pham Thi Hang: Members of the Board.

In 2024, the remuneration for the Supervisory Board is as follows:

No.	Position	Quantity	Number of months	Remuneration per month	Total remuneration for the year 2024
1	Chairman of the SB	1	12	2.000.000	24.000.000
2	Board Members	2	12	1.000.000	24.000.000
	<b>Total</b>	<b>3</b>	<b>12</b>	<b>3.000.000</b>	<b>48.000.000</b>

**2. The operational situation of the Supervisory Board in 2024**

Based on its functions and responsibilities, the Supervisory Board has monitored the compliance with the provisions of the Law on Enterprises, the company's charter, and the organization and operation regulations in the management and administration of the company's production and business activities, specifically:

- The Supervisory Board organized regular meetings and ad-hoc meetings when necessary to implement tasks according to the assigned functions, always closely following the resolutions of the General Meeting of Shareholders.
- The Supervisory Board has monitored various aspects of the company's activities by attending meetings of the Board of Directors, the Executive Board, and reviewing periodic reports and documents from the specialized departments.
- The Board has checked and supervised compliance with legal policies, state regulations, and the company's internal rules set by the Board of Directors and the Executive Board through the review and study of the Board's resolutions and decisions on the operation of the company.
- Participated in selecting an independent auditing firm.
- Periodically checked and reviewed the accounting records, monitored the quarterly financial reports and the 2024 financial statements of the parent company, and consolidated financial statements to assess the reasonableness and accuracy of the financial data before presenting them to the Board of Directors.
- Coordinated with the independent auditor in auditing the financial statements, overseeing the content, scope, and progress of the review and audit of the 2024 financial statements according to the signed auditing contract.

## II. Results of Monitoring the Implementation of the 2024 Production and Business Plan and Supervision of Compliance with Financial and Accounting Regulations.

### 1. Supervision of Data and Business Results:

*Unit: VND*

No.	Item	Unit	Plan	Actual	Percentage of Plan Achieved
<b>1</b>	<b>Parent Corporation</b>				
1.1	Revenue	VND	1,200,000,000,000	767,034,496,179	64%
1.2	Profit Before Tax	VND	3,000,000,000	21,777,957,551	-726%
1.3	Profit After Tax	VND	2,400,000,000	21,777,957,551	-907%
<b>2</b>	<b>Consolidated</b>				
2.1	Revenue	VND	1,240,000,000,000	992,703,709,958	80%
2.2	Profit Before Tax	VND	4,500,000,000	27,537,854,832	-612%
2.3	Profit After Tax	VND	3,600,000,000	27,761,176,731	-771%

### 2. Supervision of Compliance with Financial and Accounting Regulations

In 2024, the company complied with the provisions of the Accounting Law, the Accounting System, and the Vietnamese Accounting Standards; at the same time, it is consistent with the characteristics of the company's production and business activities and management requirements. The preparation, circulation, use, and storage of accounting



documents generally ensure legality, reasonableness, and validity. The preparation, recording, use, and storage of accounting books are complete, timely, and in accordance with the current accounting system regulations, specifically:

- The company fully complied with its obligations to pay taxes to the state budget.
- The company adheres to all the regulations and rules set by the state regarding accounting.
- The provision for reserves is carried out in accordance with financial and accounting regulations and has been audited by Asco Audit and Valuation Limited Liability Company.
- The Supervisory Board conducted an evaluation of the financial statements before and after the audit.
- Verification of supporting documents for the information in the financial statements was carried out.
- The Supervisory Board has assessed each item in the financial statements.
- The Supervisory Board has reviewed the audit report and the management letter issued by the independent auditing firm.

### **III. Results of the Evaluation of the 2024 Financial Statements**

- The financial statements fully reflect the company's production, business, and financial situation, presented in accordance with the prescribed reporting formats.
- The report reflects fairly and reasonably, in all material aspects, the financial situation as of December 31, 2024.
- The recording, opening of accounting books, and classification of economic items are in accordance with the accounting standards issued by the Ministry of Finance.
- The company has prepared and disclosed periodic reports in compliance with the regulations for listed organizations on the Ho Chi Minh City Stock Exchange and the State Securities Commission regarding information disclosure on the securities market.
- The 2024 financial statements of TNI have been audited in accordance with the provisions of the charter and the resolutions of the 2024 Annual General Meeting of Shareholders, carried out by Asco Audit and Valuation Limited Liability Company.

