

Số: ./26.../CV-CT

Biên Hòa, ngày 25 tháng 4 năm 2025

**CÔNG BỐ THÔNG TIN
TRÊN CỔNG THÔNG TIN ĐIỆN TỬ
CỦA ỦY BAN CHỨNG KHOÁN
NHÀ NƯỚC VÀ SGDCK TP. HCM**

**DISCLOSURE OF INFORMATION
ON THE STATE SECURITIES
COMMISSION'S PORTAL AND
HOCHIMINH STOCK EXCHANGE'S
PORTAL**

Kính gửi/ To:

- Ủy ban Chứng khoán Nhà nước/*The State Securities Commission*;
- Sở Giao dịch chứng khoán TP.HCM/*Hochiminh Stock Exchange*.
- Tên tổ chức/*Organization name*: Công ty Cổ phần Phát triển Khu công nghiệp Tín Nghĩa
- Mã chứng khoán/*Security Symbol*: TIP
- Địa chỉ trụ sở chính/*Address*: Đường số 6, KCN Tam Phước, phường Tam Phước, TP. Biên Hòa, tỉnh Đồng Nai
- Điện thoại/*Telephone*: 02513.512.063
- Fax: 02513.512.479
- Người thực hiện công bố thông tin/*Submitted by*: Ông Nguyễn Quốc Hùng
Chức vụ/*Position*: Phó Giám đốc Công ty.
- Loại thông tin công bố: ☒ Định kỳ ☐ Bất thường ☐ 24h ☐ Theo yêu cầu
Information disclosure type: ☒ Periodic ☐ Irregular ☐ 24 hours ☐ On demand

1. Nội dung thông tin công bố/Content of Information disclosure:

- Biên bản họp, Nghị quyết và tài liệu sau họp Đại hội đồng cổ đông thường niên năm 2025.

- *Meeting minutes, resolutions and documents after the 2025 Annual General Meeting of Shareholders.*

2. Đối với trường hợp thay đổi, thay thế thông tin đã công bố, cần nêu rõ nguyên nhân thay đổi hoặc thay thế.

In case the company accurates or replaces information(s) that were disclosed. Company shall make a reason for the replacement or correction.

Lý do/*Reason*:

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty/quỹ vào ngày...25/4/2025 tại đường dẫn <http://www.tinnghiaip.com.vn> – Quan hệ cổ đông.

This information was disclosed on Company/Fund's Portal on date...25/4/2025 available at <http://www.tinnghiaip.com.vn> – Quan hệ cổ đông.

4. Chúng tôi cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung thông tin đã công bố.

I declare that all information provided in this paper is true and accurate; I shall be legally responsible for any misrepresentation.

Đại diện tổ chức

Organization representative

Người đại diện theo pháp luật/

Người UQ CBTT

Legal representative/Party authorized to disclose information

(Ký, ghi rõ họ tên, chức vụ, đóng dấu)

(Signature, full name, position, and seal)



PHÓ GIÁM ĐỐC
NGUYỄN QUỐC HÙNG



**TIN NGHIA INDUSTRIAL PARK
DEVELOPMENT JOINT STOCK COMPANY**

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

No: 01/BB.ĐHĐCĐ

Bien Hoa, April 25, 2025

MINUTES OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter of Tin Nghia Industrial Park Development Joint Stock Company;

Pursuant to Business Registration Certificate No. 3600964611 first issued by the Department of Planning and Investment of Dong Nai province on January 8, 2008 and registered for the 9th change on January 4, 2023 for Tin Nghia Industrial Park Development Joint Stock Company at Road No. 6, Tam Phuoc Industrial Park, Tam Phuoc Ward, Bien Hoa City, Dong Nai Province.

Today, at 8:30 A.m, April 25, 2025, at the Hall of Tin Nghia Industrial Park Development Joint Stock Company, Road No. 6, Tam Phuoc Industrial Park, Tam Phuoc Ward, Bien Hoa City, Dong Nai Province, the 2025 Annual General Meeting of Shareholders was held with the following specific contents:

I. CONGRESS INTRODUCTION:

1. Number of shareholders attending the meeting:
 - Shareholders attending: 24 shareholders.
 - Number of shares: 47,381,821/65,007,857 shares, ratio: 72.89%.
2. The Executive Presidium of the Congress: The Congress voted to elect the Executive Presidium of the Congress, including Mr./Ms.:
 - Ms: Đặng Thị Thanh Hà - Chairman of the BOD – Chairman.
 - Mr: Phan Anh Dũng - Director.
3. Secretary of the Congress: The Congress voted to elect the Secretariat to synthesize the opinions of shareholders in the Congress and support the publication of the Minutes of the Meeting and the Draft Resolution of the Congress, including Mr./Ms.:
 - Ms: Nguyễn Thị Ly - Head of the Secretariat.
 - Mr: Đỗ Văn Trung - Members.
4. The Vote Counting and Election Committee at the Congress: The Congress voted to elect the Vote Counting Committee to check, count the voting and election results and support the announcement of the election results at the Congress, including Mr./Ms.:
 - Mr: Huỳnh Quốc Cường - Head of the Vote Counting Board

- Ms: Mai Thị Sáng - Members
- Ms: Nguyễn Kim Ngân - Members.

5. Board of Directors and Board of Supervisors members attend the Congress:

- Ms: Đặng Thị Thanh Hà - Chairman of the BOD.
- Mr: Phan Anh Dũng - Member of the BOD.
- Mr: Huỳnh Nguyễn Tuấn Anh - Independent Member of the BOD.
- Ms: Dương Thị Minh Hồng - Member BOS.
- Ms: Lê Kim Thảo - Head of BOS.

II. MAIN CONTENT OF THE CONFERENCE:

1. Program and main content of the Congress:

- Business results report 2024 and operational direction 2025.
- Report of the Board of Supervisors on 2024 performance results and 2025 performance plan.
- Independent Member of the Board of Directors' assessment report on the Board of Directors' performance in 2024.
- Shareholder discussion.
- Through the following important contents:
 - + Audited financial statements for 2024.
 - + Proposal for profit distribution and dividend rate for 2024.
 - + Proposal for approval of plan targets and profit distribution for 2025.
 - + Proposal for finalization of remuneration for 2024 and plan for 2025 of the Board of Directors and Supervisory Board.
 - + Proposal for selection of unit to review and audit the 2025 financial statements.
 - + Proposal for dismissal of members of the Board of Directors and Supervisory Board for the term (2023 – 2028).
 - + Proposal for number and list of candidates to elect additional members of the Board of Directors and Supervisory Board for the term (2023 – 2028).
 - + Conduct the election and announce the results.

2. The Congress heard the Presidium approve the following contents::

- Business performance report for 2024 and Plan for 2025: Revenue in 2024 was VND 277.07 billion, exceeding 4.9% of the plan and equal to 99.1% over the same period. In general, all revenue segments achieved and exceeded the plan. Profit after tax in 2024 reached VND 168.7 billion, reaching 102.1% of the plan and equal to 94.3% over the same period;
- Report of the Board of Supervisors on the results of operations in 2024 and the plan of operations in 2025;

- Assessment report of the Independent Member of the Board of Directors on the operations of the Board of Directors in 2024.

3. The Congress contributed opinions and discussed, which were acknowledged and responded to by the Presidium and the Secretariat, with the following main contents:

- Regarding cooperation at Phuoc An Industrial Park Project: Currently, the project has been approved in principle to adjust part of Phuoc An Port project into an Industrial Park and Phuoc An Port is a breakthrough project in terms of international port scale, bringing high economic efficiency in terms of goods trading and logistics. The cooperation between TIP and PAP has brought about effective capital use, increased benefits for shareholders and investors. TIP is still implementing the cooperation contract and is guaranteed a profit rate of 12%/year. When PAP completes the legal procedures of the industrial park, TIP can transfer its infrastructure usage rights to other secondary investors at the market price at that time. The Board of Directors and the Executive Board of the Company will consider and effectively calculate the optimal options to bring the best value to the Company according to the signed cooperation contract.

- Regarding the project of Nui Dong Dai Residential Area of the associated company: Currently, Phuoc Tan Trading and Construction Joint Stock Company as well as Tin Nghia Industrial Park Development Joint Stock Company and Tin Nghia Corporation are continuing to actively focus on urging the completion of legal procedures to continue implementing the project, effectively using the existing clean land fund in accordance with current legal regulations.

- In addition, the Company will continue to seek more potential projects on real estate in Industrial Parks and Residential Areas in the area to increase revenue in the future. At the same time, the Company continues to negotiate with enterprises leasing land in Tam Phuoc Industrial Park on the implementation of the annual infrastructure management fee roadmap (the Company will persistently negotiate to have a source of funding for maintenance and repair of the technical infrastructure of the industrial park); The expected merger of provinces and cities according to the State's policy will create more opportunities for the Company to access potential real estate projects.

4. The Congress voted to approve the 2024 Business Results Report and 2025 Plan, the Board of Supervisors' Report on 2024 Business Results, 2025 Plan and the Independent Board Member's Assessment Report on the Board of Directors' Activities in 2024.

The congress voted by raising ballots, in which:

- Total number of valid votes: 47,381,821 votes, reaching 100%.
- Total number of invalid votes: 0 votes, reaching 0%.
- Percentage of votes in favor: 100%.

- Percentage of votes against: 0%.
- Percentage of votes with no opinion: 0%.

5. Approval of the 2024 Separate and Consolidated Financial Statements audited by AASC Auditing Company Limited.

The congress voted by raising ballots, in which:

- Total number of valid votes: 47,381,821 votes, reaching 100%.
- Total number of invalid votes: 0 votes, reaching 0%.
- Percentage of votes in favor: 100%.
- Percentage of votes against: 0%.
- Percentage of votes with no opinion: 0%.

