

Hanoi, April 11<sup>th</sup>, 2025

## MEETING INVITATION

### ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

**Dear:** - *State Securities Commission*  
- *Vietnam Stock Exchange*  
- *Dear Shareholders of Thang Long Urban Development and Construction Investment Joint Stock Company*

Thang Long Urban Development and Construction Investment Joint Stock Company would like to extend our respectful greetings to your esteemed agency/shareholders. We would like to inform your agency/shareholders about the annual general meeting of shareholders (AGM) for the year 2025 of Thang Long Urban Development and Construction Investment Joint Stock Company as follows:

**Time:** 9:00 AM Friday, May 6, 2025

**Location:** Lot 1 Thong Nhat Street, Tan Hoi Commune, Dan Phuong District, Hanoi City.

Thang Long Urban Development and Construction Investment Joint Stock Company has finalized the list of shareholders with the Vietnam Securities Depository and Clearing Corporation (VSDC) on April 4, 2025. We have published the information inviting them to the 2025 Annual General Meeting of Shareholders on the website of Thang Long Urban Development and Construction Investment Joint Stock Company at: <http://thanglongdeco.com> on April 11, 2025. All documents related to the agenda of the 2025 Annual General Meeting of Shareholders have been fully uploaded by the Company on the website: <http://thanglongdeco.com> (Shareholder Relations section).

We would like to inform your esteemed agency to publish information regarding the annual general meeting of shareholders in 2025 of Thang Long Urban Development and Construction Investment Joint Stock Company on your agency's electronic portal, and we kindly notify your agency and shareholders accordingly.

Thank you very much!

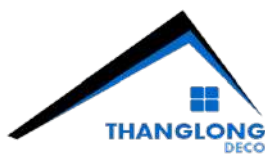
**Recipient:**

- *As addressed;*
- *Archive VP.*

TM. BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD OF  
DIRECTORS



NGUYEN AN NGOC



**THANG LONG URBAN DEVELOPMENT AND CONSTRUCTION  
INVESTMENT JOINT STOCK COMPANY**

Address: Trung Village, Liên Trung Commune, Đan Phượng District, Hanoi City  
Phone: 024.3363.1063

**MEETING AGENDA**

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

<b>Time</b>	<b>Content</b>	<b>Chairperson</b>
8h30 – 9h00	1. Welcoming the Delegates.	Organizing committee
	2. Register shareholders to attend the General Meeting.	Shareholder Eligibility Review Board
9h00 – 9h30	3. Shareholder eligibility verification report.	Shareholder Eligibility Review Board
	4. Declare the reasons, open the Congress; introduce the participants.	Organizing committee
	5. The chairperson of the congress introduces the Presidium, the Secretariat, and the Ballot Counting Committee for the congress to select.	Chairperson
	6. The chairperson of the congress introduces the congress program; the working regulations of the congress; the principles of voting rules and the process for supplementing the program; the regulations for nominating and electing additional members of the supervisory board for the term 2021-2026.	Chairperson
9h30 – 10h30	7. Through the 2024 Annual Report (including: the Board of Directors' report; the report of the independent Board member; the report of the General Director; the report of the Supervisory Board)	Presiding Committee
	8. Through the audited financial report for 2024 and authorizing the Board of Directors to select the auditing firm for 2025.	Presiding Committee
	9. Through the Report on the Production and Business Plan for 2025.	Presiding Committee
	10. Through the remuneration plan for the members of the Board of Directors and the Supervisory Board in 2024 and the remuneration plan for 2025.	Presiding Committee
	11. Through the plan and profit distribution scheme for the year 2024.	Presiding Committee
	12. Through the dismissal and supplementary election of members of the Supervisory Board for the term 2021-2026.	Presiding Committee
	13. Through transactions with related parties in 2025 and authorizing the Board of Directors to execute contracts with related parties in accordance with regulations (if any).	Presiding Committee
	14. Through other issues within the jurisdiction.	Presiding Committee
10h30 – 11h00	15. The conference is in session for discussion.	Presiding Committee
	16. Present and guide the principles and regulations of voting.	Presiding Committee
	17. The congress is conducting a vote.	Presiding Committee
11h00 – 11h15	18. Break time, the ballot committee is working.	Organizing committee

11h15 – 11h30	19. Announce the ballot counting results.	Ballot Committee
11h30 – 11h45	20. Through the minutes and the draft resolution of the General Shareholders' Meeting.	Secretary's Office
11h45 – 12h00	21. Closing Ceremony	Presiding Committee

**Note:** *This document may be modified and supplemented appropriately for consideration and decision by the General Meeting of Shareholders at the congress.*

## **WORKING REGULATIONS ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

In order for the Congress to work effectively, in accordance with the program and plan and regulations of the Charter of Thang Long Urban Development and Construction Investment Joint Stock Company, the Board of Directors of the Company has developed the working regulations of the Congress with the following specific contents:

### **CHAPTER 1 GENERAL PROVISIONS**

#### **Article 1. Scope of regulation**

These regulations apply to the organization of the 2025 Annual General Meeting of Shareholders of Thang Long Urban Development and Construction Investment Joint Stock Company (hereinafter referred to as "the Company").

#### **Article 2. Applicable subjects**

Shareholders and parties participating in the Company's 2025 Annual General Meeting of Shareholders (AGM) are responsible for complying with the provisions of this Regulation.

#### **Article 3. Principles of organizing annual shareholders' meeting**

1. Ensure the principles of publicity, fairness and democracy.
2. Create favorable conditions for the organization and conduct of the General Meeting of Shareholders

### **CHAPTER II**

#### **RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE CONGRESS**

#### **Article 4. Participants in the 2025 Annual General Meeting of Shareholders**

Shareholders own shares of the Company in the list of shareholders dated April 4, 2025.

#### **Article 5. Rights and obligations of shareholders**

1. Rights of shareholders when attending the General Meeting
  - a) All shareholders of the Company have the right to attend and vote on issues the authority of the General Meeting of Shareholders.

In case of being unable to attend the General Meeting, shareholders can authorize another person to attend and vote on issues within their authority. This authorization must be made in writing according to the form attached to the Company's Invitation to the General Meeting of Shareholders and must be signed according to the following provisions:

In case the shareholder is an individual and is the principal, there must be the signature of that shareholder and the person authorized to attend the meeting; In case the authorized

representative of the shareholder is an organization and is the principal, there must be the signature of the authorized representative, the legal representative of the shareholder and the person authorized to attend the meeting.

In addition to the documents distributed at the General Meeting, each shareholder attending the General Meeting of Shareholders will also be given 01 Voting Card, on which is written the number of voting shares that the shareholder holds or is authorized to hold. This voting card is used when the Chairman proposes to vote to approve the issues discussed and/or requests the opinion of the General Meeting;

Shareholders who arrive late to the General Meeting of Shareholders have the right to register immediately and then have the right to participate and vote at the General Meeting, but the Chairman is not responsible for stopping the General Meeting to allow late shareholders to register and the validity of previously conducted votes will not be affected.

## 2. Obligations of common shareholders when attending the General Meeting

- a) Shareholders attending the meeting must dress politely and formally;
- b) Fully attend the General Meeting of Shareholders as prescribed by the Company. In case of inability to attend, a representative must be authorized to attend in accordance with regulations;
- c) Shareholders or shareholders' representatives attending the meeting must complete the registration procedures to attend the General Meeting with the General Meeting Organizing Committee;
- d) Comply with the conditions and procedures specified in the Company Charter and this Regulation;
- đ) Strictly comply with the Working Regulations at the 2025 Annual General Meeting of Shareholders, respect the working results at the Congress.

## **Article 6. Rights and obligations of the Chairman of the Congress**

1. The chair of the General Assembly is the Chairman of the Board of Directors or a person authorized by the Chairman of the Board of Directors, who serves as the presiding officer of the shareholders' meeting. The authorized person must be a member of the Board of Directors.

### 2. Rights and obligations of the Chairperson of the General Assembly.

- a) To conduct the Congress in a valid and orderly manner;
- b) When unexpected events arise outside the agenda of the General Shareholders' Meeting, the Chairperson will discuss with other members of the Organizing Committee (before the meeting begins) or the Presidium (during the meeting) to find a solution. However, in cases where there are differing opinions, the opinion that has the support of the Chairperson will be decisive;
- c) Has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of the participants;
- d) Has the right to postpone the General Assembly, which has the necessary number of delegates, to a later time and at a location decided by the Chairperson without consulting the Assembly, if it is determined that the meeting venue does not have enough convenient seating for all attendees; if there are attendees exhibiting obstructive behavior,

Causing disorder, posing a risk to the fair and legal conduct of the meeting; a delay is necessary for the proceedings of the congress to be conducted validly.

The maximum delay time shall not exceed three days from the date the meeting is scheduled to commence.

#### **Article 7. Rights and Obligations of the Presiding Committee**

1. The Presidium consists of members of the Board of Directors and the Company's Management Team.

2. Responsibilities of the Presidium

- a) It is the highest authority managing the affairs of the General Meeting;
- b) It guides and answers shareholders' questions regarding the issues raised in the agenda of the General Meeting;
- c) It conducts and presides over the voting on the issues presented at the General Meeting in accordance with the law and the Company's regulations.

#### **Article 8. Rights and Responsibilities of the Congress Secretary**

1. The secretary of the General Meeting of Shareholders, appointed by the Chairperson, is responsible for assisting the Chairperson in recording and preparing the minutes of the General Meeting of Shareholders;

2. Responsible for the truthfulness, accuracy, and completeness of the minutes of the annual General Meeting of Shareholders in 2025;

3. Carry out other tasks assigned by the Chairperson during the recess of the meeting.

#### **Article 9. Rights and Obligations of the Shareholder Eligibility Inspection Committee and the Ballot Counting Committee**

1. Rights and obligations of the Shareholder Eligibility Verification Committee

- a) Compile a list of shareholders attending the meeting;
- b) Collect and verify the meeting invitations and proxy forms for attending the meeting;
- c) Check if the attending shareholders are complete and correctly represented;
- d) Prepare a report on the verification of shareholder eligibility to be read before the meeting;
- e) Distribute meeting materials and voting ballots to shareholders before entering the hall.