### **IV. Results of Monitoring the Activities of the Board of Directors and the Executive Board of the Company**

In 2024, the Board of Directors (BOD) and the Executive Board have effectively carried out the tasks decided in the resolutions of the General Meeting of Shareholders. The activities of the BOD have complied with the provisions of the Law on Enterprises, the company's charter, the resolutions of the General Meeting of Shareholders, and current legal regulations, specifically:

- The Board of Directors (BOD) has organized regular and extraordinary meetings in person, through written opinions, or online meetings to issue resolutions and decisions to address matters within its authority according to the BOD's operational regulations and the company's charter.
- The Board of Directors has issued resolutions related to the company's activities within the scope of its responsibilities and authority.
- The Executive Board has closely followed the direction and guidance of the BOD to organize production and business activities. It has continued to streamline the organizational structure and human resources, developing a labor force plan. The Board





has carried out reviews and made adjustments to the functions and responsibilities of the specialized departments in line with the company's production and business situation.

**V. Report on the Supervision of the Coordination Between the Supervisory Board, the Board of Directors, and the Executive Board:**

In 2024, the Supervisory Board worked closely with the Board of Directors and the Executive Board in implementing the resolutions of the General Meeting of Shareholders. The Supervisory Board participated fully in the regular and extraordinary meetings of the Board of Directors, contributing constructive feedback to improve mechanisms, policies, and the direct management and operation of the Executive Board. The resolutions issued by the Board of Directors were all analyzed and evaluated with the consensus of all members of the Supervisory Board.

The coordination between the Supervisory Board, the Board of Directors, and the Executive Board has been carried out closely and consistently, aligning with the resolutions set by the General Meeting of Shareholders. All operational information from the Board of Directors and the Executive Board is provided to the Supervisory Board to effectively carry out its supervisory role.

**VI. Recommendations of the Supervisory Board:**

- It is necessary to develop an annual production and business plan that aligns with the company's capabilities and resources to ensure the plan is achievable.
- Continue to focus on cost control. Review the existing policies within the company to avoid legal risks.
- Strengthen inspections and audits, control data, and ensure compliance with regulations regarding the environment, labor safety, fire prevention, and other legal requirements.
- Continue to improve the existing systems, processes, and regulations in line with the Law on Enterprises, the company's charter, current applicable regulations, and internal documents, ensuring the company's business operations are effective, compliant with the company's charter, and in accordance with the law.

**PART B: PLAN OF ACTIVITIES OF THE SUPERVISORY BOARD FOR 2025**

- Monitor the implementation of resolutions from the General Meeting of Shareholders (GMS), ensuring compliance with legal regulations and the company's charter, organization, and operational guidelines.
- Review and evaluate the company's financial statements, providing timely feedback to the Board of Directors and the Executive Board on governance issues, and coordinating activities between the Board of Directors, the Executive Board, and the Supervisory Board.
- Continue to perform the task of inspecting and monitoring the management and business operations in accordance with the provisions of the Law on Enterprises.
- Supervise the company's production and business plans, investment activities, and the implementation of resolutions and decisions from the Board of Directors and the Executive Board.
- Monitor the execution and review of the company's information disclosure to ensure timeliness and transparency, safeguarding the interests of shareholders.

The above is the operational situation of the Supervisory Board of Thanh Nam Group Joint Stock Company in 2024 and the activity plan for 2025. The Supervisory Board of the Group submits it to the Annual General Meeting of Shareholders in 2025 for approval.

**ON BEHALF OF THE SUPERVISORY  
BOARD  
CHAIRMAN**



**PHAM QUANG MANH**







**REPORT OF INDEPENDENT MEMBER  
EVALUATING THE OPERATION OF THE BOARD OF DIRECTORS IN 2024**

*To: Board of Directors, General Shareholders' Meeting of Thanh Nam Group  
Joint Stock Company*

Summary of 2024: The Independent Member has conducted a review and provided a positive evaluation of the activities of the Board of Directors in 2024, specifically as follows:

**1. Organizational Structure**

In 2024, the Board of Directors (BOD) consisted of 5 members, including 1 independent member. All members of the BOD participated fully and actively in strategic planning, compliance control, and providing constructive feedback, ensuring adherence to corporate governance best practices.