6. Approval of profit distribution plan and dividend rate for 2024:

No.	Interpretation	Resolution 2024	Implementation 2024	Notes
A	Total profit distribution	165.265.348.000	168.777.348.964	
I	Dividend 17%/share	97.511.785.500	110.513.356.900	(*)
II	Fund distribution	11.568.574.360	5.063.320.469	
1	Development investment fund (3% of PAT)	4.957.960.440	5.063.320.469	
2	Reward fund (2% of PAT)	3.305.306.960		
3	Welfare fund (1% of of PAT)	1.652.653.480		
4	BOD, BOS, Audit board, Executive board (1% of PAT)	1.652.653.480		
III	Remaining profit (A-I-II)	56.184.988.140	53.200.671.595	

(*): In 2024, the Company has made an interim dividend payment for 2024 at the rate of 13%/share according to Notice of closing the shareholder list No. 370/TB-CT dated December 4, 2024. Authorize the Board of Directors to carry out the documents and procedures to pay the remaining undistributed dividends of 2024..

The congress voted by raising ballots, in which:

- Total number of valid votes: 47,381,821 votes, reaching 100%.
- Total number of invalid votes: 0 votes, reaching 0%.
- Percentage of votes in favor: 100%.
- Percentage of votes against: 0%.
- Percentage of votes with no opinion: 0%.

7. Approval of 2025 business plan targets and 2025 profit distribution plan:

7.1. About business targets in 2025:

- Total revenue: 279,546 billion VND.
- Profit after tax: 171,391 billion VND.

7.2. About the profit distribution level in 2025:

No.	Interpretation	Amount	Notes
A	Total profit distribution	171.390.643.079	
I	Dividend (15%/share)	97.511.785.500	
II	Fund distribution	10.283.438.585	
1	Development investment fund (3% of PAT)	5.141.719.292	
2	Bonus fund (2% of PAT)	3.427.812.862	
3	Quỹ phúc lợi (1% of PAT)	1.713.906.431	
III	Remaining profit (A-I-II)	63.595.418.994	

The congress voted by raising ballots, in which:

- Total number of valid votes: 47,381,821 votes, reaching 100%.
- Total number of invalid votes: 0 votes, reaching 0%.
- Percentage of votes in favor: 100%.
- Percentage of votes against: 0%.
- Percentage of votes with no opinion: 0%.

8. Finalize the 2024 remuneration level and 2025 plan of the Board of Directors and Supervisory Board of the Company:

The General Meeting of Shareholders agreed to finalize the remuneration for 2024 and the plan for 2025 of the members of the Board of Directors and the Board of Supervisors of Tin Nghia Industrial Park Development Joint Stock Company as follows:

8.1. Actual remuneration in 2024 and plan in 2025 of Board of Directors and Board of Supervisors members:

No.	Interpretation	Quantity	Results 2024		Targets 2025	
			Monthly average	Year	Monthly average	Year
1	Board of Directors	5	54.444.445	653.333.000	43.000.000	516.000.000
-	Chairman	1	16.666.667	200.000.000	10.000.000	120.000.000
-	Vice Chairman	1	11.111.111	133.333.000	9.000.000	108.000.000
-	Member	3	26.666.667	320.000.000	24.000.000	288.000.000
2	Board of Supervisors, Secretary	4	25.555.557	273.333.668	18.000.000	216.000.000
-	Head	1	8.888.889	106.667.000	6.000.000	72.000.000
-	Member, secretary	3	16.666.668	166.666.668	12.000.000	144.000.000
	Total	8	80.000.002	926.666.668	61.000.000	732.000.000

8.2. The 2025 remuneration level is applied from January 2025 until the General Meeting of Shareholders decides to change it..

The congress voted by raising ballots, in which:

- Total number of valid votes: 47,381,821 votes, reaching 100%.
- Total number of invalid votes: 0 votes, reaching 0%.
- Percentage of votes in favor: 100%.
- Percentage of votes against: 0%.
- Percentage of votes with no opinion: 0%.

9. Approval of the selection of an auditing firm for the 2025 fiscal year.

- The Congress unanimously approved the list of independent auditors to audit the 2025 financial statements of Tin Nghia Industrial Park Development Joint Stock Company as follows::

- + AASC Auditing Firm Company Limited.
- + PwC Vietnam Company Limited.
- + Ernst & Young Vietnam Company Limited.
- + Kpmg Company Limited.

- The Congress decided to authorize the Board of Directors to select an auditing unit from the above approved list to audit the 2025 financial statements of Tin Nghia Industrial Park Development Joint Stock Company..

The congress voted by raising ballots, in which:

- Total number of valid votes: 47,381,821 votes, reaching 100%.
- Total number of invalid votes: 0 votes, reaching 0%.
- Percentage of votes that were decided: 100%.
- Percentage of votes that were not decided: 0%.
- Percentage of votes that had no opinion: 0%.

10. Dismissal of members of the Board of Directors and Supervisory Board for the term (2023 - 2028):

10.1. The 2025 Annual General Meeting of Shareholders unanimously dismissed the members of the Board of Directors for the term (2023 - 2028), specifically as follows::

No.	Name	Year of birth		Current position	Reason for resignation
		Male	Female		

1	Nguyễn Hiếu Lộc	1970		Vice Chairman of Board of Directors	According to personal wishes
2	Trần Hoài Nam	1979		Member Of Board Of Directors	According to personal wishes

10.2. The 2025 Annual General Meeting of Shareholders unanimously dismissed the members of the Board of Supervisors for the term (2023 - 2028), specifically as follows::

No.	Name	Year of birth		Current position	Reason for resignation
		Male	Female		
1	Lê Kim Thảo		1980	Head of Board of Supervisors	According to personal wishes
2	Trần Tấn Nhật	1982		Member Board of Supervisors	According to personal wishes

The congress voted by raising ballots, in which:

- Total number of valid votes: 47,381,821 votes, reaching 100%.
- Total number of invalid votes: 0 votes, reaching 0%.
- Percentage of votes that were decided: 100%.
- Percentage of votes that were not decided: 0%.
- Percentage of votes that had no opinion: 0%..

11. Election of additional members to the Company's Board of Directors, term (2023 - 2028):

The Congress unanimously elected 02 (two) additional members of the Company's Board of Directors for the term (2023 - 2028) according to the election results in the Minutes of the election vote counting as follows:

No	Full name	Year of birth	Gender	ID	Job title at the Company
01	Nguyễn Thị Thuỳ Vân	1978	Female	075178001234	None
02	Nguyễn Cao Nhơn	1969	Male	064069000700	None

12. Election of additional members to the Company's Board of Supervisors, term (2023 - 2028):

The Congress unanimously elected 02 (two) additional members of the Company's Board of Supervisors for the term (2023 - 2028) according to the election results in the Minutes of the election vote counting as follows:

No	Full name	Year of birth	Gender	ID	Professional qualifications
01	Nguyễn Thị Giang	1991	Female	042191000344	None
02	Nguyễn Như Huỳnh	1986	Female	075186022154	None

13. Election of Head of the Board of Supervisors, term (2023 – 2028):

Based on the results of the election of additional members of the Board of Supervisors elected by the General Meeting of Shareholders at the Congress, the Board of Supervisors held its first meeting at the Congress and unanimously elected **Ms. Nguyễn Thị Giang** to hold the position of Head of the Board of Supervisors of Tin Nghia Industrial Park Development Joint Stock Company, term (2023 - 2028).

III. VOTING ON DRAFT MEETING MINUTES – RESOLUTIONS AND END OF THE CONGRESS:

Above is the content of the Draft Minutes of the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company. The Secretariat would like to report to the Presidium and the General Meeting..

The congress voted by raising ballots, in which:

- Total number of valid votes: 47,381,821 votes, reaching 100%.
- Total number of invalid votes: 0 votes, reaching 0%.
- Percentage of votes that were decided: 100%.
- Percentage of votes that were not decided: 0%.
- Percentage of votes that had no opinion: 0%.

The 2025 Annual General Meeting of Shareholders voted to approve the entire meeting content and authorized the Chairman of the Board of Directors to issue a Resolution for implementation.

The 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company ended at 11:30 Am, April 25, 2025.

Secretary	On behalf of the General Meeting of Shareholders Chairman
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Nguyễn Thị Ly

Đặng Thị Thanh Hà



**TIN NGHIA INDUSTRIAL PARK
DEVELOPMENT JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Số: 01/NQ.ĐHĐCĐ

Bien Hoa, April 25th, 2025

RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Adjustment of Tin Nghia Industrial Park Development Joint Stock Company;

Pursuant to the Business Registration Certificate No. 3600964611 issued by the Department of Planning and Investment of Dong Nai province for the first time on January 8, 2008 and registered for the 9th change on January 4, 2023 for Tin Nghia Industrial Park Development Joint Stock Company at Road No. 6, Tam Phuoc Industrial Park, Tam Phuoc Ward, Bien Hoa City, Dong Nai Province.

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company held on April 25, 2025,

RESOLVED:

Article 1: Approval of the 2024 Business Results Report and 2025 Plan: Revenue in 2024 was VND 277.07 billion, exceeding 4.9% of the plan and equal to 99.1% over the same period. In general, all revenue segments achieved and exceeded the plan. Profit after tax in 2024 reached VND 168.7 billion, reaching 102.1% of the plan and equal to 94.3% over the same period.

Article 2: Approval of the 2024 Operational Report of the Board of Supervisors of Tin Nghia Industrial Park Development Joint Stock Company and the 2025 plan.

Article 3: Approval of the Independent Member of the Board of Directors' Evaluation Report on the Board of Directors' performance in 2024.

Article 4: Through the Consolidated Financial Statements, the Separate Financial Statements for the fiscal year ending December 31, 2024 of the Company have been audited by AASC Auditing Firm Company Limited.