2. The Ballot Counting Committee is nominated by the Chair of the Meeting and approved by the General Meeting of Shareholders. The Ballot Counting Committee consists of 03 members introduced by the Chair for election from among the delegates attending the meeting. Members of the Ballot Counting Committee cannot simultaneously serve as the Secretary of the Meeting. The Ballot Counting Committee is responsible for guiding the election procedures, monitoring the voting process, organizing the ballot counting, preparing the minutes, and announcing the ballot counting results before the meeting, and then submitting the minutes to the Chair of the Meeting.

3. The ballot counting board is responsible for the honesty and accuracy of the ballot results.

**CHAPTER III**  
**PROCEDURE FOR CONDUCTING THE CONFERENCE**

**Article 10. Conditions for Holding the Congress**

The General Meeting of Shareholders is held when the number of shareholders attending the meeting represents over 50% of the total voting shares of the Company according to the list of shareholders invited to the meeting when the decision to convene the General Meeting is made.

**Article 11. Method of Conducting the Congress**

1. The conference is scheduled to take place over half a day.
2. The conference will sequentially discuss and approve the contents outlined in the Shareholders' Meeting Agenda.
3. The order of proceedings for the conference (according to the Conference Agenda).

**Article 12. Approval of the Decision of the Annual General Meeting of Shareholders in 2025.**

1. The resolutions and decisions of the General Meeting are only valid when more than 50% of the shareholders owning and representing shares agree, based on the total number of voting shares of all attending shareholders.
2. For decisions of the General Meeting of Shareholders related to the type of shares and the total number of shares of each type, changes in business sectors and fields, changes in the organizational structure of the Company, investment projects, or the sale of assets valued at or greater than 35% of the total asset value recorded in the Company's most recent financial report, reorganization, or dissolution of the Company, they will only be approved with at least 65% of the total voting shares of all attending shareholders in agreement.

**Article 13. Handling cases where the General Meeting of Shareholders is not successful.**

1. The General Meeting of Shareholders is conducted when the number of shareholders attending the meeting represents over 50% of the total voting shares; the specific ratio is determined by the company's charter.
2. If the first meeting does not meet the conditions for proceeding as stipulated in Clause 1 of this Article, the notice for the second meeting must be sent within 30 days from the date of the intended first meeting, unless otherwise specified in the company's charter. The second General Meeting of Shareholders is conducted when the number of shareholders attending the meeting represents 33% or more of the total voting shares; the specific ratio is determined by the company's charter.
3. If the second meeting does not meet the conditions for proceeding as stipulated in Clause 2 of this Article, the notice for the third meeting must be sent within 20 days from the date of the intended second meeting, unless otherwise specified in the company's charter. The third General Meeting of Shareholders is conducted regardless of the total number of voting shares of the attending shareholders.

**Article 14. Minutes of the Annual General Meeting of Shareholders for the year 2025.**

All content from the 2025 Annual General Meeting of Shareholders must be recorded in the minutes by the Secretary of the Meeting. The minutes of the meeting will be read and approved before the meeting is adjourned and will be kept at the Company.

**CHAPTER IV  
OTHER REGULATIONS**

**Article 15. Other regulations**

1. Shareholders attending the General Meeting must obtain the approval of the Chairperson to express their opinions. Shareholders should speak briefly and focus on the key issues that need to be discussed, in accordance with the agenda of the approved General Meeting. The Chairperson will arrange for shareholders to speak in the order of registration and will also address any questions from shareholders;
2. Shareholders will be stripped of their right to attend the General Meeting by the Chairperson if they deliberately fail to comply with the regulations of the meeting, engage in disruptive behavior, disturb the order, or take actions that directly affect the conduct of the meeting.

**CHAPTER V  
TERMS OF IMPLEMENTATION**

**Article 16. Effectiveness of the Regulations**

This regulation consists of 5 chapters and 16 articles, applied by the Board of Directors of Thang Long Urban Investment and Development Joint Stock Company for the annual general meeting of shareholders in 2025, which will take place on May 6, 2025, and will take effect immediately after being approved by the general meeting of shareholders.

***Recipient:***

- *Board of Directors, Supervisory Board;*
- *General Director;*
- *Shareholders;*
- *Human Resources and Administration Department.*

**TM. BOARD OF DIRECTORS**

**CHAIRMAN**

*[Signed]*

**NGUYEN AN NGOC**

***Note:*** *This document may be modified and supplemented appropriately for consideration and decision by the General Meeting of Shareholders at the General Assembly.*



Hanoi, May 6<sup>th</sup>, 2025

## **REGULATIONS ON THE NOMINATION AND ELECTION OF ADDITIONAL MEMBERS OF THE SUPERVISORY BOARD FOR THE TERM 2021 - 2026**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020 and guiding documents;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31<sup>th</sup>, 2020 of the Government detailing the implementation of several articles of the Securities Law;
- Pursuant to the Charter of Thang Long Urban Construction and Development Investment Joint Stock Company;
- Pursuant to the internal governance regulations of Thang Long Urban Construction and Development Investment Joint Stock Company.

The regulations on the nomination and supplementary election of members of the Supervisory Board at the annual general meeting of shareholders in 2025 of Thang Long Urban Construction and Development Investment Joint Stock Company (“**Company**”) are as follows:

### **1. Principles and subjects of the election**

#### 1.1. Principles

- The election must comply with the law and practices in Vietnam;
- The election must comply with the Charter and be consistent with these Regulations;
- The election must ensure transparency, democracy, and the legitimate rights of all shareholders;
- The election must ensure the stability of the organization of the annual general meeting of shareholders.

1.2. Eligible voters: Shareholders owning shares with voting rights or authorized representatives attending the meeting with voting rights (according to the list of shareholders as of April 4<sup>th</sup>, 2025) present at the annual general meeting of shareholders.

1.3. The ballot counting committee is nominated by the chairman and approved by the annual general meeting of shareholders. The chairman at the meeting is responsible for overseeing the election, including the following specific tasks:

- Introducing the list of personnel nominated for the Supervisory Board;
- Resolving any complaints regarding the election (if any).

### **2. Number, conditions, and standards of members**

2.1. The number of members of the Supervisory Board elected additionally at the 2023 Annual General Meeting: 01 person, for the term 2021-2026.

#### 2.2. Conditions and standards for members of the Supervisory Board

- Not subject to the provisions in Clause 2, Article 17 of the 2020 Enterprise Law;

- Trained in one of the majors in economics, finance, accounting, auditing, law, business administration, or a major relevant to the company's business activities;
- Not a person who has family relations with members of the Board of Directors, the Director or the General Director, and other managers;
- Not necessarily a company manager; not necessarily a shareholder or employee of the company;
- Not working in the accounting and finance department of the company;
- Not a member or employee of the auditing organization approved to audit the company's financial statements for the previous 03 consecutive years;
- The Head of the Supervisory Board must have a university degree or higher in one of the following fields: economics, finance, accounting, auditing, law, business administration, or a field related to the Company's business activities.

### 2.3. Nomination and candidacy for members of the Supervisory Board

Shareholders or a group of shareholders holding 10% or more of the total common shares have the right to nominate candidates for the Supervisory Board in accordance with the provisions of the Enterprise Law and the company's charter.

In the event that the number of candidates for the Supervisory Board through nomination and self-nomination is still insufficient, the current Supervisory Board may nominate additional candidates or organize nominations according to the mechanism stipulated by the company in the internal regulations on corporate governance. The mechanism for the current Supervisory Board to nominate candidates must be clearly announced and approved by the General Meeting of Shareholders before proceeding with the nominations.

## **3. Documents and deadlines for submitting applications or nominations for the Supervisory Board**

### 3.1. The documents include:

- Application (nomination) to participate in the supervisory board;
- Curriculum vitae self-reported by the candidate;
- Certificate of the number of shares that the shareholder (if self-nominating) or the group of shareholders (if nominated) has continuously owned for the last 06 months, or equivalent documents from the Securities Company where that (group of) shareholders opened an account or from the issuing organization (as of April 4, 2025 - the date for closing the shareholder list for the General Meeting of Shareholders);
- List of shareholder group (in case the candidate is nominated by the shareholder group);
- Notarized copies of documents: Identity card/passport, permanent residence registration, certificates of educational qualifications and professional qualifications.

### 3.2. Deadline for submitting applications:

The nomination application documents can be submitted directly or sent by registered mail, provided that the organizing committee of the General Meeting of Shareholders receives the documents before 8:30 AM on May 6<sup>th</sup>, 2025.

**Recipient: Thang Long Urban Development and Construction Investment Joint Stock Company**  
**Head office: Trung Village, Lien Trung Commune, Dan Phuong District, Hanoi City**  
**Tel:024.3363.1063**  
**Email: thanglongdeco.jsc@gmail.com**

In case candidates are nominated by shareholders/groups of shareholders at the General Meeting, please send the nomination documents to the General Meeting Secretary before the election.

3.3. Only nomination or candidacy records that meet the qualifications and candidates that meet the corresponding qualifications of the SB members will be included in the list announced at the General Meeting.

3.4. List of candidates

Based on the nomination dossiers of shareholders, groups of shareholders and the attached dossiers of the candidates, the Secretary of the General Meeting will prepare a List of candidates who meet the prescribed conditions to elect members of the Supervisory Board;

The list of candidates for members of the Supervisory Board shall include full names on the ballot.

#### **4. Election method**

- Voting to elect members of the Supervisory Board is conducted by secret ballot at the General Meeting using the cumulative voting method;

- Each shareholder or authorized person attending the meeting has a total number of votes corresponding to the total number of shares with voting rights (including owned and authorized) multiplied by the number of additional members of the Supervisory Board to be elected;

- Shareholders or authorized persons attending the meeting can accumulate all their votes to vote for 01 candidate or divide the votes among the selected candidates. However, shareholders or authorized persons attending the meeting can only vote for a maximum of 01 Supervisory Board candidate (or another number if the General Meeting of Shareholders decides otherwise) out of the total number of nominated candidates.