**2. Operating framework**

- In 2024, the Board of Directors (BOD) organized 13 meetings. The BOD meetings were convened and conducted according to a specific schedule, with complete preparation of materials, in compliance with the Company's Charter and legal regulations.
- According to the BOD's operational plan, the tasks carried out in 2024 were aligned with the resolutions of the General Shareholders' Meeting (GMS) and adhered to the Group's Charter, Governance Regulations, and best practices in Corporate Governance.
- The BOD worked with a sense of responsibility and transparency in governance, strictly following the regulations for public companies. The meetings of the BOD were convened in a timely manner and conducted according to the procedures specified in the Charter and internal governance regulations of the Company. The content of the meetings was thoroughly discussed and evaluated by all BOD members to make strategic decisions and solutions that bring the greatest benefit to the Company.
- Issues related to business strategies, market expansion, and the development of the management system were regularly reviewed and assessed by the BOD in the periodic meetings.

### 3. Results of Governance and Supervision Work

- **Overall**, the Board of Directors (BOD) has effectively carried out the supervision of the Executive Board, ensuring that the Group's activities are closely controlled to align with the strategic direction and to make timely adjustments to decisions when required by practical circumstances.
- The BOD members attended both regular and ad-hoc meetings of the Executive Board. The decisions made by the Executive Board were analyzed, debated, and consulted with the BOD in order to come up with optimal solutions for the Group's benefit. As a result, the BOD was always fully informed about the Group's operations, identified emerging situations, and received the latest updates on practical requirements.
- The BOD members played an active role and took responsibility in supporting the Executive Board, conducting many sessions to share experiences with other management levels.
- The BOD paid particular attention to risk management solutions, aiming to help the Executive Board identify issues early and support the Group in maintaining sustainability and stability in its operations, thus protecting the interests of investors

### 4. Conclusion

Overall, the Board of Directors (BOD) has fully performed its role as representatives of the shareholders in overseeing the company's operational activities. In addition, the BOD has collaborated with the Executive Board to implement activities aimed at fostering the company's culture. Through creative methods, the BOD has effectively played a supportive role in building sustainable values for the company.

*Independent Member of the BOD*



*Bui Van Huan*



No: 01/2025/TT-ĐHĐCĐ-TNI

Hanoi, March 29, 2025

**PROPOSAL**

*(Approval of the audited financial report for the year 2024 and selection of the auditing firm for the 2025 financial report)*

**To: The General Shareholders' Meeting of Thành Nam Group Joint Stock Company**

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Thanh Nam Group Joint Stock Company.
- Based on the audited financial report for the year 2024 of Thanh Nam Group Joint Stock Company.

1. The Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) in 2025 for approval the audited financial report for the year 2024 of Thanh Nam Group Joint Stock Company as follows:
  - The financial report for 2024 was audited by Asco Audit and Valuation Co., Ltd.;
  - The financial report for 2024 of the Company has been audited by Asco Audit and Valuation Co., Ltd. in accordance with the prescribed standards, reviewed by the Company's Supervisory Board, and disclosed by the BOD on the Company's website, including:
    - o Management's report;
    - o Independent audit report;
    - o Balance sheet as of December 31, 2024;
    - o 2024 income statement;
    - o Cash flow statement;
    - o Notes to the financial statements.
2. The Board of Directors respectfully submits to the General Meeting of Shareholders for a vote to authorize the Board of Directors of Thanh Nam Group Joint Stock Company to select the auditing firm for the 2025 financial report from the list of auditing firms that are eligible to provide audit services, as approved by the State Securities Commission.

The Board of Directors respectfully requests the AGM to review and approve.

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



**NGUYEN HUNG CUONG**



**PROPOSAL**

*(Approval of the profit distribution and dividend plan for the year 2024,  
Profit distribution and dividend plan for the year 2025)*

**To: The General Shareholders' Meeting of Thành Nam Group Joint Stock  
Company**

- Pursuant to the Enterprise Law 2020 and its implementing documents;
- Pursuant to the Charter on the Organization and Operation of Thanh Nam Group Joint Stock Company.
- Based on the audited financial report for the year 2024 of Thanh Nam Group Joint Stock Company.