Article 5: Approval of profit distribution plan and dividend rate for 2024:

No.	Interpretation	Resolution 2024	Implementation 2024	Note
A	Total profit distribution	165.265.348.000	168.777.348.964	
I	Dividend 15% of par value	97.511.785.500	97.511.785.500	(*)
II	Dividend Fund	11.568.574.360	10.126.640.938	

No.	Interpretation	Resolution 2024	Implementation 2024	Note
1	Development Investment Fund (3% of PAT)	4.957.960.440	5.063.320.469	
2	Reward Fund (2% of PAT)	3.305.306.960		
3	Welfare Fund (1% of PAT)	1.652.653.480		
4	Board of Directors, Board of Supervisors, Internal Audit, Board of Managements (1% of of PAT)	1.652.653.480		
III	Remaining profit (A-I-II)	56.184.988.140	53.200.671.595	

()*: In 2024, the Company has made an interim dividend payment for 2024 at the rate of 13%/share according to Notice of closing the shareholder list No. 370/TB-CT dated December 4, 2024. Authorize the Board of Directors to carry out the documents and procedures to pay the remaining undistributed dividends of 2024..

Article 6: Approval of business plan targets and expected profit distribution for 2025:

1. 1. About business targets in 2025:

- Total revenue: 279,546 billion VND.
- Profit after tax: 171,391 billion VND.

2. About the profit distribution level in 2025:

No.	Interpretation	Amount	Note
A	Total profit distribution	171.390.643.079	
I	Dividend (15% of par value)	97.511.785.500	
II	Fund distribution	10.283.438.585	
1	Development investment fund (3% of PAT)	5.141.719.292	
2	Bonus fund (2% of of PAT)	3.427.812.862	
3	Welfare fund (1% of of PAT)	1.713.906.431	
III	Remaining profit (A-I-II)	63.595.418.994	

Article 7: Finalize the 2024 remuneration level and 2025 plan of the Board of Directors and Board of Supervisors of the Company:

The General Meeting of Shareholders unanimously decided to settle the remuneration for 2024 and the plan for 2025 of the members of the Board of Directors and the Board of Supervisors of Tin Nghia Industrial Park Development Joint Stock Company as follows:

1. Actual remuneration in 2024 and plan in 2025 of Board of Directors and Board of Supervisors members:

No.	Diễn giải	No.	Implementation in 2024		Plan 2025	
			Monthly average	Year	Monthly average	Year
1	Board of Directors	5	54.444.445	653.333.000	43.000.000	516.000.000
-	Chairman	1	16.666.667	200.000.000	10.000.000	120.000.000
-	Vice Chairman	1	11.111.111	133.333.000	9.000.000	108.000.000
-	Members	3	26.666.667	320.000.000	24.000.000	288.000.000
2	Board of Supervisors, Secretary	4	25.555.557	273.333.668	18.000.000	216.000.000
-	Head of Board	1	8.888.889	106.667.000	6.000.000	72.000.000
-	Members, Secretary	3	16.666.668	166.666.668	12.000.000	144.000.000
	Total	8	80.000.002	926.666.668	61.000.000	732.000.000

2. The 2025 remuneration level is applied from January 2025 until the General Meeting of Shareholders decides to change it.

Article 8: Approval of the selection of an auditing firm for the 2025 fiscal year.

1. The Congress unanimously approved the list of independent auditors to audit the 2025 financial statements of Tin Nghia Industrial Park Development Joint Stock Company as follows::

- AASC Auditing Firm Company Limited.
- PwC Vietnam Company Limited.
- Ernst & Young Vietnam Company Limited.
- Kpmg Company Limited.

2. The Congress decided to authorize the Board of Directors to select an auditing unit from the above approved list to audit the 2025 financial statements of Tin Nghia Industrial Park Development Joint Stock Company..

Article 9: Dismissal of members of the Board of Directors and Board of Supervisors for the term (2023 - 2028):

1. The 2025 Annual General Meeting of Shareholders unanimously dismissed members of the Board of Directors for the term (2023 - 2028), specifically as follows::

No.	Name	Year of birth		Current position	Reason for resignation
		Male	Female		
1	Nguyễn Hiếu Lộc	1970		Vice Chairman of Board of Directors	According to personal wishes
2	Trần Hoài Nam	1979		Member Of Board Of Directors	According to personal wishes

2. The 2025 Annual General Meeting of Shareholders unanimously dismissed the members of the Board of Supervisors for the term (2023 - 2028), specifically as follows:

No.	Name	Year of birth		Current position	Reason for resignation
		Male	Female		
1	Lê Kim Thảo		1980	Head of Board of Supervisors	According to personal wishes
2	Trần Tấn Nhật	1982		Member Board of Supervisors	According to personal wishes

Article 10: Election of additional members to the Company's Board of Directors, term (2023 - 2028):

The Congress unanimously elected additional members of the Company's Board of Directors for the term (2023 - 2028) according to the election results in the Minutes of the election vote counting as follows:

No.	Name	Year of birth	Gender	ID number	Job title at the Company
01	Nguyễn Thị Thuỳ Vân	1978	Female	075178001234	None
02	Nguyễn Cao Nhơn	1969	Male	064069000700	None

Article 11: Elect additional members of the Company's Board of Supervisors, term (2023 - 2028):

The Congress unanimously elected additional members of the Company's Board of Supervisors for the term (2023 - 2028) according to the election results in the Election Ballot Counting Minutes as follows::

No.	Name	Year of birth	Gender	ID number	Job title at the Company
01	Nguyễn Thị Giang	1991	Female	042191000344	None
02	Nguyễn Như Huỳnh	1986	Female	075186022154	None

Article 12: Election of Head of the Board of Supervisors, term (2023 – 2028):

Based on the results of the election of additional members of the Board of Supervisors elected by the General Meeting of Shareholders at the Congress, the Board of Supervisors held its first meeting at the Congress and unanimously elected Ms. Nguyễn Thị Giang to hold the position of Head of the Board of Supervisors of Tin Nghĩa Industrial Park Development Joint Stock Company, term (2023 - 2028).

Article 13. Terms of Use:

1. The Board of Directors of the Company is responsible for directing and organizing the implementation of the contents stated in this Resolution in accordance with the provisions of law and the Company's Charter.

The Board of Directors is responsible for reporting the status and results of the implementation of this Resolution at the next meeting of the General Meeting of Shareholders..

2. The Company's Board of Supervisors is responsible for inspecting and supervising the implementation of this Resolution in accordance with the provisions of law and the Company's Charter..

3. This Resolution was voted and approved by the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company in accordance with the provisions of law and the Company's Charter..

4. This Resolution takes effect from the date of signing./.

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

Đặng Thị Thanh Hà



**TIN NGHIA INDUSTRIAL PARK
DEVELOPMENT JOINT STOCK COMPANY**



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4. Report on the 2024 business performance and the 2025 Operation Plan.
5. Report of the Supervisory Board on the 2024 business performance and the 2025 Operation Plan.
6. Assessment report of the Independent Board Member on the 2024 Board of Directors' activities.
7. Audited Separate and Consolidated Financial Statements for 2024.
8. Proposal for the 2024 profit distribution and dividend rate.
9. Proposal for the 2025 profit distribution plan and dividend rate.
10. Proposal for the 2024 remuneration and salary settlement and the 2025 Plan of the Board of Directors and Supervisory Board.
11. Proposal for selecting an auditor for the 2025 Financial Statements.
12. Proposal for the dismissal of a member of the Board of Directors for the term (2023 – 2028).
13. Proposal for the election of additional members of the Board of Directors for the term (2023 – 2028).
14. Election regulations.



**TIN NGHIA INDUSTRIAL PARK
DEVELOPMENT JOINT STOCK COMPANY**

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

Bien Hoa, April 25, 2025

REPORT

Qualifications and proportion of shareholders attending the 2025 Annual General Meeting of Shareholders Tin Nghia Industrial Park Development JSC

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter of Tin Nghia Industrial Park Development JSC;

Pursuant to the list of shareholders owning shares attending the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development JSC, closing at 16:00 on March 25, 2025.

The Organizing Committee would like to report to the General Meeting on the number of shareholders and authorized representatives valid and qualified to attend the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development JSC as follows:

1. Number of shareholders entitled to attend the General Meeting:

Ordinal	Interpretation	Number of shareholders	Number of shares	Percentage (%)
1	Domestic shareholders	2.683	53.809.541	82,77
-	Organization	12	37.132.922	57,12
-	Individual	2.671	16.676.619	25,65
2	Foreign shareholders	38	11.198.316	17,23
-	Organization	14	11.043.655	16,99
-	Individual	24	154.661	0,24
	Total	2.721	65.007.857	100,00

2. Number of shareholders present at the meeting:

- Number of shareholders:.....shareholders.

- Representing the number of shares:...../65,007,857 shares -

Achieving the ratio:.....%.

The Organizing Committee hereby declares that the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company is eligible to proceed in accordance with the provisions of law and the Company's Charter..

Regards.

**ON BEHALF OF THE
ORGANIZING COMMITTEE**



**TIN NGHIA INDUSTRIAL PARK
DEVELOPMENT JOINT STOCK COMPANY**

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

Bien Hoa, March, 2025

SUBMISSION

Re: Introducing the Presidium, Secretariat and Vote Counting Committee of the
2025 Annual General Meeting of Shareholders
Tin Nghia Industrial Park Development Joint Stock Company

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter of Tin Nghia Industrial Park Development JSC.

The Organizing Committee would like to report the expected introduction of the Presidium, Secretariat, and Vote Counting Committee of the 2025 Annual General Meeting of Shareholders - Tin Nghia Industrial Park Development JSC, specifically as follows:

I. Presidium:

1. Ms: Đặng Thị Thanh Hà - Chairman of the BOD – Chairman.
2. Mr: Phan Anh Dũng - Member of BOD and Director.

II. Secretariat:

1. Ms: Nguyễn Thị Ly - Head of the Secretariat.
2. Mr: Đỗ Văn Trung - Members.

III. Vote Counting Committee:

1. Mr: Huỳnh Quốc Cường - Head of the Vote Counting Board;.
2. Ms. Mai Thị Sáng - Members.
3. Ms: Nguyễn Kim Ngân - Members.

The Vote Counting Committee respectfully submits to the General Meeting of Shareholders for comments and votes on both the quantity and list mentioned above.

Regards.

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

Đặng Thị Thanh Hà



**TÍN NGHĨA INDUSTRIAL PARK
DEVELOPMENT JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Bien Hoa, March, 2025

AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Time: From 8:00 to 12:00 – Friday, April 25, 2025

Venue: Road No. 6, Tam Phuoc Industrial Park, Tam Phuoc Ward, Bien Hoa City,
Dong Nai Province.