- In case there are additional candidates on the day of the General Meeting, delegates can contact the Ballot Counting Committee to request a new ballot and must return the old ballot (before putting it in the ballot box).

For example: The General Meeting of Shareholders votes to elect 01 member of the Supervisory Board from a total of 02 candidates. Shareholder Nguyen Van A holds (including ownership and authorization) 100,000 voting shares. Then, the total number of voting shares of shareholder Nguyen Van A is:  $(100,000 \times 1) = 100,000$  votes

Shareholder Nguyen Van A can vote cumulatively in the following way:

- a. Concentrate all 100,000 of his votes on 01 candidate for the Supervisory Board.
- b. Divide 100,000 votes equally among 02 candidates for the Supervisory Board (equivalent to each candidate receiving 50,000 votes from shareholder Nguyen Van A).
- c. Divide his 100,000 votes among the candidates for the Supervisory Board by dividing 100,000 voting rights for each candidate. Shareholder Nguyen Van A can allocate 100,000 of his votes to

candidates according to different voting rights ratios, but the total number of votes for those candidates does not exceed 100,000 votes.

## **5. Method of conducting elections**

### **5.1. Ballot**

- Each shareholder or authorized representative attending the meeting will be given a ballot for the election of members of the Supervisory Board (“Ballot”), on which is written the shareholder code, the number of shares (including owned and authorized) and the number of votes multiplied by the number of additional members of the Supervisory Board, and the list of candidates nominated for the Supervisory Board. When the shareholder/authorized representative is given a ballot, he/she must check the shareholder code and the number of shares written on the ballot. If there is any error, he/she must notify immediately upon receiving the ballot.

- The shareholder or authorized representative must use the ballot according to the pre-printed form issued by the Organizing Committee and stamped with the Company's seal.

### **5.2. How to write on the ballot**

- When agreeing to vote for a candidate, the shareholder or authorized representative writes the number of votes he/she wants to cast in the “Number of votes” column on the line corresponding to the candidate’s name.

- If he/she does not vote for any candidate, the shareholder or authorized representative fills in “0” or leaves it blank or crosses out the “Number of votes” column on the line corresponding to the candidate’s name.

- The shareholder or authorized representative of the shareholder attending the meeting can vote for one or several candidates or not vote for any candidate.

- In case the shareholder or authorized representative of the shareholder makes a mistake in the process of writing the ballot, provided that it has not been put into the ballot box, he/she has the right to directly meet the Head of the Vote Counting Committee to exchange the ballot.

### **5.3. Validity of Ballots**

a. A ballot is considered valid when:

Use ballots issued by the Organizing Committee with the round seal of Thang Long Urban Development and Construction Investment Joint Stock Company;

- Vote for the BKS candidates whose names are on the nomination and candidacy list approved by the Congress;

- The ballot must not be erased or edited. If the ballot has a name crossed out by mistake, the voter must sign in the crossed out place or report to the Ballot Counting Committee to request a new ballot.

b. Invalid ballot: A ballot is considered invalid if it falls into one of the following cases:

- Ballots are not issued by the Organizing Committee of the General Meeting;

- Ballots do not have the round seal of Thang Long Urban Development and Construction Investment Joint Stock Company;

- Ballots are torn, crossed out, erased, modified, or have the names of candidates not on the list of candidates approved by the General Meeting of Shareholders before voting;
- Ballots do not have the signature of shareholders or authorized representatives of shareholders;
- Ballots with the total number of votes for candidates exceeding the total number of votes of shareholders or authorized representatives entitled to vote;
- Ballots for the total number of candidates exceeding the number of members of the Supervisory Board to be elected;
- Ballots are submitted to the Ballot Counting Committee after the voting ends and the Ballot Box has been sealed.

Invalid Ballots shall not be counted in the election results.

## **6. Counting committee, voting and counting principles**

### **6.1. Counting committee**

a. The Ballot Counting Committee is nominated by the Chairman of the General Meeting of Shareholders and approved by the General Meeting of Shareholders. Members of the Ballot Counting Committee may not be shareholders but must not be on the list of candidates and/or nominees for the Board of Supervisors.

b. The Ballot Counting Committee has the following main responsibilities:

- Summarize the election regulations;
- Issue ballots to shareholders or authorized representatives of shareholders;
- Check the voting of shareholders and shareholders' representatives;
- Organize the counting of ballots;
- Prepare the minutes of the counting of ballots and announce them before the General Meeting of Shareholders;
- Return the minutes and all ballots to the Chairman;

### **6.2. Principles of voting and counting**

The Ballot Counting Committee shall set up 01 ballot box for voting members;

- Voting shall begin when the distribution of ballots is completed and shall end when the last shareholder casts his/her ballot into the ballot box. After the end of voting, the ballot box shall be sealed by the Ballot Counting Committee in the presence of the shareholders.
- The ballot counting shall be conducted under the supervision of the Supervisory Board or the shareholder representative immediately after the end of voting;
- The Ballot Counting Committee may use electronic means and technical experts to assist in the counting of ballots.
- The ballot counting results shall be recorded in writing with the signatures of the members of the Ballot Counting Committee and announced by the Head of the Ballot Counting Committee before the General Meeting. The Ballot Counting Committee, together with the Chairman, shall resolve any questions or complaints from shareholders (if any). The ballots after counting shall be archived in accordance with regulations.

## 7. Principles of election

The number of elected members of the Supervisory Board is the one with the number of votes from high to low, starting from the candidate with the highest number of votes until the number of members specified in this Regulation is sufficient and must reach a rate of over 50% of the total number of votes of the total number of shares of all shareholders and authorized representatives of shareholders attending the meeting. In case there are 02 (two) or more candidates with the same number of votes, priority will be given to those who have worked and been attached to the Company for a long time, and do not hold concurrent positions at other organizations not affiliated with the Company and its subsidiaries. In case the conditions of these candidates are still the same, the Congress will re-elect among the candidates with the same number of votes. The elected person is the one with the higher number of votes. If the election does not have enough members of the Supervisory Board, the Congress will re-elect among the remaining nominees/candidates; If after the second vote there are still not enough people, the continued election will be decided by the Congress and the Chairman.

## 8. Resolving complaints about voting and counting

In case of shareholder complaints or need to re-examine the election results, the Supervisory Board will directly re-examine. If intentional errors or fraud are discovered in the vote counting, the Vote Counting Committee must take full responsibility. Complaints about the election and vote counting will be resolved by the Chairman of the General Meeting of Shareholders and recorded in the Minutes of the General Meeting of Shareholders

## 9. Effective Date

The Regulations shall take effect immediately after being approved by the General Meeting of Shareholders and shall expire when the 2025 Annual General Meeting of Shareholders of Thang Long Urban Development and Construction Investment Joint Stock Company ends.

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

### **Recipients:**

- Shareholders;
- Archives.

**REPRESENTATIVE OF THE BOARD**

**CHAIRMAN**

*[Signed]*

**NGUYEN AN NGOC**

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

*Hanoi, May 6<sup>th</sup>, 2025*

**VOTING REGULATIONS OF  
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF  
THANG LONG URBAN DEVELOPMENT AND CONSTRUCTION INVESTMENT JSC**

*- Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup>, 2020;*

*- Pursuant to the Charter of Thang Long Urban Development and Construction Investment JSC*

The Board of Directors of Thang Long Urban Development and Construction Investment Joint Stock Company ("Board of Directors") promulgates the Voting Regulations at the 2025 Annual General Meeting of Shareholders ("Regulations") of the Company as follows:

**A. PRINCIPLES OF SPEAKING AT THE GENERAL MEETING**

**I. Shareholders who want to propose a request at the General Meeting of Shareholders must follow the following principles:**

- Only participate in contributing opinions during the discussion of the General Meeting.
- Must raise hand to ask for the Chairman's opinion and can only speak after being permitted by the Chairman. Only one shareholder can speak at the same time.
- In case many shareholders have opinions at the same time, the Chairman will invite each shareholder to present his/her opinion in turn.
- The Chairman has the right to interrupt the presentation of shareholders' opinions if necessary.
- Contributions or questions will be collected at the same time and answered in turn.
- In case there are different opinions, voting can be conducted by majority.

**II. Proposals must meet the following conditions**

- Be concise and clear. In case the proposal is complicated and requires a lot of time to present, shareholders can send it in writing to the Organizing Committee 03 days before the General Meeting.

- Do not present issues that have been mentioned before. The proposed content must not violate the law or exceed the authority of the enterprise.

**B. PRINCIPLES OF VOTING AT THE GENERAL MEETING**

**I. Subjects with voting rights:**

Shareholders owning common shares may exercise their voting rights through one (01) of two (02) forms: (i) exercising their voting rights at the General Meeting; or (ii) exercising their voting rights remotely when meeting the following conditions:

1. Completing the registration and eligibility checks at the General Meeting or meeting the procedures for remote voting

2. The time to exercise their voting rights is before the time the General Meeting completes collecting the voting opinions of the Shareholders.

## **II. Voting principles:**

- In accordance with the Charter, in accordance with the law and accurately.
- Shareholders or authorized representatives of shareholders vote by voting according to the instructions of the Ballot Counting Committee. In case of voting through the Presidium, Secretariat, Ballot Counting Committee, the Content of the Meeting will be voted by a show of hands at the Meeting.
- Each shareholder has the number of voting shares calculated by the number of shares that he/she owns and the authorized representative owns.
- The voting ballot is only valid if the ballot is valid according to the regulations.
- The voting result is calculated according to the percentage between the total number of shares of valid ballots and the total number of shares of all shareholders attending the meeting.