To ensure the long-term benefits of shareholders, the Board of Directors (BOD) respectfully submits to the Annual General Meeting of Shareholders (AGM) in 2025 for approval the profit distribution and dividend payment plan for the year 2024 of Thanh Nam Group Joint Stock Company as follows:

**1. Profit distribution plan for the year 2024**

Considering that 2024 was a challenging year for the steel industry, the Board of Directors made significant efforts to closely monitor the developments of both the domestic and global markets, intensify market exploitation, and seek out customers. At the same time, the company proactively developed a selective purchasing strategy from the beginning and waited for the right opportunity to sell, aiming to recover losses from previous years. As a result, the profits for 2024 did not meet the targets set at the Annual General Meeting of Shareholders in 2024. Therefore, given the current business performance and the need for development investment during this period, the company has not yet made provisions for funds such as the reward fund, welfare fund, or development investment fund, in order to ensure sufficient capital for business operations in 2025.

**2. Dividend payment plan for the year 2024 and profit distribution and dividend plan for the year 2025.**

"2025 is forecasted to be a year with many positive signals, but the potential risks from the global political-economic environment remain present and will continue to negatively impact the recovery outlook for Vietnam's economic growth. Specifically, the global economy is expected to grow slowly, reaching only about 2.4%, 0.2% lower than in 2024. Among the major global economies, the United States and China are experiencing slow recoveries. These two countries are also Vietnam's largest trading partners, so their economic performance will significantly affect Vietnam's economy. Additionally, geopolitical conflicts remain complex, inflation and interest rates, though reduced, are still high, and the corporate bond and real estate markets still carry many risks, requiring time for stabilization. Therefore, financial provisioning is essential to ensure the survival of businesses.

Accordingly, the Board of Directors respectfully proposes that the General Meeting of Shareholders delegate the authority to the Board of Directors to determine the dividend payment ratio for 2024 and to formulate the profit distribution and dividend policy for 2025, based on the business performance at each specific time and to ensure sufficient operating capital. The Board of Directors will proactively decide on the appropriate rates to maximize the interests of the shareholders and the company.

The Board respectfully requests the General Meeting to consider and vote for approval./.

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



**NGUYEN HUNG CUONG**

**PROPOSAL**

*(Approval of the remuneration plan for the members of the Board of Directors and Supervisory Board for the year 2024 and the remuneration plan for the year 2025)*

**To: The General Shareholders' Meeting of Thành Nam Group Joint Stock Company**

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders in 2025 for approval the remuneration for the members of the Board of Directors and the Supervisory Board of Thanh Nam Group Joint Stock Company as follows:

**I. Finalization of remuneration for the Board of Directors and Supervisory Board for the year:**

Based on the business results for the year 2024, the Board of Directors proposes that the Annual General Meeting of Shareholders in 2025 approve the remuneration plan for the members of the Board of Directors and Supervisory Board for the 2024 fiscal year as follows:

No.	Title	Qty	Number of months	Number of months	Total remuneration for 2024
1	Chairman of the Board of Directors	1	12	5,000,000	60,000,000
2	Board of Directors Member	4	12	2,000,000	96,000,000
3	Head of Supervisory Board	1	12	2,000,000	24,000,000
4	Supervisory Board Member	2	12	1,000,000	24,000,000
	<b>Total</b>	<b>8</b>		<b>16,000,000</b>	<b>204,000,000</b>

**II. Remuneration plan for the Board of Directors and Supervisory Board for the year 2025**

Based on the business plan for the year 2025, the Board of Directors proposes that the Annual General Meeting of Shareholders in 2025 approve the remuneration plan for the Board of Directors and Supervisory Board for the year 2025 as follows:



No.	Title	Qty	Number of months	Number of months	Total remuneration for 2024
1	Chairman of the Board of Directors	1	12	5,000,000	60,000,000
2	Board of Directors Member	4	12	2,000,000	96,000,000
3	Head of Supervisory Board	1	12	2,000,000	24,000,000
4	Supervisory Board Member	2	12	1,000,000	24,000,000
	Total	8			204,000,000

The Board of Directors respectfully requests the AGM to review and approve.

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



**NGUYEN HUNG CUONG**

**PROPOSAL**

*(Approval of the proposal for the dismissal and election of additional members of the Supervisory Board for the term 2021 – 2026)*

Based on:

- The Enterprise Law of 2020 and its implementing documents;
- The Securities Law of 2019 and its implementing documents;
- The Charter of Organization and Operation of Thanh Nam Group Joint Stock Company;
- The resignation letter of a member of the Supervisory Board.