Time	Agenda	Perform
8h00 – 8h30	<ul style="list-style-type: none">- Welcome delegates and shareholders;- Check procedures and number of shareholders attending the Congress.	Organizing Committee
8h30 – 8h45	<ul style="list-style-type: none">- Declare the reason, introduce the delegates;- Report the results of checking the number and percentage of shareholders attending and the conditions for holding the 2025 Annual General Meeting of Shareholders;- Introduce and approve the members of the Presidium, Secretariat and the Voting and Election Committee.	Organizing Committee
8h45 – 9h00	<ul style="list-style-type: none">- Approval of the Congress Agenda;- Approval of the Congress Working Regulations.	Presidium
9h00 – 9h15	Board of Directors' Report on 2024 Business Results and 2025 Operational Plan.	Presidium
9h15 – 9h30	Report on the Board of Supervisors' 2024 performance results and 2025 action plan.	Board of Supervisors
9h30 – 9h45	Independent Board Member's assessment report on the Board of Directors' performance in 2024.	Independent Board Member
9h45 – 11h00	The congress discussed and took a break.	Presidium
11h00 – 11h30	Vote to approve the Reports:	Presidium

Time	Agenda	Perform
	<ul style="list-style-type: none"> - Submission for approval of the 2024 Financial Report; - Submission for profit distribution and dividend payout ratio in 2024; - Submission for approval of the 2025 profit distribution and plan targets; - Submission for finalization of remuneration in 2024 and the 2025 Plan of the Board of Directors and the Supervisory Board; - Submission for selection of an auditor for the 2025 Financial Report. <p style="text-align: center;">The Congress discussed and voted on the above Submissions in turn.</p>	
11h30 – 11h45	Procedures for dismissal and election of additional members of the Board of Directors and Board of Supervisors, term (2023 - 2028).	Presidium and Vote Counting Committee
11h45 – 11h55	Approval of draft Minutes - Resolution of the Congress.	The Secretariat presents and the Presidium asks for a vote.
11h55 – 12h00	Closing remarks of the Congress.	Chairman of the Congress

Bien Hoa, April, 2025

WORKING REGULATIONS
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
TIN NGHIA INDUSTRIAL PARK DEVELOPMENT JSC

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Tin Nghia Industrial Park Development Joint Stock Company.

In order for the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company to always comply with the provisions of the Enterprise Law, the Securities Law and guiding documents on the governance of listed public companies; At the same time, ensuring the principles of publicity, transparency, fairness, democracy and creating all favorable conditions for the organization of the General Meeting.

The Presidium would like to report to the 2025 Annual General Meeting of Shareholders on the content of the Working Regulations at the General Meeting, specifically as follows:

Article 1. ENSURING ORDER AT THE CONGRESS:

1. Shareholders or authorized representatives entering the General Meeting room must sit in the correct position or area as specified by the General Meeting Organizing Committee. Strictly comply with the arrangement of positions by the Organizing Committee.

2. No smoking.

3. No private conversations or use of mobile phones during the General Meeting. All mobile phones must be set to vibrate mode..

Article 2. VOTING ISSUES AT THE CONGRESS:

1. General principles: All issues on the agenda of the General Meeting must be approved by voting by raising voting ballots of all shareholders. Each shareholder is given a Voting Ballot, which shows the shareholder code, the number of shares entitled to vote (owned and authorized) of the shareholder and has the seal of Tin Nghia Industrial Park Development Joint Stock Company on the left corner.

2. Voting rules, voting method: Voting options include approval, disapproval and no opinion. When voting to approve each issue, shareholders who agree to approve will raise their voting ballots according to the instructions of the Chairman of the General Meeting. The Ballot Counting Committee will directly count the number of approval, disapproval and no opinion votes. The voting results will be announced at the General Meeting.

3. Conditions for Resolutions to be approved:



- Each share owned or represented by ownership corresponds to one voting right.

- All issues to be voted on at the General Meeting will be approved when the number of shareholders owning or representing ownership for at least 50% of the total number of votes of shareholders attending and voting at the meeting approves, except for the case of resolutions on the following contents being approved when the number of shareholders representing 65% or more of the total number of votes of all shareholders attending and voting at the meeting approves, including issues on:

- + Types of shares and total number of shares of each type;
- + Changes in business lines, occupations and fields;
- + Changes in the Company's management and organizational structure;
- + Investment projects or sale of assets with a value of 35% or more of the total value of assets recorded in the Company's most recent Financial Report;
- + Reorganization and dissolution of the Company.

Article 3. SPEAKING OPINIONS AT THE CONGRESS:

1. Principle: Shareholders attending the General Meeting who want to express their opinions can register with the Secretariat or directly raise their hands to speak.

2. Content: speeches should be short, concise and focus on the key issues that need to be discussed, in accordance with the approved agenda of the General Meeting. The Chairman will answer questions from shareholders regarding issues that need to be answered..

Article 4. RESPONSIBILITIES OF THE PRESIDIUM:

1. The Presidium consists of a Chairman and a number of members approved by the Congress, and has the function of controlling the Congress.

2. Rights and obligations of the Presidium:

a) Conduct the activities of the General Meeting according to the program approved by the General Meeting. Carry out the work deemed necessary to conduct the General Meeting in an orderly manner, in accordance with the approved program and reflecting the wishes of the majority of shareholders attending.

b) Submit a draft of the necessary contents for the General Meeting to vote.

c) Guide the Delegates and the General Meeting to discuss.

d) Respond to issues requested by the General Meeting or designate a person to respond.

e) The decision of the Presidium on issues of order, procedures or events arising outside the General Meeting's program shall be of the highest judgment.

f) At any time, the Presidium may postpone the General Meeting to another time in accordance with the provisions of the Enterprise Law and the Company's Charter if it is found that:

- There are attendees who obstruct or disrupt the meeting, causing a risk of preventing the meeting from being conducted fairly and legally and/or:

- The media at the meeting location does not ensure that shareholders attending the meeting can participate, discuss and vote.

Article 5. RESPONSIBILITIES OF THE SECRETARIAT:

1. The Secretariat consists of a Head and a number of members nominated by the Board of Directors and approved by the General Meeting.

2. The Secretariat performs the following support tasks as assigned by the Presidium:

a) Record fully and honestly all contents of the General Meeting.

b) Assist the Presidium in announcing the Minutes and Draft Resolutions of the General Meeting, and notices of the Presidium sent to shareholders when requested.

c) Receive and review registration forms for opinions of attending delegates, and submit them to the Presidium for decision.

Article 6. RESPONSIBILITIES OF THE VOTING AND ELECTION COUNTING COMMITTEE:

1. The voting and election committee (hereinafter referred to as the "Vote Counting Committee") consists of 03 members nominated by the Organizing Committee and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee must not be on the list of nominees and candidates for the Board of Directors.

2. The Vote Counting Committee has the following duties:

a) Prepare a vote count record and be responsible to the Presidium and the General Meeting of Shareholders when performing its duties.

b) Accurately determine the voting results of shareholders on issues requiring opinions for approval at the General Meeting.

c) Organize the vote count, prepare a record to determine the results of the election of additional members of the Board of Directors.

d) Report the vote count results to the General Meeting.

Article 7. MINUTES OF MEETINGS AND RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS:

All contents of the General Meeting of Shareholders must be recorded by the General Meeting Secretariat in the Minutes of the General Meeting of Shareholders. The Minutes and Resolutions of the General Meeting of Shareholders must be read and approved by the General Meeting before the closing of the General Meeting..

Article 8. IMPLEMENTATION PROVISIONS:

1. This Regulation consists of 8 Articles, officially takes effect and is applied immediately at the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company after being approved



by shareholders representing over 50% of the total number of votes of shareholders and authorized representatives attending the meeting.

2. Shareholders and members of the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company are responsible for implementing this Regulation.

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

Đặng Thị Thanh Hà

Bien Hoa, April, 2025

REPORT OF THE BOARD OF DIRECTORS ON 2024 BUSINESS RESULTS AND 2025 PLANS

A. 2024 BUSINESS PERFORMANCE RESULTS:

I. Difficulties, advantages and other activities affecting business results in 2024:

1. Difficulty:

- The world economy has just shown signs of recovery after the Covid-19 pandemic but is facing many new difficulties and challenges, political conflicts are occurring in many places. Climate change has caused many serious consequences, natural disasters and floods are increasing in both quantity and severity, occurring in almost all continents... Trade competition between major economies is increasing; foreign exchange rates fluctuate, prices of raw materials, fuel and materials increase; affecting the domestic economic situation, most businesses have no orders. On the other hand, obstacles in administrative procedures in investment work, review and inspection over time and especially in recent times, have strongly affected the real estate market, the stock market, causing stock prices to decrease. The implementation of project procedures has almost stopped, even two projects at XL 25 have investment policies, the Company had to ask to stop investing.

- The situation of collecting infrastructure fees and land rents in 2024 also faces many difficulties, mostly because businesses are affected by the general economic situation, have to reduce production, and request an extension of payment time. In particular, the increase in land rents according to the 5-year cycle according to the decision of the Provincial People's Committee compared to the previous cycle is the cause of delayed payment by businesses.

- The implementation of new environmental regulations is increasingly stricter, in addition to the Company having to strengthen inspection and supervision, the Company must have a plan to invest in upgrading, investing in new incident ponds, automatic wastewater monitoring stations, wastewater and rainwater connection systems that have been repaired and upgraded for more than 20 years... in 2024, the Company must review and adjust environmental licenses according to regulations.

2. Advantages:

- With the difficulties mentioned above, but with the close coordination in direction between Tin Nghia Corporation and the Company, the close leadership of the Board of Directors, the high solidarity and consensus within the Company has created unity throughout the process of leadership, direction and organization of task implementation, helping Tin Nghia Industrial Park Development Joint Stock Company basically complete the targets and tasks assigned by the General Meeting of Shareholders.