## **III. Counting Committee:**

1. The vote counting will be carried out through the Ballot Counting Committee. The Organizing Committee of the General Meeting will prepare and propose to the General Meeting a Ballot Counting Committee to be responsible for checking the qualifications of the participants and the vote counting. This Ballot Counting Committee will be elected by the Shareholders attending the General Meeting in the form of public voting.

2. The number of members of the Ballot Counting Committee shall not exceed three (03) members. The composition and responsibilities of the Ballot Counting Committee include:

- **Head of the Ballot Counting Committee:** responsible for the procedures, order and legality in implementing voting at the General Meeting.
- **Member in charge of data and statistics:** responsible for ensuring the accuracy of data, including but not limited to data entry, calculation and statistics of data related to the conduct of the General Meeting and vote counting data.
- **Member supervising the vote counting:** responsible for supervising the implementation of the Ballot Counting Committee.

## **IV. Tools for conducting voting:**

### *1. Voting Cards:*

Shareholders/Authorized Persons will exercise their voting rights through Voting Cards according to the form issued by the Company with the main contents specified in this Regulation.

Shareholders receive Voting Cards through one of the following forms:

- **In case Shareholders attend directly at the General Meeting:** Printed directly and distributed to shareholders at the General Meeting after shareholders complete the registration and eligibility check.
- **In case Shareholders attend via remote voting:** Implement according to the provisions of this Regulation.

### *2. Ballot Box:*

When voting cards are voted by shareholders/Authorized Persons, they will be collected and put into



the ballot box. The ballot box will be locked and sealed from before the voting time until the end of the voting time and managed by the Ballot Counting Committee.

### *3. Remote voting:*

In case shareholders do not directly attend the General Meeting, shareholders can exercise their voting rights through remote voting. Remote voting is carried out in the following order:

Shareholders contact the Vote Counting Committee, email address: [thanglongdeco.jsc@gmail.com](mailto:thanglongdeco.jsc@gmail.com) to register for remote voting and to receive the Voting Form.

After receiving the voting form, shareholders print the voting form and vote according to the instructions in this Regulation.

Shareholders send the voted Voting Form and the Invitation to Attend (original) by registered mail in a sealed envelope clearly stating the sender and recipient information, with the recipient information as follows:

**VOTING CARDS**

**THANG LONG URBAN CONSTRUCTION AND DEVELOPMENT INVESTMENT JSC**

**Recipient: Ms. Truong Thi Ha - Member of the Board of Supervisors**

**Address: Trung Village, Lien Trung Commune, Dan Phuong District, Hanoi City**

**Tel: 024.3363.1063**

Voting information will be kept confidential until the General Meeting conducts the vote counting.

At the time of registration and checking the eligibility to attend the General Meeting, the Organizing Committee will open the Voting Form of Shareholders voting remotely to check the validity of the Shareholders' qualifications. For Shareholders meeting the eligibility requirements, the Voting Form of Shareholders voting remotely will be put into the ballot box and will be checked and compiled together with the Voting Forms distributed at the General Meeting according to the provisions of this Regulation.

### *4. Applying information technology in vote counting:*

In order to ensure accuracy and timeliness in recording and synthesizing information and data, and to create convenience for Shareholders, the recording of registration to attend, recording of voting opinions and synthesizing information and data will be carried out through a computer system and software designed in accordance with the voting principles.

## **V. Voting method**

### **1. General provisions**

- Voting to approve reports and resolutions of the General Meeting of Shareholders is conducted publicly and directly under the direction of the Presidium of the General Meeting and only using voting cards issued by the Organizing Committee of the General Meeting.
- Voting forms include secret ballots and public voting at the General Meeting. For voting contents that the General Meeting decides to vote publicly: The Organizing Committee will issue separate voting cards for these contents so that Shareholders/Authorized Persons can vote publicly according to the instructions of the Ballot Counting Committee.
- Shareholders or authorized representatives of shareholders (hereinafter referred to as shareholders)

with voting rights to attend the General Meeting of Shareholders will be issued 01 white voting card

- Voting to approve the contents presented at the General Meeting.

- Voting cards are collected by members of the Ballot Counting Committee and are counted and recorded immediately after collection.

- Information printed on the Voting Form:

- Full name of the shareholder or the shareholder's authorized representative.

- Number of shares owned or represented: is the total number of shares with voting rights represented by the shareholder.

- Voting content.

- Hanging seal of Thang Long Urban Development and Construction Investment Joint Stock Company.

- Classification of Voting Forms:

- Valid Voting Form: is a pre-printed Form issued by the Organizing Committee of the General Meeting, with the Company's hanging seal, the Form is not torn, erased, scraped, or corrected, and has a voting mark in accordance with the regulations on the Voting Form.

- Invalid Voting Form: is a Form that does not comply with the regulations of a valid Form.

- For Voting Forms sent to the Board of Directors before the General Meeting in the form of remote voting, the Voting Form collection will be carried out after the General Meeting is eligible to proceed. For the Voting Ballots distributed at the General Meeting, the collection of Voting Ballots will be carried out by members of the Ballot Counting Committee and the votes will be counted and recorded immediately after the Shareholders/Authorized Persons have completed the voting.

## 2. Voting method

### **For white ballots:**

- If the shareholder agrees with the issue to be voted on, he/she marks an X in column (1) and must leave columns (2) (3) blank;

- If he/she does not agree with the issue to be voted on, he/she marks an X in column (2) and must leave columns (1) (3) blank;

- If he/she has no opinion on the issue to be voted on, he/she marks an X in column (3) and must leave columns (1) (2) blank;

- For issues to be voted on, each shareholder shall use only one ballot, on which the contents to be voted on at the General Meeting are clearly stated.

- Choose one of three voting opinions: Agree, Disagree or No opinion.

## 3. Check and summarize the results.

- After being collected, the voting cards will be checked for validity according to the provisions of this Regulation. In the case of remote voting, the checking of these cards will include checking the sealing status, the completeness of the attached documents and checking them together with the voting cards distributed directly at the General Meeting.

- After being checked and entered into the voting software, the voting cards will be summarized to determine the voting results. When summarizing the results, the voting cards: (i) are invalid; (ii) Cards with the status of No opinion; (iii) Blank cards are summarized as No opinion.

- In case the General Meeting arises new voting contents or adjusts the existing contents of the Meeting Content, the Shareholders exercising their voting rights by remote voting will be considered as Absent at that content. The voting rate will be calculated based on the rate of Shareholders attending the General Meeting in person. - The voting results will be determined according to each voting content and calculated as a percentage (%) rounded to two (02) decimal places.

- The Ballot Counting Committee is responsible for summarizing the voting results and preparing the Ballot Counting Minutes. The Ballot Counting Minutes are signed by members of the Ballot Counting Committee to confirm the accuracy, transparency and compliance with the principles and procedures of the ballot counting.

- The Ballot Counting Minutes must clearly state the following contents: Number of shares voting for each voting content, including the voting ratio for each voting status: Approval, Disapproval and No opinion.

- The Head of the Ballot Counting Committee is responsible for announcing the voting results to the General Meeting on behalf of the Chairman for each voting issue.

- The voting results must be recorded in the Minutes of the General Meeting of Shareholders.

## **VI. Approve the voting results.**

1. Issues to be voted on at the General Meeting of Shareholders (except for the election of members of the Board of Directors and the Supervisory Board) must be approved when more than 50% of the total number of votes of shareholders with voting rights, present in person or through authorized representatives present at the General Meeting of Shareholders. In the case of approving an increase in the Company's charter capital, it must be approved by at least 65% of the total number of voting shares of shareholders with voting rights, present in person or through authorized representatives present at the General Meeting of Shareholders.

2. Issues related to the procedures for organizing and conducting the General Meeting of Shareholders: the decision of the chairman is final and all attending shareholders must comply.

## **VII. Validity**

The principles, rules of voting and speaking shall take effect immediately upon approval at the General Meeting of Shareholders of Thang Long Urban Development and Construction Investment Joint Stock Company.

*Sincerely thank the General Meeting of Shareholders!*

**REPRESENTATIVE OF  
THE ORGANIZING COMMITTEE  
CHAIRMAN OF BOARD**

*[Signed]*

**NGUYEN AN NGOC**

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

Hanoi, May, 6<sup>th</sup>, 2025

## **REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS** **Thang Long Urban Development and Construction Investment Joint** **Stock Company**

Dear Congress,

The Board of Directors of Thang Long Urban Development and Construction Investment Joint Stock Company respectfully reports to the shareholders on the company's management situation, the performance of the Board of Directors in 2024, as well as the direction for 2025 as follows:

### **I. MEMBERS OF THE BOARD OF DIRECTORS**

As of the time of the annual general meeting of shareholders in 2025, the Board of Directors of the Company consists of 5 members as follows:

<b>Status</b>	<b>Full name</b>	<b>Position</b>
1	Mr. Nguyen An Ngoc	Chairman of the Board of Directors
2	Mr. Nguyen An Quan	Board member
3	Mr. Pham Van Tuyen	Board member
4	Mr. Nguyen Thanh Hai	Independent Board Member
5	Mr. Pham Van Cuong	Independent Board Member

### **II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024**

#### **1. Activities of the Board of Directors in 2024**

The year 2024 will continue to be a year of significant fluctuations and challenges for the global economy as well as for Vietnam. In this context, the Board of Directors will consistently adhere to the key directions approved at the 2024 Annual General Meeting of Shareholders to proactively make appropriate and flexible decisions and strategies to respond to and effectively control risks, strengthen internal resources, and formulate various sustainable development strategies.

In addition, the Board of Directors consistently closely monitors and supervises the General Director in the company's production, business, and management activities, specifically:

- Supervise the implementation of the resolutions issued by the General Meeting of Shareholders and the Board of Directors, and monitor the operational activities of the General Director.
- Monitor the implementation of information disclosure to ensure transparency in governance and compliance with legal regulations;
- Direct the strict implementation of the quarterly, semi-annual, and annual financial reporting regime;
- Direct the successful organization of the Annual General Meeting of Shareholders in 2024.
- Enhance the review of corporate governance activities, internal control activities, and risk management.