The Board of Directors of Thanh Nam Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the following contents:

**1. Dismissal of members of the Board of Directors and Supervisory Board**

On March 29, 2025, the following individuals submitted their resignation letters to the company's headquarters for personal reasons and will no longer be able to continue in their positions, including:

No.	Supervisory Board Member	Position	Date of Appointment	Date of Resignation Letter Received
1	Đo Thanh Thuy	Supervisory Board Member	26/04/2024	29/03/2025
2	Pham Thi Hang	Supervisory Board Member	26/04/2024	29/03/2025

According to the provisions of the company's Charter, the Board of Directors proposes to the General Meeting of Shareholders for approval the dismissal of the individuals mentioned above.

**2. Election of additional members to the Board of Directors and Supervisory Board**

Due to the resignation letters submitted by 02 members of the Supervisory Board, in order to ensure the required number of members in the Supervisory Board as per the provisions of the Charter of Thanh Nam Group Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders the proposal for the election of additional members as follows:

- + Number of additional members to be elected to the Supervisory Board: 02

**3. Introduction of the nominees for the members of the Board of Directors and Supervisory Board**

The Board of Directors introduces the nominees for the members of the Supervisory Board for the term 2021-2026 as follows:

Nominees for the Supervisory Board: Mrs. Vuong Thi Thuy, Mrs. Lai Thi Trang  
The resumes of the nominees are attached to this proposal.

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

Sincerely,

**ON BEHALF OF THE BOARD OF  
DIRECTORS**

**CHAIRMAN**



**NGUYEN HUNG CUONG**



**PROPOSAL**

*(Authorize the Board of Directors to perform certain specific tasks)*

**To: The General Shareholders' Meeting of Thành Nam Group Joint Stock  
Company**

*Pursuant to the 2020 Enterprise Law;*

*Pursuant to the Charter on the Organization and Operation of the Thành Nam Group Joint Stock Company;*

*Pursuant to the actual situation of Thanh Nam Group Joint Stock Company.*

To ensure flexibility in the management and operation of the Company; to provide timely directives so that the Company can seize business opportunities, enhance its competitiveness, ensure business operations align with current regulations, and maximize shareholder benefits.

The Board of Directors respectfully submits to the General Meeting of Shareholders for authorization to allow the Board of Directors to proactively decide and implement certain rights and obligations that fall under the authority of the General Meeting of Shareholders between the 2024 – 2025 sessions as follows:

1. Amend and supplement the business sectors permitted to operate in accordance with the law; amend and supplement the business registration certificate, the charter, and carry out other legal procedures related to the amendment and supplementation of business sectors;

2. Decide on the investment or sale of the Company's assets or transactions with a value equal to or greater than 35% of the total asset value as recorded in the Company's most recent quarterly financial report, in the event that the Board of Directors determines that such investment, asset sale, or transaction is necessary and will bring economic value to the Company;

3. Decide on the establishment or purchase/sale/merger of subsidiaries or affiliated companies to carry out business activities in accordance with the law

4. Decide on the amendment and supplementation of the Charter of Thành Nam Group Joint Stock Company to align with the contents approved at the Annual General Meeting of Shareholders in 2025 and comply with legal regulations;

5. Authorize the Board of Directors to issue resolutions and make decisions on matters related to the management and business activities of the company in accordance with legal regulations, in the event that there are changes in state regulations between two general meetings, with the obligation to report to the General Meeting of Shareholders at the next session;

6. Purchase/sale of assets unrelated to the business purpose or services aimed at increasing the company's revenue and profit.

7. Due to the nature of the public company, which is listed on the stock exchange, and based on the functions, duties, and authority of the General Meeting of Shareholders (GMS) and the Board of Directors (BOD), as well as to avoid missing investment opportunities and collaboration in real estate projects, and to ensure the best interests of shareholders, the General Meeting of Shareholders authorizes the Board of Directors to carry out the following tasks:

- a. Search for investment opportunities in real estate projects nationwide.
- b. Find investment partners, joint ventures, alliances, purchases, sales, and project transfers to cooperate and ensure investment value.
- c. Decide on the investment level of the project, the selling price of the project, the transfer price of the project, and the transfer price of capital contributions in the case of joint ventures and alliances both domestically and internationally to jointly implement the project.
- d. Decide on matters related to the project and sign contracts and transactions to serve the project.
- e. Delegate the Board of Directors to organize and implement the project.
- f. Report on the implementation at the next General Meeting of Shareholders.

The Board of Directors is responsible for reporting the implementation of the above-mentioned tasks to the General Meeting of Shareholders at the next session. Respectfully submit to the General Meeting of Shareholders for review and approval./.