- In the face of the common difficulties of enterprises in the Industrial Park, the Board of Directors has regularly urged good implementation, so most of the Company's service sectors have been maintained stably and effectively.

- In 2024, in addition to regular revenue targets, the target that brings the highest efficiency and most favorable to the Company is the financial revenue from investment cooperation with Phuoc An in 2022.

3. Supervisory activities of the Board of Directors over the Company's Board of Directors:

- The Board of Directors holds quarterly meetings with the participation of the Board of Directors, the Board of Supervisors, the Chief Accountant, etc. to evaluate the implementation of the Board of Directors' policies and resolutions, the business performance of the quarter and the following quarter, and propose important policies for the Company's operations. For issues under the Board of Directors' authority, the Board of Directors convenes meetings to discuss and resolve the issues immediately.

- The Board of Directors has effectively implemented the Board of Directors' policies and resolutions and achieved good business results.

4. Supervisory activities of the Board of Supervisors over the Board of Directors and the Board of Management of the Company:

- In 2024, the Board of Supervisors has comprehensively supervised the activities of the Board of Directors, the Board of Management and all employees of the Company. At the same time, it regularly checks the Company's relevant records and documents to ensure the completion of the unit's production and business plan in accordance with the spirit of the Resolution of the General Meeting of Shareholders, the Resolution of the Board of Directors, ensuring the rights and legitimate interests of shareholders and the strict compliance with the law of the enterprise; At the same time, it always ensures policies for all employees in accordance with the provisions of current law.

- The Head of the Board of Supervisors is invited to attend the meetings of the Board of Directors to contribute ideas to develop the Company's business solutions and coordinate to control and urge the implementation of the Resolutions and development plans of the Company in each specific period.

5. Implement the contents according to the Resolution of the 2024 Annual General Meeting of Shareholders:

Over the past year, the Board of Directors has carried out tasks in accordance with Resolution No. 01/NQ-ĐHĐCĐ dated April 24, 2024. In addition to implementing the targets and business plans for 2024, the Board of Directors has:

- Completed the selection and signing of the Contract for reviewing and auditing the 2024 financial statements with AASC Auditing Company Limited.

- Finalized the remuneration and salary levels for 2023 of the Board of Directors and Supervisory Board members and implemented publicity and transparency according to the provisions of the 2023 Audited Financial Report.

- Deployed the application of BSC and KPIs management tools in management and operation at the Company and two subsidiaries.

6. Summary of Board of Directors meetings and Board of Directors resolutions:

- In 2024, the Board of Directors held 20 meetings and issued Resolutions/Decisions.

- The Board of Directors' Resolutions were issued and implemented in accordance with their authority, ensuring principles, procedures, compliance with the provisions of law and the Company's Charter.

- At the same time, the Board of Directors regularly urges, inspects and supervises the operations of the Company's Director, the support apparatus and the Internal Audit Department to promptly take appropriate adjustment and orientation measures to ensure that the Company completes the targets approved by the General Meeting of Shareholders..

7. Report on transactions between the company, subsidiaries, companies in which the company controls 50% or more of the charter capital with members of the Board of Directors and related persons of such members; transactions between the company and

companies in which members of the Board of Directors are founding members or business managers within the last 3 years before the time of the transaction:

No.	Organ ization/Indi vidual Name	Relati onship with the compa ny	Certificate number, date of issue, place of issue	Head office address/ Contact address	Time of transactio n with the company	Resolution/ Decision Number of the Board of Directors	Content, quantity, total transaction value	Note
A SALES AND SERVICE PROVISION TRANSACTIONS:								
1	Tin Nghia Corpor ation Joint Stock Compa ny	Relate d person	3600283394 issued by Dong Nai Department of Planning and Investment on November 3, 2004	96 Ha Huy Giap, Quyet Thang, Bien Hoa, Dong Nai	01/2024- 12/2024	01/NQ- HĐQT dated January 9, 2024	Regular waste collection for 6,295,650 VND.	
2	Tin Nghia Petrole um Joint Stock Compa ny	Relate d person	36010380382 04 issued by Dong Nai Department of Planning and Investment on December 8, 2008	95A CMT8, Quyet Thang, Bien Hoa, Dong Nai	01/2024- 12/2024	01/NQ- HĐQT dated January 9, 2024	Providing environmenta l consulting services, water supply with the amount of 324,221,655 VND.	
3	Tin Nghia Profess ional Securit y Service s Joint Stock Compa ny	Relate d person	3603272464 issued by Dong Nai Department of Planning and Investment on March 25, 2015	Lot 60, Road No. 1, Tam Phuoc Residentia l and Resettlem ent Area, Bien Hoa, Dong Nai	01/2024- 12/2024	01/NQ- HĐQT dated January 9, 2024	Provide clean water for 1,644,500 VND	
4	Dong Nai Contai ner Port Joint Stock Compa ny	Relate d person	3603272464 issued by Dong Nai Department of Planning and Investment on March 25, 2015	Km 13, National Highway 51, Tam Phuoc Ward, Bien Hoa City, Dong Nai Province	01/2024- 12/2024	01/NQ- HĐQT dated January 9, 2024	Provide environmenta l consulting services for 12,000,000 VND.	

5	Tin Nghia - Asia Investment Joint Stock Company	Related person	3602181239, first issued by the Business Registration Office - Department of Planning and Investment of Dong Nai province on November 20, 2009	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa City, Dong Nai Province	01/2024-12/2024	01/NQ-HĐQT dated January 9, 2024	Loan interest: 11,286,766,427 VND.	
6	Phuoc Tan Construction and Trading Joint Stock Company	Related person	3602041601 first issued on August 18, 2009 in Dong Nai	Group 25, Tan Mai Hamlet, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province	01/2024-12/2024	01/NQ-HĐQT dated January 9, 2024	Loan interest: 3,481,142,350 VND.	
7	Thong Nhat Real Estate Joint Stock Company	Related person	3602041707 issued on August 18, 2009 in Dong Nai	L4.09-10, N5 Street, Group 14, Lap Thanh Quarter, Dau Giay Town, Thong Nhat District, Dong Nai Province	01/2024-12/2024	13/NQ-HĐQT dated August 6, 2024	Loan interest: 84,931,507 VND.	
B	TRANSACTIONS FOR PURCHASE OF RAW MATERIALS, GOODS AND SERVICES:							
1	Tin Nghia Petroleum Joint Stock Company	Related person	3601038038204 issued by Dong Nai Department of Planning and Investment on December 8, 2008	95A CMT8, Quyet Thang, Bien Hoa, Dong Nai	01/2024-12/2024	01/NQ-HĐQT dated January 9, 2024	Buy fuel (Gasoline, oil, lubricant) with the amount of 284,657,402 VND.	
2	Tin Nghia Professional Security Services Joint	Related person	3603272464 issued by Dong Nai Department of Planning and Investment on March 25, 2015	Lot 60, Road No. 1, Tam Phuoc Residential and Resettlement Area,	01/2024-12/2024	01/NQ-HĐQT dated January 9, 2024	Professional security service contract with total incurred amount of 1,297,264,000 VND.	

	Stock Company			Bien Hoa, Dong Nai				
3	Nhon Trach Green Tree Joint Stock Company	Related person	3603438670 issued by Dong Nai Department of Planning and Investment on January 10, 2017	(In the premises of Nhon Trach Investment Joint Stock Company), Road No. 7, Dong Sai Gon Urban Area, Long Tan Commune, Nhon Trach District, Dong Nai Province	01/2024-12/2024	01/NQ-HĐQT dated January 9, 2024	Contract for the assignment of tree care and road cleaning with a total amount of 3,533,242,554 VND.	
4	Dong Nai Agricultural Products and Food Processing Import-Export Joint Stock Company	Related person	3603438670 issued by Dong Nai Department of Planning and Investment on January 10, 2017	No. 647, Hanoi Highway, Long Binh Ward, Bien Hoa City, Dong Nai Province, Vietnam	01/2024-12/2024	01/NQ-HĐQT dated January 9, 2024	Buy cashews: 3,373,334 VND	
C WORKING CAPITAL LOAN TRANSACTION:								
1	Tin Nghia - Asia Investment Joint Stock Company	Related person	3602181239, first issued by the Business Registration Office - Department of Planning and Investment of Dong Nai province on	No. 2/11, Bui Huu Nghia, Tan Van Ward, Bien Hoa City, Dong Nai Province	5/2024 - 11/2024	07/NQ-HĐQT dated April 26, 2024	Working capital loan contract with disbursement amount up to December 31, 2024 is 30,000,000,000 VND	

11/2024 CPH/5/1

			November 20, 2009					
2	Phuoc Tan Construction and Trading Joint Stock Company	Related person	3602041601 first issued on August 18, 2009 in Dong Nai	Group 25, Tan Mai Hamlet, Phuoc Tan Ward, Bien Hoa City, Dong Nai Province	01/2024 - 7/2024	02/NQ-HĐQT dated January 24, 2024	Working capital loan contract with disbursement amount up to December 31, 2024 is 16,200,000,000 VND.	
3	Thong Nhat Real Estate Joint Stock Company	Related person	3602041707 issued on August 18, 2009 in Dong Nai	L4.09-10, N5 Street, Group 14, Lap Thanh Quarter, Dau Giay Town, Thong Nhat District, Dong Nai Province	8/2024	13/NQ-HĐQT dated August 6, 2024	Working capital loan contract with disbursement amount of VND 10,000,000,000.	
D DIVIDEND PAYMENT TRANSACTION								
1	Tin Nghia Corporation Joint Stock Company	Related person	3600283394 issued by Dong Nai Department of Planning and Investment on November 3, 2004	96 Ha Huy Giap, Quyet Thang, Bien Hoa, Dong Nai	05/2024	01/NQ-HĐQT dated January 9, 2024	Tin Nghia Industrial Park Development Joint Stock Company pays 3% dividend for the second period of 2023, amount: 11,065,500,000 VND	