Some other matters fall under the authority of the Board of Directors.

The inspection and supervision by the Board of Directors are within their authority, without hindering or overlapping the operations of the General Director. Through inspection and

supervision, the Board of Directors acknowledges the efforts of the General Director in leading the team to overcome market fluctuations.

## **2. The meetings of the Board of Directors in 2024.**

In 2024, the Board of Directors of the Company held 07 meetings, including regular and extraordinary meetings, to discuss and approve issues within the authority of the Board, with the attendance rate as follows:

<b>Status</b>	<b>Board member</b>	<b>Number of board meetings attended</b>	<b>Meeting attendance rate</b>
1	Nguyen An Ngoc	07/07	100%
2	Nguyen An Quan	07/07	100%
3	Pham Van Tuyen	07/07	100%
4	Nguyen Thanh Hai	07/07	100%
5	Pham Van Cuong	07/07	100%

The Board of Directors meetings are organized and conducted in accordance with current legal regulations and the Company's charter. The resolutions passed by the Company's Board of Directors in 2024 are as follows:

<b>Status</b>	<b>RESOLUTION NUMBER</b>	<b>DAY</b>	<b>CONTENT</b>	<b>THROUGH RATE</b>
1	Resolution No 01/2024/NQ-HĐQT/TLD	09/01/2024	Through transactions with stakeholders in 2024.	100%
2	Resolution No 02/2024/NQ-HĐQT/TLD	22/01/2024	Through the registration of the additional transaction date for the dividend stock distribution for the year 2022.	100%
3	Resolution No 03/2024/NQ-HĐQT/TLD	14/03/2024	Through finalizing the list of shareholders to organize the Annual General Meeting of Shareholders for the year 2024.	100%
4	Decision number 01-QĐ/HĐQT	08/05/2024	Through the change of the company's charter capital – Increase in charter capital.	100%
5	Resolution No 04/2024/NQ-HĐQT/TLD	05/06/2024	Through the selection of the auditing firm to review the 2024 semi-annual financial statements and audit the 2024 financial statements of the Company.	100%
6	Resolution No 05/2024/NQ-HĐQT/TLD	19/11/2024	Through investment capital contributions to the subsidiary.	100%

## **3. The situation regarding the implementation of the contents approved at the 2024 Annual General Meeting of Shareholders.**

The Board of Directors would like to report to all esteemed shareholders on the implementation of the contents approved in Resolution No. 01/2024/NQ-DHĐCĐ/TLD of the Annual General Meeting of Shareholders 2024, dated May 3, 2024, as follows:

- Regarding business results: Consolidated net revenue for 2024 reached 568.73 billion VND, and net profit after corporate income tax was 14.13 billion VND, a significant increase compared to 2023.
- Regarding the selection of the auditing firm: The Board of Directors has chosen Vietnam Human Audit Company Limited to conduct the review of the semi-annual financial statements for 2024 and to audit the financial statements for 2024 of the Company.
- Regarding the remuneration payment for 2024 for the Board of Directors and the Supervisory Board: The company has fully paid the remuneration for 2023 to the members of the Board of Directors and the Supervisory Board as approved in the resolution of the Annual General Meeting of Shareholders in 2024. The remuneration, operational expenses, and other benefits of the Board of Directors and the Supervisory Board have been reported and disclosed in accordance with legal regulations. Specific information and figures have been detailed in the audited financial report for 2024. Shareholders are kindly requested to refer to the reports available on the company's website at the following link: <http://thanglongdeco.com/bao-cao-tai-chinh-1>.
- Regarding the issuance of shares under the Employee Stock Ownership Plan (ESOP): In 2024, the company will not issue ESOP shares. Due to the company's business operations and fluctuations in the stock market, in order to ensure a balance of interests and rights for shareholders, the company has canceled the implementation of the share issuance plan under the ESOP for 2023.
- Regarding transactions with related parties in 2024, the Board of Directors has approved that these transactions will be conducted on the basis of ensuring the interests of the Company, and the terms of the transactions will not be less favorable than similar conditions proposed by other independent partners.

## **II. SUBCOMMITTEE ACTIVITIES UNDER THE BOARD OF DIRECTORS**

In 2024, the Internal Audit Subcommittee made efforts to monitor compliance with legal regulations and internal rules, as well as to oversee and evaluate adherence to financial and accounting regulations and processes of the Company. Each member of the subcommittee was proactive and engaged in fulfilling their responsibilities and contributing opinions to the Board of Directors. However, in 2024, the Company still encountered some errors in its operations. Therefore, the Company's Leadership, in general, and the Audit Subcommittee, in particular, took this matter seriously. Address the shortcomings in internal management to prevent similar cases from arising.

## **III. ACTIVITY PLAN FOR 2025**

To aim for higher goals in 2025, the Board of Directors will continue to exercise its powers and responsibilities in accordance with current legal regulations and the Company's Charter, while also outlining several key tasks as follows:

- Adhere closely to the resolutions of the General Shareholders' Meeting to direct the implementation of the business production tasks for 2025 in accordance with the actual situation;
- Develop a plan and address the outstanding issues in 2024;
- Improve internal management processes, risk management processes, .....
- Continue to seek to expand the market and develop key industries based on leveraging all resources of the Company;

- Develop the company's system towards efficiency and sustainability, while simultaneously controlling and managing risks, maintaining achievements, and protecting the interests of investors and shareholders;
- Strengthen cooperation with investors and regularly update the operational status on the Company's website;
- Maintain regular meetings and discussions on issues within the authority of the Board of Directors and strategic matters concerning the development of the Company;
- Continue to implement measures to enhance management capacity, risk management to ensure the Company operates transparently, safely, effectively, and in compliance with legal regulations;

Place greater emphasis on responsibility towards the environment and society, aiming for the sustainable development of the Company in the future.

Above is the Report on the activities of the Board of Directors for 2024 and the action plan for 2025, respectfully submitted for the General Meeting of Shareholders to review and vote for approval.

Thank you very much!

**Recipient:**

- Board of Directors, Supervisory Board;
- General Director;
- Shareholders;
- HR Administration Archive.

**TM. BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD OF  
DIRECTORS  
[Signed]**

**NGUYEN AN NGOC**

**Note:** *This document may be modified and supplemented appropriately for consideration and decision by the General Meeting of Shareholders at the General Assembly.*

**REPORT ON THE ACTIVITIES OF THE GENERAL DIRECTORATE  
ABOUT THE RESULTS OF BUSINESS PRODUCTION ACTIVITIES IN  
2024 AND THE BUSINESS PLAN DIRECTION FOR 2025**

Dear Congress,

The General Director would like to report to the esteemed shareholders on the results of the production and business activities for the year 2024, as well as the direction and plan for production and business activities in 2025 as follows:

**1. Results of the business production targets for the year 2024.**

In 2024, Vietnam's economy recorded an impressive growth rate of over 7% GDP, surpassing the set target (6-6.5% GDP), placing Vietnam among the countries with high growth rates in the region and worldwide. The macroeconomy remains stable, with inflation controlled below 4%, creating favorable conditions for business operations.

In that general context of the Vietnamese economy, Thang Long Urban Development and Construction Investment Joint Stock Company has achieved the following results:

Net revenue reached 568.73 billion VND, an increase of 72% compared to 2023.

After-tax profit reached 14.13 billion VND, an increase of 185.27% compared to 2023.

This result has confirmed that the company's business strategy is developing, while also providing a solid foundation for sustainable growth in the coming years.

**2. Business production plan for the year 2025**

In 2025, Vietnam's economy is projected to grow by 6.8%, before stabilizing at 6.5% in 2026. However, the growth rate of exports is expected to slow down due to decreasing demand from major trading partners such as the US, EU, and China. This may put pressure on industrial production and domestic economic growth. In this economic context, the Board of Directors proposes a business plan for 2025 with specific targets as follows:

Status	Indicator	Plan for 2025
1	Net revenue from sales and service provision.	600.000.000.000
2	Net profit after corporate income tax	60.000.000.000

To achieve the above objectives, the Board of Directors will focus on developing specific strategies as follows:

- Improve sales policies to retain traditional customers and attract potential new customers;
- Monitor and urge the progress of the construction of the Thang Long Bac Kan plywood factory, which is expected to complete Phase I of the plywood factory by the third quarter of 2025 and begin production. The company is expected to complete the construction of Phase II of the factory by the second quarter of 2026.
- Complete the legal procedures and commence construction of the Yen Lac Industrial Cluster in Phu Luong District, Thai Nguyen Province, which is expected to start in the second quarter of 2025;



- Accelerate the activities of the Song Phuong Industrial Cluster and the Hong Duong Industrial Cluster, with the expectation that by the second quarter of 2025, land can be handed over to legal investors for the construction of factories to serve production and business.
- Effectively manage inventory, closely monitor raw material price trends, and implement reasonable pricing policies for sales.
- Enhance business production activities, continue to implement solutions to optimize costs, balance debts, control inventory, streamline the workforce, strengthen risk management, etc., to improve competitiveness, maintain position, and support sustainable growth;
- Continue to implement existing projects while also enhancing the search for and investment in potential projects;
- Research, select, evaluate, and realize potential capital investment and M&A opportunities, while also developing an appropriate management strategy post-M&A;
- Optimize idle cash resources by flexibly using financial instruments in compliance with legal regulations, internal governance rules, and capital development;
- Continue to upgrade and improve the internal management system aimed at enhancing the quality of the system, creating a foundation for breakthrough business operations and achieving the set financial goals;
- Research, improve, and organize a streamlined and efficient operational structure;
- Ensure a reasonable workforce with high professional qualifications in core business production areas.

Above is the report on the performance results of the Board of Directors in 2024 and the proposed operational plan for 2025, respectfully submitted for the General Shareholders' Meeting to review and vote for approval..

Thank you very much!