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



CÔNG TY  
CỔ PHẦN  
TẬP ĐOÀN  
THÀNH NAM

**NGUYEN HUNG CUONG**



THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

RESIGNATION LETTER  
FROM THE POSITION OF SUPERVISORY BOARD MEMBER

**To: The General Shareholders' Meeting and the Board of Directors of Thanh Nam Group Joint Stock Company**

Ful name: **PHAM THI HANG** - Position: Supervisory Board Member

ID number số: 034193009547 Date of issue: 25/04/2021

Issued by: The Department of Administrative Management of Social Order

I am writing this letter to present to the General Shareholders' Meeting and the Board of Directors of the Company the following matter:

Based on Resolution No. 01/2024/NQ-ĐHĐCĐ-TNI dated 26/04/2024 of the General Shareholders' Meeting of Thành Nam Group Joint Stock Company, I was elected as a member of the Supervisory Board. However, due to personal plans in the near future, I will not be able to continue participating and fulfilling the tasks assigned to me by the Supervisory Board of the Company. Therefore, I respectfully request the General Shareholders' Meeting and the Board of Directors of the Company to allow me to resign from the position of Supervisory Board Member immediately after approval at the Annual General Shareholders' Meeting in 2025, in accordance with the law.

I hope to receive the attention, consideration, and approval of the General Shareholders' Meeting and the Board of Directors of the Company.

Sincerely thank you..

Hanoi, *March 29*, 2025

**THE APPLICANT**



**Pham Thi Hang**



THE SOCIALIST REPUBLIC OF VIETNAM  
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RESIGNATION LETTER  
FROM THE POSITION OF SUPERVISORY BOARD MEMBER

To: The General Shareholders' Meeting and the Board of Directors of Thanh  
Nam Group Joint Stock Company

Ful name: **Do Thanh Thuy** - Position: Supervisory Board Member

ID number số: 001191025504 Date of issue: 10/07/2021

Issued by: The Department of Administrative Management of Social Order

I am writing this letter to present to the General Shareholders' Meeting and the Board of Directors of the Company the following matter:

Based on Resolution No. 01/2024/NQ-DHĐCĐ-TNI dated 26/04/2024 of the General Shareholders' Meeting of Thành Nam Group Joint Stock Company, I was elected as a member of the Supervisory Board. However, due to personal plans in the near future, I will not be able to continue participating and fulfilling the tasks assigned to me by the Supervisory Board of the Company. Therefore, I respectfully request the General Shareholders' Meeting and the Board of Directors of the Company to allow me to resign from the position of Supervisory Board Member immediately after approval at the Annual General Shareholders' Meeting in 2025, in accordance with the law.

I hope to receive the attention, consideration, and approval of the General Shareholders' Meeting and the Board of Directors of the Company.

Sincerely thank you..

Hanoi, *March, 29*..., 2025

THE APPLICANT



**Do Thanh Thuy**

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

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**CURRICULUM VITAE**

1. Full name: Vuong Thi Thuy
2. Gender: Female
3. Date of Birth: May 18, 1996
4. Place of Birth: Bản Phiệt, Bảo Thắng, Lào Cai
5. ID Card Number (or Passport Number): 010196005475
6. Date of Issue: January 10, 2023 Issued by: Department of Administrative Management on Social Order
7. Nationality: Vietnamese Ethnicity: Giay
8. Permanent Address: House No. 64, Alley 67 Phùng Khoang, Trung Văn, Nam Từ Liêm, Hanoi
9. Phone Number: 0365823213
10. Professional Qualification: Bachelor's Degree in Law
11. Current Position in the Company: None
12. Current Position in Other Organizations: None
13. Work Experience:

Time	Organization	Position
2018 – 2022	Pizza Ngon Joint Stock Company	Staff
2022 – 2024	SBLaw Law Firm	Staff
2024- 2025	Vietnam Steel One Member Limited Liability Company	Staff

14. Ownership of Securities by the Individual and Related Persons in the Company:

- Individual Ownership: 0 shares, 0% of charter capital.
- Representative Ownership: 0
- Ownership of Related Persons: 0

15. Debts to the Company: None

16. Remuneration and Other Benefits Received from the Company: None

17. Related Interests with the Company: None

I hereby affirm that the information provided above is completely true and accurate. If any information is found to be false, I take full responsibility before the law.