2	Tin Nghia Corporation Joint Stock Company	Related person	3600283394 issued by Dong Nai Department of Planning and Investment on November 3, 2004	96 Ha Huy Giap, Quyet Thang, Bien Hoa, Dong Nai	12/2024	19/NQ-HĐQT dated December 4, 2024	Tin Nghia Industrial Park Development Joint Stock Company advances the first dividend in 2024 (13% of par value), amount: 47,950,500,000 VND	
D DIVIDEND TRANSACTION								
1	Tin Nghia Professional Security Services Joint Stock Company	Related person	3603272464 issued by Dong Nai Department of Planning and Investment on March 25, 2015	Lot 60, Road No. 1, Tam Phuoc Residential and Resettlement Area, Bien Hoa, Dong Nai	04/2024	01/NQ-HĐQT dated January 9, 2024	Tin Nghia Professional Security Service Joint Stock Company pays dividends in 2023 (12%/par value): 144,000,000 VND	
2	Thong Nhat Real Estate Joint Stock Company	Related person	3602041707 issued on August 18, 2009 in Dong Nai	L4.09-10, N5 Street, Group 14, Lap Thanh Quarter, Dau Giay Town, Thong Nhat District, Dong Nai Province	01/2024 - 03/2024	01/NQ-HĐQT dated January 9, 2024	Thong Nhat Real Estate Joint Stock Company pays dividends in 2023 (10%/par value): VND 4,144,500,000	

19/01/2024

8. Independent Board Member Performance and Independent Board Member Evaluation Results:

Independent Board members attended 20/20 meetings and provided opinions, presented contributions, comments and evaluated the performance in the attached Independent Member's Assessment Report on the Board of Directors' performance in 2024..

9. Remuneration, operating expenses and other benefits of the Board of Directors and each member of the Board of Directors as prescribed in Clause 3, Article 163 of the Law on Enterprises and the Company Charter:

Unit: VND

No.	Full name	Job title	Total salary	Total compensation	Bonus	Meeting benefits	Other benefits
1	Đặng Thị Thanh Hà	Chairman	-	200.000.000	493.172.000	40.000.000	-
2	Nguyễn Hiếu Lộc	Vice Chairman	-	99.999.999	427.416.000	30.000.000	-
3	Phan Anh Dũng	Member/ Director	1.330.936.666	106.666.666	628.855.000	40.000.000	66.000.000
4	Trần Hoài Nam	Member	-	106.666.666	295.903.000	40.000.000	-
5	Huỳnh Nguyễn Tuấn Anh	Independent member	-	106.666.666	295.903.000	40.000.000	-

10. Business results:

10.1. Separate business results:

No.	Indicators	Unit	Plans 2024	Results 2024	Plans 2025	Compare (%)	
						Results 2024/ Plans 2024	Objectives 2025/ Results 2024
1	Total Revenue	Million VND	264.131	277.072	279.648	104,9%	99,1%
2	Total Expenses	Million VND	60.798	66.415	64.748	109,2%	102,6%
3	Profit Before Tax	Million VND	203.333	210.657	214.900	103,6%	98,0%
4	Budget List	Million VND	48.066	52.881	45.779	110,0%	115,5%
5	Profit After Tax	Million VND	165.265	168.777	178.981	102,1%	94,3%
6	Dividend Ratio	%	15	15	15	100,0%	100,0%

a. About revenue:

Total revenue is estimated to be VND 277.07 billion in 2024, exceeding the plan by 4.9% and equal to 99.1% over the same period. In general, all revenue segments have met and exceeded the plan. Investment dividends reached VND 14.5 billion, up 12% over the plan due to Long Khanh's dividend increasing from 40% to 45%; Thong Nhat Real Estate dividend from 9% to 10%.

b. About cost:

Total estimated cost in 2024 is 66.41 billion VND, up 9.2% of the plan and up 2.6% over the same period. In which:

+ Actual cost of capital is 37.3 billion VND, up 10.3% over the plan and up 2.9% over the same period. Cost of capital increased over the same period due to fluctuations in some specific costs such as:

- Service cost is 19.7 billion VND, up 28% over the plan and up 10% over the same period due to increased output water output, so input water costs increased accordingly.

- VPTM cost increased 38.5% over the same period and up 22.5% over the plan due to the 2024 adjustment of land rent adjusted up according to the new cycle.

- Cost of garbage collection is 2.8 billion VND, up 7.2% compared to the plan and up 12.5% compared to the same period due to increased labor costs for garbage collection.

- + Investment provision cost is (4.7) billion VND due to the Company reducing its capital ownership ratio at Coffee Joint Stock Company after Coffee Joint Stock Company increased its charter capital.

- + Other costs increased compared to the plan due to having to record investment costs at the Highway 25 project when the project was terminated.

c. c. About profit:

Profit after tax in 2024 reached 168.7 billion VND, reaching 102.1% of the plan and equal to 94.3% over the same period due to the factors analyzed above on revenue.

10.2. Consolidated results of operations:

No.	Expense	Unit	Plans 2024	Results 2024	Plans 2025	Compare (%)	
						Results 2024/ Plans 2024	Plans 2025/ Results 2024
1	Total consolidated revenue	Million VND	317.242	330.004	304.896	104,02%	92,39%
	<i>In which: Parent company</i>	Million VND	264.131	277.072	279.546	104,90%	100,89%
2	Profit after tax	Million VND	167.505	186.554	168.823	111,37%	90,50%
	<i>In which: Parent company</i>	Million VND	165.265	168.777	171.391	102,12%	101,55%

The results of production and business activities of the Subsidiaries and Affiliated Companies are as follows:

- Tin Khai Joint Stock Company: Revenue of VND 5.7 billion exceeded 23.7% of the plan and equal to 88.8% of the same period; Profit after tax was VND 6.6 billion due to the reversal of financial investment provisions.

- Thong Nhat Real Estate Joint Stock Company: Revenue of VND 51.5 billion reached 97.76% of the plan and equal to 94.86% of the same period; Profit after tax was VND 9.9 billion, exceeding 41.83% of the plan and equal to 90.86% of the same period.

II. Investment and development activities:

In 2024, the Company will continue to closely follow the ongoing projects, monitor and search for new projects in the area in accordance with the Company's development orientation, specifically:

- Decided to stop investing in two projects: Commercial and logistics service area and Residential area serving resettlement in Lo 25 commune, Thong Nhat district. The Company has completed the procedures to stop the project and receive the deposit back. Currently, the Company continues to request to receive the advance payment for compensation of the two projects for the Thong Nhat District People's Committee.

- Sign an appendix to the investment and business cooperation contract with Phuoc An Port Joint Stock Company in Phuoc An Industrial Park, Nhon Trach district.

- Urge the People's Committee of Dong Nai province and Bien Hoa city to carry out procedures for compensation and site clearance of the 2.1ha land area located in the Tam Phuoc Industrial Park planning.

- Work with Dong Nai Department of Construction on the procedure for local adjustment of the construction planning at a scale of 1/500 of the 18ha Tam Phuoc residential area, including adjusting about 8,500 m2 of land planned for market construction to land for social housing construction.

- For the VPTM building: Develop a plan, work with the Bank for Agriculture and Rural Development - Dong Nai Branch to carry out transfer procedures (transfer part of the project).

- For the kiosk system: Continue advertising, leasing the premises and the remaining kiosks.

- Sign a contract, coordinate with the consulting unit to prepare a report and submit an application for an Environmental License for the Tam Phuoc Industrial Park project according to current regulations.

III. Financial work:

- Monitor the cooperation with Phuoc An Port Joint Stock Company to ensure the efficiency of investment capital.

- During the year, the Company implemented flexible financial measures to ensure the effective management and exploitation of idle capital in the Company's non-investment period through term deposits.

- Ensure working capital and capital for dividend payments.

IV. Operation and management work:

1. Regulatory work for public companies:

- Comply with the provisions of the law and securities law for public companies, ensuring timely and accurate information disclosure.

- Conduct audits of separate and consolidated financial statements for 2023, quarterly reports, and semi-annual reports for 2024.

- Conduct annual reports for 2023, reports on the Company's governance situation for the first 6 months of 2024.

- Successfully organize the 2024 annual general meeting of shareholders.

2. Infrastructure maintenance and repair, business management:

- Repair damaged and subsided areas of the road system, rainwater collection system, wastewater and drainage system on the roads.

- Complete the work of planting additional trees, replacing dead and weak trees.

- Carry out periodic repair and maintenance of equipment to ensure operation, increase lifespan, and replace damaged traffic lights.

- Strictly control the discharge of waste from enterprises, regularly check and maintain the water supply system to minimize loss.

- Improve service quality, well serve the provision of utility services such as clean water supply, wastewater treatment, waste collection and environmental consulting services for investors in the industrial park.

3. Other work:

- Complete the adjustment of the wastewater treatment fee for enterprises in the Industrial Park from 0.316 USD/m³ to 0.5 USD/m³.

- Send notices and invite Enterprises to work on collecting infrastructure management fees in the Industrial Park with a unit price of 0.5 USD/m²/year, expected to be applied from April 1, 2025.

- Sign the appendix to the land lease contract, regarding the adjustment of the land lease price for the 2024-2028 cycle of the Kiosk Area and Commercial Office project.

- Complete the procedures for re-issuing the Certificate of Quality and Environmental Management System according to ISO 9001:2015 and 14001:2015 standards.

- Develop and implement KPI assessment for each specific target in all departments and divisions of the Company, thereby closely following the progress of work implementation and making timely adjustments.

- Work with relevant departments to determine the land origin of the 0.66 ha land plot (workers' residential area) temporarily managed by Tin Nghia Company Limited (now Tin Nghia Corporation) since 1994, assigned by the Dong Nai Provincial Party Committee's Finance and Administration Board.

B. ORIENTATION OF ACTIVITIES IN 2025:

I. Assess the situation:

1. Favorable:

- With the close leadership of the Board of Directors, the team of experienced, united and determined employees completes the assigned tasks.

- The technical infrastructure system is complete, regularly maintained and repaired, so the quality of use is guaranteed, the cost of use is low because most of it has been fully depreciated.

- The Company's financial investment in joint ventures and associates in the real estate sector, especially industrial park real estate, will continue to be effective.