**Recipient:**

- Board of Directors, Supervisory Board;
- Shareholders;
- HR Department Archive.

**TM. BOARD OF GENERAL  
DIRECTORS  
GENERAL DIRECTOR  
[Signed]  
PHAM VAN TUYEN**

**Note:** *This document may be modified and supplemented appropriately for consideration and decision by the General Meeting of Shareholders at the congress.*

**REPORT OF THE SUPERVISORY BOARD ON THE BUSINESS  
RESULTS OF THE COMPANY, ON THE PERFORMANCE OF THE  
BOARD OF DIRECTORS, AND THE GENERAL DIRECTORATE.**

Dear Congress,

The Supervisory Board reports to the Shareholders about the activities of the Supervisory Board in 2024 as follows:

**I. Activities of the Supervisory Board**

**1. Regarding the quantity and structure of the Control Report.**

- The Supervisory Board maintains a total of 03 members in accordance with the regulations set forth in the Company Charter. Among them:
- Ms. Le Thi Huyen Thanh – Head of the Department
- Mr. Tran Duc Muu – Member
- Ms. Truong Thi Ha – Member

In 2024, the Supervisory Board held 04 meetings with a participation rate of 100%. The activities of the Supervisory Board in 2024 complied with the regulations and procedures established by the Supervisory Board.

**2. The results of monitoring the production and business activities of the company.**

**Common activities**

- The business results achieved by the Company in 2024: Consolidated net revenue in 2024 reached 568.73 billion VND, and profit after corporate income tax was 14.1 billion VND, an increase compared to 2023 due to the company's efforts to enhance production and business activities. The company implemented a sales policy that aligned with market conditions, resulting in revenue exceeding the planned target for the year and increasing by 72.7% compared to 2023.

**Assessment of financial statements and business performance results.**

- In 2024, the Supervisory Board conducted a review of the quarterly financial statements, the semi-annual reviewed financial statements, and the audited annual financial statements. The Supervisory Board found that the financial accounting work at the Company has been carried out in full compliance with the current accounting standards and regulations. In 2024, the company has chosen Nhan Tam Viet Audit LLC as the unit to review the semi-annual financial statements and audit the annual financial statements.
- In 2024, the Company will engage in transactions with related parties, provided that these transactions are conducted in a manner that ensures the Company's interests are protected, and the terms of the transactions are not less favorable than similar conditions with other independent partners. đề xuất. The Audit Committee found that the transactions between the company and related parties were fully compliant with regulations.

### **3. The monitoring results regarding the management and operation of the Board of Directors.**

- In 2024, the Board of Directors held 07 meetings. The resolutions issued by the Board of Directors complied with the legal regulations and the Company's Charter.
- The Board of Directors and its members have fully fulfilled their responsibilities, complied with the law, the Company's Charter, and strictly implemented the resolutions of the General Meeting of Shareholders. The exchange and acquisition of information between the Board of Directors and the Executive Board occur regularly and promptly, facilitating the implementation of directives from the Board of Directors as well as the swift and smooth resolution of issues in the daily business operations of the Executive Board.

### **4. The monitoring results regarding the management and operation of the General Director's Board.**

- In 2024, the activities of the Executive Board will comply with the resolutions of the Board of Directors and the General Meeting of Shareholders. Monthly/quarterly, the Executive Board will hold meetings with department heads to monitor the implementation status, directly address arising issues within the Company, and resolve difficulties faced by various departments.
- The information disclosure at the Company has been carried out and stored properly.

### **5. The coordination of activities between the Supervisory Board and the Board of Directors, General Director.**

The Board of Directors and the General Director's Office have closely coordinated with the Supervisory Board. The Supervisory Board participates fully in the Board of Directors' meetings related to the Company's business activities to promptly grasp any unusual developments within the Company. The contributions of the Supervisory Board are taken into account in the decisions of the Board of Directors.

### **6. Operating costs, compensation for the Supervisory Board.**

The remuneration, operating expenses, and other benefits of the Board of Directors are reported and disclosed in accordance with legal regulations. Specific information and figures have been detailed in the audited financial report for the year 2024. Shareholders are kindly requested to refer to the reports available on the Company's website at the following link: <http://thanglongdeco.com/bao-cao-tai-chinh-1>.

## **II. Recommendations and action directions for 2025 from the Supervisory Board.**

Based on the provisions of the law and the Company's Charter, in order to gradually improve the effectiveness of directing and managing business operations, the Board of Supervisors would like to propose the following recommendations:

- Regularly monitor the fluctuations of the macroeconomic situation and any policy changes that may affect the Company's business operations, analyze and assess the impacts to develop effective and timely solutions in management and operations;
- Continuously improve the governance and management of the Board of Directors and the Executive Board to ensure maximum support and enhance the capabilities of the personnel;
- Review the internal document system and operational processes to ensure they are streamlined, compliant with legal regulations, and suitable for the company's actual operations in the upcoming period.

Above is the report from the Supervisory Board on the business production results of the Company, regarding the performance of the Board of Directors and the General Director in 2025, submitted for the General Meeting of Shareholders to review and vote for approval.

Thank you very much!

**Recipients:**

- *Board of Directors, Supervisory Board;*
- *General Management;*
- *Shareholders;*
- *HR Department.*

**TM. CONTROL BOARD  
HEAD OF THE BOARD  
[Signed]  
LE THI HUYEN THANH**

**Note:** *This document may be modified and supplemented appropriately for consideration and decision by the General Meeting of Shareholders at the General Assembly.*

Hanoi, May, 6<sup>th</sup>, 2025

**REPORT ON THE ACTIVITIES OF INDEPENDENT BOARD MEMBERS  
REPORT ON THE ACTIVITIES OF THE INDEPENDENT BOARD  
MEMBER OF THANG LONG URBAN DEVELOPMENT AND  
CONSTRUCTION INVESTMENT JOINT STOCK COMPANY...**

Dear Congress,

In 2024, the Board of Directors (BOD) consists of 5 members, including 2 independent BOD members (accounting for 40% of the total number of BOD members), in accordance with the provisions of the Enterprise Law No. 59/2020/QH14 issued on July 17, 2020, and also in compliance with the regulations in Clause 4, Article 276 of Decree 155/2020/ND-CP guiding the Securities Law.

The list of independent board members in 2024 includes:

1. Mr. Nguyen Thanh Hai - Independent member of the Board of Directors
2. Mr. Pham Van Cuong - Independent member of the Board of Directors

The evaluation of the independent board member regarding the activities of the Company's Board of Directors in 2024 is as follows:

**1. Compensation, operating expenses, and other benefits of the Board of Directors.**

The remuneration, operating expenses, and benefits for the Board of Directors and each member of the Board of Directors comply with the regulations set forth in the Enterprise Law, the Company's Charter, and the resolutions approved by the General Meeting of Shareholders.

**2. Summary of the Board of Directors meetings.**

- The Board of Directors meetings have been convened and conducted in full compliance with the procedures and regulations outlined in the Company's Charter. The contents of the Board meetings have been reported, discussed, and evaluated thoroughly in a spirit of openness, fairness, transparency, and diligence to provide the best directions and solutions for the Company;
- In 2024, the Board of Directors held 07 meetings to assess and update the business situation and financial status, from which they discussed and made appropriate decisions regarding development strategies, governance systems, and the establishment and adjustment of necessary management policies.
- The decisions of the Board of Directors at the meetings comply with the provisions of the law, the Company's Charter, the internal governance regulations, the resolutions of the annual General Meeting of Shareholders, and are in line with the approved strategy reported at the General Meeting of Shareholders.

### **3. The results of the monitoring regarding the financial statements, operational status, and financial situation of the Company.**

- The Board of Directors selects an auditing firm that ensures reliability, honesty, independence, and objectivity.
- The financial statements are prepared and disclosed in accordance with accounting standards and current legal regulations. The financial statements accurately reflect the financial situation of the Company.
- The business performance results of the Company in 2024 were significantly affected by unfavorable economic factors, leading to a consolidated net revenue of 568.73 billion VND and a consolidated net profit after tax of 14.13 billion VND, a substantial increase compared to 2023.

### **4. The evaluation results of the internal control system and risk management of the Company.**

- The Board of Directors and the General Director of the company regularly update market developments and propose suitable business plans to minimize risks. At the same time, the company's leadership continuously reviews, supplements, and issues appropriate regulations for operational management, helping to enhance the effectiveness of the internal control system.
- The Board of Directors of the company has implemented governance tasks with a high sense of responsibility. The activities of the Board of Directors in 2024 will focus in accordance with the resolutions set forth by the General Meeting of Shareholders.

### **5. The monitoring results for the Board of General Directors.**

- The Board of Directors always supervises the Board of Management, ensuring that the Company's operations are always strictly controlled, in accordance with the strategic direction of the General Meeting of Shareholders, but does not affect the initiative of the Board of Management.
- The Board of Directors has proposed many effective and timely solutions to support the General Director in the operation of the company, to achieve the targets set for 2024, and to ensure proper supervision and control to comply with legal regulations.

### **6. The results of the assessment of the coordination between the Board of Directors, the General Director, and the shareholders.**

- The members of the Board of Directors are always proactive with a high sense of responsibility to support and share their experiences with the Executive Board in the company's management activities.
- The decisions made by the General Director are all consulted, analyzed, and supported by the Board of Directors to ensure the interests of the Company.
- All members of the Board of Directors actively participate in planning activities, compliance control, strategic critique, and ensuring adherence to standard corporate governance practices.

### **7. Proposal from the independent board member.**

The independent members of the Board of Directors propose several recommendations regarding the governance and operational activities of the Board of Directors and the General Director as follows:

- Regularly conduct activities to test and evaluate the internal control system to review and mitigate risks during operations;
- Strictly comply with the legal regulations in transactions between TLD insiders and related parties of insiders with the Company, subsidiaries, and companies controlled by TLD;
- Establish clear, systematic, and transparent financial management goals and directions for the entire system.
- Balance the capital sources, choose the optimal business plan for large projects to ensure financial equilibrium. Manage investment activities in line with medium and long-term strategic directions to ensure balance, efficiency, rigor, and legal compliance.
- Strengthen regular meetings and exchanges between independent board members and the Executive Board to closely monitor the company's business and financial situation, enhance oversight, and minimize risks during operations.