Hanoi, March 29, 2025

**THE DECLARANT**  
(Signature, full name)



**Vuong Thi Thuy**

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

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CURRICULUM VITAE

1. Full name: Lai Thu Trang
2. Gender: Female
3. Date of Birth: January 27, 1996
4. Place of Birth: Bac Tu Liem, Ha Noi
5. ID Card Number (or Passport Number): 001196006506
6. Date of Issue: 10/11/2021 Issued by: Department of Administrative Management on Social Order
7. Nationality: Vietnamese Ethnicity: Kinh
8. Permanent Address: Bac Tu Liem, Hanoi
9. Phone Number: 0369359568
10. Professional Qualification: Bachelor's Degree in Economics
11. Current Position in the Company: None
12. Current Position in Other Organizations: None
13. Work Experience:

Time	Organization	Position
2018 – 2022	Belryngs Nutrition Joint Stock Company Steel Joint Stock Company	Accountant
2022 – 2024	H2T Vietnam Smart Solutions Joint Stock Company	Accountant
2024- 2025	Saigon Steel Joint Stock Company	Accountant

14. Ownership of Securities by the Individual and Related Persons in the Company:

- Individual Ownership: 0 shares, 0% of charter capital.
- Representative Ownership: 0
- Ownership of Related Persons: 0

15. Debts to the Company: None

16. Remuneration and Other Benefits Received from the Company: None

17. Related Interests with the Company: None

I hereby affirm that the information provided above is completely true and accurate. If any information is found to be false, I take full responsibility before the law.

Hanoi, March 29, 2025

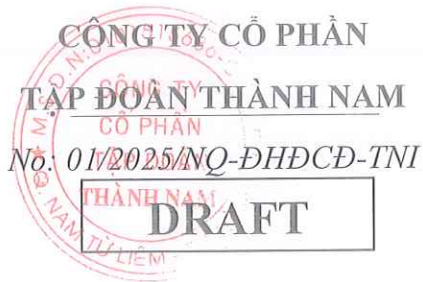
**THE DECLARANT**

(Signature, full name)

*Trang*

**Lai Thu Trang**





No: 01/2025/NQ-ĐHĐCĐ-TNI

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**THANH NAM GROUP JOINT STOCK COMPANY**

- Based on the Enterprise Law of 2020;
- Based on the Securities Law of 2019;
- Based on the Charter of Organization and Operation of Thanh Nam Group Joint Stock Company;
- Based on the minutes of the meeting No. 01/2025/BB-DHĐCĐ-TNI of the Annual General Meeting of Shareholders of Thanh Nam Group Joint Stock Company on April 22, 2025

**RESOLVES:**

**Article 1:** Approves the business results of 2024 and the business plan for 2025.

**Article 2:** Approves the report of the Board of Directors for 2024.

**Article 3:** Approves the report of the Supervisory Board for 2024.

**Article 4:** Approves the report of the Independent Board of Directors Member for 2024.

**Article 5:** Approves the audited financial statements for 2024 and selects the auditing firm for the 2025 financial statements.

**Article 6:** Approves the profit distribution and dividend plan for 2024 and the profit distribution and dividend plan for 2025.

**Article 7:** Approves the remuneration plan for the Board of Directors and Supervisory Board for 2024 and the remuneration plan for 2025.

**Article 8:** Approves the proposal for the dismissal and election of additional members to the Supervisory Board for the term 2021-2026.

**8.1. Approve the dismissal of members of the Company's Supervisory Board.**

No	Full Name	Position
1	<b>Đo Thanh Thuy</b>	<b>Supervisory Board Member</b>
2	<b>Pham Thuy Hang</b>	<b>Supervisory Board Member</b>

**8.2 Approves the election of additional members to the Supervisory Board for the term 2021-2026**

No.	Supervisory Board Member	Position
1		
2		

**Article 9:** Approves the proposal to authorize the Board of Directors to perform certain specific tasks.

**Article 10:** Implementation provisions:

This resolution has been approved by the General Meeting of Shareholders and shall take effect from April 22, 2025.

The Board of Directors, Executive Board, Supervisory Board, and relevant persons are responsible for implementing the tasks assigned by the General Meeting of Shareholders in this resolution to ensure the interests of the shareholders and comply with legal regulations.

**Recipients:**

- CEO (for implementation);
- Board of Directors members;
- Supervisory Board members;
- Archive: VT, Board of Directors.

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

**NGUYEN HUNG CUONG**