- The Long Thanh Airport project, along with the gradually completed traffic infrastructure in the coming time, will contribute to increasing the project value of Tam Phuoc Industrial Park.

The implementation of increasing wastewater treatment fees in 2024 and implementing the collection of infrastructure management fees of 0.5 USD/m² will contribute to increasing the Company's revenue in the following years..

2. Difficulties:

- Difficulties caused by the world economic and political situation are forecasted to continue to affect in 2025. Wood and garment enterprises are the two main investment sectors in Tam Phuoc Industrial Park that are most affected. Enterprises with few orders only produce at a low level to retain employees, which directly reduces the Company's service revenue.

- The real estate products of the two subsidiaries no longer exist, the difficulties and obstacles need time to be resolved, so in 2025, Tin Khai Joint Stock Company will not be effective in business activities.

- New policies related to the environmental field are increasingly strict, requiring the Company to strengthen management and at the same time calculate and implement investment plans to upgrade in the coming time.

- The infrastructure system of the Industrial Park after nearly 20 years of use continues to need regular maintenance, repair and upgrading.

2. Business orientation in 2025:

- In 2025, the Company will continue to focus on monitoring and urging competent authorities to resolve legal problems to implement investment and business according to plan. Specifically: Focus on compensation and land allocation of 2.1 ha; convert market land area to social housing, completely resolve difficulties and problems of Tin Khai Joint Stock Company.

- Establish procedures to participate in bidding and auctioning of potential projects; invest financially in companies and projects of partners in the field of industrial parks and residential areas.

- Improve service quality, ensure harmony of interests with enterprises in industrial parks. Implement the renovation of wastewater treatment plants, perform well the work of monitoring and treating wastewater to ensure increasingly high requirements of environmental laws.

- Train human resources, specialize in management, reduce regular costs and improve labor productivity.

II. Business Plan for 2025:

1. Private business:

No.	Indicators	Unit	Plans 2024	Results 2024	Plans 2025	Compare (%)	
						Results 2024/ Plans 2024	Objectives 2025/ Results 2024
1	Total Revenue	Million VND	264.131	277.072	279.546	104,9%	100,9%
2	Total Expenses	Million VND	60.798	66.415	68.555	109,2%	103,2%
3	Profit Before Tax	Million VND	203.333	210.657	210.991	103,6%	100,2%
4	Budget List	Million VND	48.066	52.881	53.941	110,0%	102,0%
5	Profit After Tax	Million VND	165.265	168.777	171.391	102,1%	101,5%
6	Dividend Ratio	%	15	15	15	100,0%	100,0%

- **About revenue:** In 2025, the total planned revenue is 279.54 billion VND, an increase of 0.9% compared to 2024, mainly due to the transfer of the VPTM building. At the same time, financial revenue decreased due to not meeting the conditions to record the profit from the Phuoc An cooperation contract in the year, investment dividends decreased by 4.8% compared to 2024 due to the decrease in dividends of the Security Company and the dividend rate of Thong Nhat Real Estate Joint Stock Company in 2025 is 9%, a decrease of 1% compared to 2024..

- **About profit:** Planned profit in 2025 is 171.39 billion VND, up 1.5% over the same period.

2. Consolidated business operations:

No.	Expense	Unit	Plans 2024	Results 2024	Plans 2025	Compare (%)	
						Results 2024/ Plans 2024	Plans 2025/ Results 2024
1	Total consolidated	Million	317.242	330.004	304.896	104,02%	92,39%

	revenue	VND					
	<i>In which: Parent company</i>	Million VND	264.131	277.072	279.546	104,90%	100,89%
2	Profit after tax	Million VND	167.505	186.554	168.823	111,37%	90,50%
	<i>In which: Parent company</i>	Million VND	165.265	168.777	171.391	102,12%	101,55%

The production and business operation plan of the Subsidiaries and Associates is as follows:

- Tin Khai Joint Stock Company: Revenue of VND 6.7 billion; Profit after tax is -2.89 billion VND.

- Thong Nhat Real Estate Joint Stock Company: Revenue of VND 22.38 billion; Profit after tax is VND 4.06 billion.

III. Implementation solution:

1. Business operations:

- Effectively provide services, sublease existing land and infrastructure, effectively exploit utility services. Resolutely implement the collection of infrastructure management fees for enterprises in the industrial park

- Strengthen marketing, exploit the leasing of market stalls, premises, kiosks.

- Implement flexible financial solutions to meet sufficient capital for business and investment activities.

- Effectively manage investment capital at participating units.

- Seek investment in new, feasible projects according to the Company's strategic orientation.

- Speed up the completion of procedures for new land plots and projects such as: compensation for site clearance, land lease, and procedures for land allocation for business exploitation.

- Adjust the EIA (environmental license) of the industrial park, focus on environmental work, regularly monitor and closely supervise the wastewater discharge sources of enterprises.

2. Investment and Construction:

- Implement investment procedures and infrastructure construction of the land with adjusted planning, the 2.1ha land in accordance with the correct order and progress while ensuring a reasonable balance of investment capital, avoiding passivity.

- Maintain, repair, and dredge the rainwater and wastewater drainage system to ensure drainage.

- Perform regular maintenance and repair to increase the lifespan of vehicles, machinery, equipment, assets, works, and architectural objects.

3. Financial work:

- Ensure cash flow and reasonable capital circulation for business and investment activities.

- Research, survey, consider capital investment in enterprises investing in industrial park infrastructure in the province and the Southeast region with remaining land fund and good development direction.

- Closely monitor the capital portion implemented according to the cooperation contract for exploitation of Phuoc An port.

4. Management and operation work:

- Maintain and regularly improve the quality and environmental management system according to ISO 9001:2015 and 14001:2015 standards.

- Continue to build and evaluate KPIs for all departments and subsidiaries.

- Maximize regular cost savings.

- Regularly check and ensure security and order in the entire industrial park.

- Provide information and feedback to shareholders, introduce and promote the Company's image through the website.

- Strengthen the management and treatment of wastewater to ensure compliance with environmental regulations.

5. Human resource organization - Salary:

- Review and arrange personnel to suit the functions and tasks of each department.

- Assign personnel to effectively control and manage joint ventures and associated companies..

C. CONCLUDE:

In 2024, the business activities of Tin Nghia Industrial Park Development Joint Stock Company achieved encouraging results at a time when the domestic economic and social situation still faced many difficulties. However, with the close direction of the Board of Directors, the solidarity and determination of the Executive Board, the Management Staff and all employees of the Company have performed well the assigned tasks.

In 2025, continue to promote the effectiveness of production and business activities to ensure the interests of the Company and shareholders, complete the profit target, and pay dividends of 15% on capital.

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

Recipients:

- As above;
- Archived.

Đặng Thị Thanh Hà

Bien Hoa, April, 2025

**REPORT ON ASSESSMENT
OF PRODUCTION AND BUSINESS PERFORMANCE RESULTS AT
TIN NGHIA INDUSTRIAL PARK DEVELOPMENT JSC
IN 2024**

To: General Meeting of Shareholders of the Company

- Pursuant to the functions and tasks of the Board of Supervisors as stipulated in the Charter of Tin Nghia Industrial Park Development Joint Stock Company;
- Pursuant to the Regulations on organization and operation of the Board of Supervisors of Tin Nghia Industrial Park Development Joint Stock Company;
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;
- Pursuant to the 2024 financial statements (separate and consolidated) audited by AASC Auditing Company Limited Branch,

The Board of Supervisors would like to report to the General Meeting of Shareholders the results of the assessment of the Company's production and business activities in 2024 as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

1. Information about the Board of Supervisors (BOS):

The Board of Supervisors of Tin Nghia Industrial Park Development Joint Stock Company, term 2023-2028 currently includes 03 members as follows::

- ✓ Ms Lê Kim Thảo - Head of Board of Supervisors.
- ✓ Mr Trần Tấn Nhật - Member.
- ✓ Ms Dương Thị Minh Hồng - Member.

2. Activities of the Board of Supervisors:

In 2024, the Board of Supervisors performed the following main tasks::

- Participate in Board of Directors meetings and provide comments within the scope of authority and responsibility of the Board of Supervisors.
- Monitor the activities of the Board of Directors and the Executive Board in implementing the provisions of law, the Company's Charter and the Resolutions of the General Meeting of Shareholders.
- Check and supervise the compliance, legality and honesty in the management and operation of production and business activities, and compliance with regulations in the fields of accounting, finance and tax.
- Review the mid-year and full-year financial reports for 2024.

**II. RESULTS OF MONITORING MANAGEMENT AND
OPERATION ACTIVITIES**

1. For the Board of Directors (BOD):

The Board of Directors currently consists of 05 members, including:

- ✓ Ms Đặng Thị Thanh Hà - Chairman
- ✓ Mr Nguyễn Hiếu Lộc - Vice Chairman (*Submitted resignation letter to the Company's Board of Directors on October 31, 2024. The Company has made information disclosure in accordance with regulations.*)
- ✓ Mr Trần Hoài Nam - Member
- ✓ Mr Phan Anh Dũng - Member
- ✓ Mr Huỳnh Nguyễn Anh Tuấn - Independent Member

– The Board of Directors complies with and implements the contents authorized by the General Meeting of Shareholders.

– The Board of Directors has held regular meetings to evaluate the management, operation and quarterly business results and extraordinary meetings to consider and decide on issues within its duties and powers.

– The Board of Directors has promptly directed and closely monitored production and business activities to maximize the Company's resources.