I respectfully submit for the General Meeting of Shareholders to consider and approve the full text of the Report!

**Recipient:-**

- Board of Directors,  
Supervisory Board;
- Shareholder;
- Save HCNS.

**INDEPENDENT BOARD  
MEMBER  
[Signed]**

**Nguyen Thanh Hai**

**INDEPENDENT BOARD  
MEMBER  
[Signed]**

**Pham Van Cuong**

**Note:** *This document may be modified and supplemented appropriately for consideration and decision by the General Meeting of Shareholders at the Congress.*

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No: 01/2025/TTr-HDQT/TLD

Hanoi, May, 6<sup>th</sup>, 2025

**REPORT**  
**DIRECTION OF THE PLAN**  
**BUSINESS PRODUCTION ACTIVITIES IN 2025**

Dear Congress,

The year 2025 is forecasted to be another challenging year for the global economy in general and for Vietnam's economy in particular. The difficulties of 2024 include international pressures related to the prolonged geopolitical tensions of recent years, inflationary pressures and bad debts, the lingering challenges faced by businesses, and the negative growth impacts from the global economies.

Vietnam's outlook reflects the increasing uncertainties in the global economy. The World Bank (WB) forecasts that Vietnam's GDP will grow by about 6.8% in 2025, due to factors related to the recovery of global trade, Vietnam's resilience, a slowdown in the service sector, and rising prices and interest rates affecting manufacturing businesses and households.

In the context of the intertwined favorable and challenging circumstances of the Vietnamese economy, the Board of Directors respectfully presents to the General Meeting of Shareholders the consolidated business plan of Thang Long Urban Development and Construction Investment Joint Stock Company for the year 2025 with the following key targets:

<b>Status</b>	<b>Indicator</b>	<b>Plan for 2025 (billion VND)</b>
1	Net revenue from sales and service provision.	600
2	Net profit after corporate income tax	60

Respectfully submitted for the General Meeting of Shareholders to consider and approve.

**Recipient:**

- Board of Directors, Supervisory Board;
- General Director;
- Shareholders;
- Office Archive.

**TM. BOARD OF DIRECTORS**  
**GENERAL DIRECTORATE**

[Signed]

**PHAM VAN TUYEN**

**Note:** This document may be modified and supplemented appropriately for consideration and decision by the General Meeting of Shareholders at the congress.



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Số: 03/2025/TTr-BOD/TLĐ

Hanoi, May 06<sup>th</sup>, 2025

**PROPOSAL**

***Regarding the Change of Member of the Supervisory Board***

**Dear:** ***The Annual General Meeting of Shareholders 2024***  
***Thang Long Urban Development and Construction Investment Joint Stock Company***

The Board of Directors respectfully submits to the General Meeting of Shareholders of Thang Long Urban Development and Construction Investment Joint Stock Company the following matter for consideration and approval:

On April 11<sup>th</sup>, 2025, the Company received the resignation letter from Mr. Trần Đức Muu, requesting to resign from the position of Member of the Supervisory Board effective from May 06<sup>th</sup>, 2025. The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the dismissal of Mr. Tran Duc Muu from the position of Member of the Supervisory Board from May 06, 2025, and to elect an additional member to the Supervisory Board for the 2021–2026 term.

The Board of Directors proposes the following candidate to be approved and elected as a new Member of the Supervisory Board for the 2021–2026 term (curriculum vitae attached):

Full name: Le Thuy Dung                      Gender: Female

The Board of Directors respectfully reports and submits the above content to the General Meeting of Shareholders for consideration and approval regarding the dismissal and election of a new Supervisory Board member.

**Recipients:**

- Board of Directors, Supervisory Board;
- General Director;
- Shareholders;
- Company archives.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**

*[Signed]*

**NGUYEN AN NGOC**

**Note:** *This document may be modified and supplemented appropriately for consideration and decision by the General Meeting of Shareholders at the Congress.*

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

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**APPLICATION FOR CANDIDACY**  
**MEMBER OF THE SUPERVISORY BOARD**  
**FOR TERM 2021 – 2026**

**DEAR: THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**THANG LONG URBAN DEVELOPMENT AND CONSTRUCTION INVESTMENT JOINT  
STOCK COMPANY**

**My name is: LE THUY DUNG**

Citizen ID No:                      Date of issue:

Place of issue:

Permanent address:

Education: Bachelor of Economics

Currently holding: 0 shares (in words: zero shares) of Thang Long Urban Development and Construction Investment Joint Stock Company.

After thoroughly reviewing the eligibility criteria outlined in the Nomination and Election Regulations for the additional election of members of the Supervisory Board at the 2025 Annual General Meeting of Shareholders of the Company, I respectfully submit this application for candidacy to the position of Member of the Supervisory Board for the term 2021 – 2026.

I kindly request the Supervisory Board, the Board of Directors, and the 2025 Annual General Meeting of Shareholders to consider and approve my self-nomination for the above-mentioned position. I hereby commit to being fully responsible for the accuracy and honesty of the contents of this application and the attached profile. I also pledge to strictly comply with the Company's Charter and the Regulations on Nomination and Election of additional members to the Supervisory Board for the 2021 – 2026 term at the 2025 Annual General Meeting of Shareholders of Thang Long Urban Development and Construction Investment Joint Stock Company.

If entrusted by the shareholders, I commit to dedicating my full capabilities and enthusiasm to contribute to the development of the Company.

Respectfully yours.

**Attached document:**

- Curriculum Vitae of the candidate.

Hanoi, April 11<sup>th</sup>, 2025

**The Candidate**  
*(Signed)*

**LE THUY DUNG**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

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**CURRICULUM VITAE**

**1. Personal Information:**

Full name: Le Thuy Dung

Date of birth: Gender: Female

Citizen ID No: Date of issue:

Place of issue:

Permanent address:

Current residence:

Current position at Thang Long Urban Development and Construction Investment JSC: None.

**2. Education Background**

<b>Period</b>	<b>Institution</b>	<b>Degree</b>
2015-2019	University of Labour and Social Affairs	Bachelor of Economics

**3. Work Experience**

<b>Period</b>	<b>Position</b>	<b>Organization</b>
2018 - 2020	HR & Admin Staff	Dual Lion Company Limited
2020 – 2022	HR & Admin Staff	Thang Long Trading Construction and Product Plywood Joint Stock Company
2023	Deputy Head of HR & Admin Dept	Thang Long Trading Construction and Product Plywood Joint Stock Company
2024 đến nay	Head of HR & Admin Dept.	Thang Long Trading Construction and Product Plywood Joint Stock Company

**I hereby certify that all the above information is true and I take full responsibility before the law for the declared content.**

Hanoi, April 11<sup>th</sup>, 2025

**Declarant**

*(Signed)*

**Le Thuy Dung**

## SUMMARY REPORT

**Subject: Annual General Meeting of Shareholders 2025**

### **Thang Long Urban Development and Construction Investment Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Based on the Charter of Thang Long Urban Development and Construction Investment Joint Stock Company;
- Based on the business performance results of 2024 of Thang Long Urban Development and Construction Investment Joint Stock Company.

**Issue 1: Approve the audited financial statements for 2024 and authorize the Board of Directors to select the auditing firm for 2025.**

Based on the content of the authorization in the resolution of the Annual General Meeting of Shareholders in 2024, the Board of Directors has approved the selection of Vietnam Human Audit Company Limited as the auditing firm to conduct the review of the semi-annual financial statements for 2024 and the audit of the financial statements for 2024. The Board of Directors of Thang Long Urban Development and Construction Investment Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the audited financial statements for 2024 by Vietnam Human Audit Company Limited, along with several key indicators as follows:

*Unit: Copper*

Status	Indicator	Value
1	Net revenue from sales and service provision.	568.733.189.373
2	Profit before tax	15.957.405.111
3	Net profit after tax	14.132.873.107
4	Total assets	1.050.643.280.965
5	Equity capital	816.448.022.635

Shareholders, please refer to the reports available on the company's website at the following link: <http://thanglongdeco.com/bao-cao-tai-chinh-1>.

To carry out the review of the semi-annual financial report for 2025 and the audit of the financial report for 2025 of Thang Long Urban Development and Construction Investment Joint Stock Company in accordance with legal regulations and the Company's Charter, the Board of Directors respectfully presents to the General Meeting of Shareholders the contents related to the selection of an independent auditing firm as follows:

- *Through the criteria for selecting an independent auditing firm:*

- As a reputable independent auditing firm authorized to operate in Vietnam, approved by the State Securities Commission to conduct audits for public interest entities in the securities sector in 2025;
- As an independent auditing firm with a team of highly qualified auditors with many years of experience;
- No conflict of interest when conducting the audit and review of the financial statements for the Company;
- There is a reasonable audit fee that is appropriate for the content, scope, and timeline of the audit.

- *Through the list of auditing units.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the list of the following audit firms and authorizes the Board of Directors to organize the selection and decide on one of these audit firms to conduct the audit of the financial statements for the year 2025 and the semi-annual review report for 2025 of Thang Long Urban Development and Construction Investment Joint Stock Company:

1. Vietnam Human Mind Audit Company Limited (NVT)
2. Moore Aisc Audit and IT Services Company Limited (MOORE AISC)
3. Vietnam Audit and Valuation Company Limited (AVA)
4. VACO Auditing Company Limited (VACO)
5. AAC Audit and Accounting Company Limited (AAC)
6. AFC Vietnam Audit Company Limited (AFC)
7. Southern Accounting and Auditing Financial Consulting Services Company Limited (AASCS)

In addition, during the negotiation process, the auditing firms did not meet the established criteria. The Board of Directors respectfully submits to the General Meeting of Shareholders the authorization for the Board of Directors to select and change to another auditing firm from the list of auditing firms approved by the State Securities Commission to conduct audits for public interest entities in the securities sector in 2025.

**Issue 2: Plan and strategy for profit distribution.**

- The Board of Directors proposes the profit distribution plan and fund allocation for the year 2024 as follows:

Status	Content	Value
1	<b>The after-tax profit achieved in 2024.</b>	<b>14.107.336.620</b>
2	<b>Cumulative after-tax profit as of December 31, 2024.</b>	<b>27.229.966.142</b>
3	<b><i>Establishing funds:</i></b>	<b>0</b>
	<i>- Reward fund:</i>	0
	<i>- Welfare fund:</i>	0
	<i>- Development Investment Fund:</i>	0
4	<b>Remaining profit after distribution</b>	<b>27.229.966.142</b>

To ensure funding for the production and business activities of the Company in 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the decision not to distribute dividends for the year 2024.

**Issue 3: Compensation for the Board of Directors and Supervisory Board in 2024, compensation plan for 2025.**

The Board of Directors of the Company reports on the remuneration situation for the Board of Directors and the Supervisory Board for the year 2024 as follows:

***Remuneration of the Board of Directors for 2024.***

*Unit: VND*

Status	Position	Quantity	Monthly salary	The whole year
1	Chairman	1	5.000.000	60.000.000
2	Member	4	3.000.000	144.000.000
<b>Tổng cộng</b>				<b>204.000.000</b>

***The remuneration of the BKS in 2024.***

*Unit: VND*

Status	Position	Quantity	Monthly salary	The whole year
1	Head of the department	1	3.000.000	36.000.000
2	Member	2	2.000.000	48.000.000
<b>Tổng cộng</b>				<b>84.000.000</b>

The expected remuneration for the Board of Directors and the Supervisory Board in 2025 will be determined by the Annual General Meeting of Shareholders in 2026.

**Issue 4: Through transactions with related parties in 2025 and authorizing the Board of Directors to execute contracts with related parties as per regulations (if any):**

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the transactions and contracts between Thang Long Urban Development and Construction Investment Joint Stock Company and related parties in accordance with legal regulations arising in 2025 (if any).

The Board of Directors proposes that the General Meeting of Shareholders authorize the Board of Directors to direct and supervise the signing and implementation of the aforementioned contracts in accordance with the provisions of the law, the Company's Charter, and the resolutions of the General Meeting of Shareholders of Thang Long Urban Investment and Development Joint Stock Company.

***I respectfully submit for the approval of the Annual General Meeting of Shareholders in 2025.***

**TM. BOARD OF DIRECTORS**  
**CHAIRMAN**  
**[Signed]**

**NGUYEN AN NGOC**

***Note:*** This document may be modified and supplemented appropriately for consideration and decision by the General Meeting of Shareholders at the conference.

**THANG LONG URBAN DEVELOPMENT  
AND CONSTRUCTION INVESTMENT  
JOINT STOCK COMPANY**

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No: 01/2025/NQ-DHDCD/TLD

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

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Hanoi, May, 6<sup>th</sup>, 2025

**DRAFT**

## **RESOLUTION**

### **ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

#### **THANG LONG URBAN DEVELOPMENT AND CONSTRUCTION INVESTMENT**

#### **JOINT STOCK COMPANY**

#### **STOCK CODE: TLD**

- Pursuant to the Enterprise Law No. 54/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Securities Law No. 59/2019/QH14 dated November 26, 2019, of the National Assembly of the Socialist Republic of Vietnam;
- Based on the Charter of Organization and Operation of Thang Long Urban Development and Construction Investment Joint Stock Company;
- Based on the minutes of the voting results at the 2025 Annual General Meeting of Shareholders of Thang Long Urban Development and Construction Investment Joint Stock Company on May 6, 2025;
- Based on the minutes of the Annual General Meeting of Shareholders of Thang Long Urban Development and Construction Investment Joint Stock Company on May 6, 2025.

The annual general meeting of shareholders in 2025 (“Meeting”) of Thang Long Urban Development and Construction Investment Joint Stock Company (“Company”) was held at 9:00 AM on May 6, 2025, and unanimously agreed to pass the resolutions of the Meeting with the following main contents:

### **RESOLUTION**

#### **Article 1: Approval of the 2024 Annual Reports.**

The congress approved the 2024 annual report (which includes the report from the Board of Directors, the report from the independent Board member, the report from the General Director, and the report from the Supervisory Board).

#### **Article 2: Approve the audited financial statements for the year 2024 and authorize the Board of Directors to select the auditing firm for the year 2025.**

#### **❖ *Through the audited financial report for the year 2024.***

The General Assembly of Shareholders approved the audited financial statements for the year 2024 with the following financial indicators:

Unit: Copper

Status	Target	Value
1	Net revenue from sales and service provision.	568.733.189.373
2	Profit before tax	15.957.405.111
3	Net profit after tax	14.132.873.107
4	Total assets	1.050.643.280.965
5	Equity capital	816.448.022.635

**❖ Through the selection of the auditing unit for 2024.**

The congress unanimously approved the list of the auditing units below and authorized the Board of Directors to organize the selection and decision of one of these auditing units to carry out the review of the semi-annual financial report for 2024 and the audit of the financial report for 2024 of Thang Long Urban Development and Investment Joint Stock Company:

1. Vietnam Human Audit Company Limited (NVT);
2. Moore Aisc Audit and IT Services Company Limited (MOORE AISC);
3. Vietnam Audit and Valuation Company Limited (AVA);
4. VACO Auditing Company Limited (VACO);
5. AAC Auditing and Accounting Company Limited (AAC);
6. AFC Vietnam Audit Company Limited (AFC);
7. Southern Accounting and Auditing Financial Consulting Services Company Limited (AASCS).

In addition, if during the negotiation process, the aforementioned auditing firms do not meet the objectives or at the time of signing the contract the auditing unit does not meet the stipulated conditions, the General Meeting of Shareholders agrees to authorize the Board of Directors to decide on the selection and change of another auditing unit from the list of auditing firms approved by the State Securities Commission to conduct audits for public interest entities in the securities sector in 2024.

**Article 3: Approval of the Report on the Production and Business Plan for 2025.**

The congress approved the business production plan for 2025 as follows:

Status	Indicator	Plan for 2025 (billion VND)
1	Net revenue from sales and service provision.	600
3	Net profit after tax	60

**Article 4: Approval of the profit distribution plan for the year 2024.**

The congress approved the profit distribution plan for 2024 as follows:



Unit: Copper

Status	Content	Value
1	<b>The after-tax profit achieved in 2024</b>	<b>14.107.336.620</b>
2	<b>Cumulative profit as of December 31, 2024.</b>	<b>27.229.966.142</b>
3	- Establishing funds:	0
	- Reward fund:	0
	- Welfare fund:	0
	- Development Investment Fund:	0
4	<b>Remaining profit after distribution</b>	<b>27.229.966.142</b>

To ensure funding for the production and business activities of the Company in 2025, the General Assembly unanimously agreed to not distribute dividends for the year 2024.

**Article 5: Approval of the remuneration plan for the members of the Board of Directors and the Supervisory Board for the year 2024 and the remuneration plan for 2025.**

The General Meeting of Shareholders approved the remuneration plan for the members of the Board of Directors and the Supervisory Board for 2024 as follows:

**Remuneration of the Board of Directors for 2024.**

Unit: Dong

Status	Position	Quantity	Monthly salary	The whole year.
1	Chairman	1	5.000.000	60.000.000
2	Member	4	3.000.000	144.000.000
<b>Tổng cộng</b>				<b>204.000.000</b>

**The remuneration of the BKS in 2024.**

Unit: Dong

Status	Position	Quantity	Monthly salary	The whole year.
1	Head of the department	1	3.000.000	36.000.000
2	Member	2	2.000.000	48.000.000
<b>Tổng cộng</b>				<b>84.000.000</b>

The expected remuneration for the Board of Directors and the Supervisory Board in 2025 will be determined by the Annual General Meeting of Shareholders in 2026.

**Article 6: Approve transactions with related parties in 2025 and authorize the Board of Directors to execute contracts with related parties as per regulations (if any):**

The General Meeting of Shareholders approves the transactions and contracts between Thang Long Urban Development and Investment Joint Stock Company and related parties in accordance with legal regulations arising in 2025 (if any).

The General Meeting of Shareholders authorizes the Board of Directors to direct and supervise the signing and implementation of the aforementioned contracts in accordance with the provisions of the

law, the Company's Charter, and the resolutions of the General Meeting of Shareholders of Thang Long Urban Investment and Development Joint Stock Company.

**Article 7: Through the dismissal and supplementary election of members of the Supervisory Board for the term 2021-2026 starting from May 6, 2025:**

The General Meeting of Shareholders approved the dismissal of Mr. Trần Đức Muu from the position of Member of the Supervisory Board effective from May 6, 2025, and elected an additional Member of the Supervisory Board for the term 2021-2026 as follows:

Ms. Lê Thuỳ Dung - Member of the Supervisory Board.

**Article 8: Responsibilities for Implementation**

The Board of Directors of Thang Long Urban Development and Construction Investment Joint Stock Company, the General Director's Office, and the relevant departments/units are responsible for implementing this resolution to ensure the interests of shareholders, the Company, and compliance with legal regulations..

**Article 9: Effectiveness**

This resolution has been approved by the General Meeting of Shareholders and is effective from the date of signing.

**Recipient:**

- Shareholders, Website;
- State Securities Commission, Ho Chi Minh City Stock Exchange;
- Members of the Board of Directors, General Director, Supervisory Board;
- File for record.

**TM. GENERAL MEETING OF**

**SHAREHOLDERS**

**CHAIRMAN**

[Signed]

**NGUYEN AN NGOC**

**Note:** This document may be modified and supplemented appropriately for consideration and decision by the General Meeting of Shareholders at the congress.