In 2024, the Board of Directors held 20 regular and extraordinary meetings, issued 20 meeting minutes, 20 resolutions, and 18 decisions to serve the management and operation of the Company's business activities. All meetings were held in accordance with the order and procedures prescribed in the Company's Charter and the Board of Directors' Operating Regulations, with the full participation of the Members (or authorized persons), approving the following specific issues:

No.	Resolution/Decision No.	Date	Content	Approval rate
01	01/NQ-HĐQT	January 09, 2024	Approval the policy of signing and executing Contracts and transactions with Related Persons of Insiders under the authority of the Board of Directors according to regulations expected to arise in 2024.	100%
02	02/NQ-HĐQT	January 24, 2024	Agreeing on the policy to lend working capital to Phuoc Tan Trading and Construction Joint Stock Company with an expected	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			loan amount of 20 billion VND.	
03	03/NQ-HĐQT	January 30, 2024	Agreeing on the policy of not continuing to contribute additional capital corresponding to the number of shares purchased at Olympic Coffee Joint Stock Company.	100%
04	04/NQ-HĐQT	March 01, 2024	<ul style="list-style-type: none"> - Agreeing on the 2023 and 1st Quarter 2024 Business Results Report; - Organizing the 2024 Annual General Meeting of Shareholders; - Decision on some other important issues . 	100%
4.1	01/QĐ-HĐQT	March 01, 2024	Dismissal Mr. Le Van Danh as capital contribution representative at Thong Nhat Real Estate Joint Stock Company.	100%
4.2	02/QĐ-HĐQT	March 01, 2024	Appointing Mr. Nguyen Khac Thanh as capital contribution representative at Thong Nhat Real Estate Joint Stock Company.	100%
05	05/NQ-HĐQT	March 20, 2024	Agreeing on the Plan to organize the 2024 Annual General Meeting of Shareholders of the Subsidiary - Thong Nhat Real Estate Joint Stock Company and decide on a number of personnel issues representing a part of the contributed capital.	100%
5.1	03/QĐ-HĐQT	March 20, 2024	Dismissal Mr. Nguyen Khac Thanh as capital contribution representative at Thong Nhat	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			Real Estate Joint Stock Company.	
5.2	04/QĐ-HĐQT	March 20, 2024	Appointing Ms. Nguyen Thi Thuy Van as capital contribution representative at Thong Nhat Real Estate Joint Stock Company.	100%
06	06/NQ-HĐQT	March 20, 2024	Changes in personnel participating in the Board of Directors at Olympic Coffee Joint Stock Company: - Dismissal Mr. Nguyen Cao Nhon; - Appointing Mr. Phan Anh Dung.	100%
6.1	05/QĐ-HĐQT	March 20, 2024	Dismissal Mr. Nguyen Cao Nhon from the Board of Directors of Olympic Coffee Joint Stock Company.	100%
6.2	06/QĐ-HĐQT	March 20, 2024	Appointing Mr. Phan Anh Dung to the Board of Directors of Olympic Coffee Joint Stock Company.	100%
07	07/NQ-HĐQT	April 26, 2024	Agreeing on the policy to lend working capital to Tin Nghia Asia Investment Joint Stock Company with a maximum expected loan amount of 190 billion VND.	100%
08	08/NQ-HĐQT	May 08, 2024	Decision on closing the shareholder list to pay the second dividend in 2023 in cash .	100%
09	09/NQ-HĐQT	May 17, 2024	Agreeing on the policy of extending the working capital loan contract for Phuoc Tan Trading and Construction Joint Stock Company.	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
10	10/NQ-HĐQT	July 03, 2024	- Approval of the Report on estimated business results for the first 6 months of 2024; - Decision on a number of other important issues.	100%
10.1	07/QĐ-HĐQT	July 03, 2024	Re-appointing Mr. Do Hoai Thu to hold the position of Deputy Director of the Company.	100%
11	11/NQ-HĐQT	July 18, 2024	Agreeing in principle for Thong Nhat Real Estate Joint Stock Company to collect shareholders' opinions in writing to approve the Resolution of the Company's General Meeting of Shareholders.	100%
12	12/NQ-HĐQT	July 25, 2024	Agreeing on the policy of assigning and dismissing staff to work at subsidiaries and affiliated companies.	100%
12.1	08/QĐ-HĐQT	July 25, 2024	Dismissal Mr. Phan Anh Dung as the capital contribution representative at Tin Khai Joint Stock Company.	100%
12.2	09/QĐ-HĐQT	July 25, 2024	Appointing Mr. Do Hoai Thu as the capital contribution representative at Tin Khai Joint Stock Company.	100%
13	13/NQ-HĐQT	August 06, 2024	Agreeing on the policy of lending working capital to Thong Nhat Real Estate Joint Stock Company and approve the main contents of the Loan Agreement.	100%
14	14/NQ-HĐQT	September 16, 2024	Agreeing on the policy of lending working capital to Tin Khai Joint Stock Company and approve the	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			main contents of the Loan Agreement.	
15	15/NQ-HĐQT	October 1, 2024	Agreeing on the policy of assigning and dismissing staff to work at subsidiaries and affiliated companies.	100%
15.1	10/QĐ-HĐQT	October 1, 2024	Dismissal Mr. Nguyen Quoc Nam to work at Tin Khai Joint Stock Company.	100%
15.2	11/QĐ-HĐQT	October 1, 2024	Appointing Mr. Do Hoai Thu to work at Tin Khai Joint Stock Company.	100%
15.3	12/QĐ-HĐQT	October 15, 2024	Dismissal Mr. Nguyen Quoc Nam from the position of Deputy Director of the Company according to personal wishes.	100%
16	16/NQ-HĐQT	October 31, 2024	Agreeing on the policy to submit to the nearest General Meeting of Shareholders of the Company for consideration and approval of the conversion of the organizational, governance and control model of Tin Nghia Industrial Park Development Joint Stock Company.	100%
17	17/NQ-HĐQT	November 11, 2024	Agreeing on the policy of assigning and dismissing staff to work at subsidiaries and affiliated companies.	100%
17.1	13/QĐ-HĐQT	November 11, 2024	Dismissal Mr. Do Hoai Thu as capital contribution representative at Tin Khai Joint Stock Company.	100%
17.2	14/QĐ-HĐQT	November 11, 2024	Appointing Mr. Phan Anh Dung as capital contribution representative and participate	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			in work at Tin Khai Joint Stock Company.	
17.3	15/QĐ-HĐQT	November 11, 2024	Dismissal Mr. Do Hoai Thu from the position of Deputy Director of the Company according to personal wishes.	100%
17.4	16/QĐ-HĐQT	November 11, 2024	Dismissal Mr. Do Hoai Thu as capital contribution representative and stop working at Phuoc Tan Trading and Construction Joint Stock Company.	100%
17.5	17/QĐ-HĐQT	November 11, 2024	Dismissal Mr. Nguyen Hieu Loc as capital contribution representative and stop working at Phuoc Tan Trading and Construction Joint Stock Company.	100%
17.6	18/QĐ-HĐQT	November 11, 2024	Dismissal Mr. Nguyen Hieu Loc as capital contribution representative and stop working at Long Khanh Industrial Park Joint Stock Company.	100%
18	18/NQ-HĐQT	November 14, 2024	Agreeing on the policy of extending the loan contract between the Company and Phuoc Tan Trading and Construction Joint Stock Company.	100%
19	18A/NQ-HĐQT	November 22, 2024	Unified salary level of the Company's Executive Board applied from November 2024.	100%
20	19/NQ-HĐQT	December 4, 2024	Agreeing to finalize the shareholder list to pay interim cash dividends for 2024.	100%

And:

No.	Decision No.	Date	Content	Approval rate
1	01/QĐ-HĐQT	March 01, 2024	Dismissal Mr. Le Van Danh as capital contribution representative at Thong Nhat Real Estate Joint Stock Company.	100%
2	02/QĐ-HĐQT	March 01, 2024	Appointing Mr. Nguyen Khac Thanh as capital contribution representative at Thong Nhat Real Estate Joint Stock Company.	100%
3	03/QĐ-HĐQT	March 20, 2024	Dismissal Mr. Nguyen Khac Thanh as capital contribution representative at Thong Nhat Real Estate Joint Stock Company.	100%
4	04/QĐ-HĐQT	March 20, 2024	Appointing Ms. Nguyen Thi Thuy Van as capital contribution representative at Thong Nhat Real Estate Joint Stock Company.	100%
5	05/QĐ-HĐQT	March 20, 2024	Dismissal Mr. Nguyen Cao Nhon from the Board of Directors of Olympic Coffee Joint Stock Company.	100%
6	06/QĐ-HĐQT	March 20, 2024	Appointing Mr. Phan Anh Dung to the Board of Directors of Olympic Coffee Joint Stock Company.	100%
7	07/QĐ-HĐQT	July 03, 2024	Re-appointing Mr. Do Hoai Thu to hold the position of Deputy Director of the Company.	100%
8	08/QĐ-HĐQT	July 25, 2024	Dismissal Mr. Phan Anh Dung as the capital contribution representative at Tin Khai Joint Stock Company.	100%
9	09/QĐ-HĐQT	July 25, 2024	Appointing Mr. Do Hoai Thu as the capital contribution representative at Tin Khai Joint Stock Company.	100%

No.	Decision No.	Date	Content	Approval rate
10	10/QĐ-HĐQT	October 1, 2024	Dismissal Mr. Nguyen Quoc Nam to work at Tin Khai Joint Stock Company.	100%
11	11/QĐ-HĐQT	October 1, 2024	Appointing Mr. Do Hoai Thu to work at Tin Khai Joint Stock Company.	100%
12	12/QĐ-HĐQT	October 15, 2024	Dismissal Mr. Nguyen Quoc Nam from the position of Deputy Director of the Company according to personal wishes.	100%
13	13/QĐ-HĐQT	November 11, 2024	Dismissal Mr. Do Hoai Thu as capital contribution representative at Tin Khai Joint Stock Company.	100%
14	14/QĐ-HĐQT	November 11, 2024	Appointing Mr. Phan Anh Dung as capital contribution representative and participate in work at Tin Khai Joint Stock Company.	100%
15	15/QĐ-HĐQT	November 11, 2024	Dismissal Mr. Do Hoai Thu from the position of Deputy Director of the Company according to personal wishes.	100%
16	16/QĐ-HĐQT	November 11, 2024	Dismissal Mr. Do Hoai Thu as capital contribution representative and stop working at Phuoc Tan Trading and Construction Joint Stock Company.	100%
17	17/QĐ-HĐQT	November 11, 2024	Dismissal Mr. Nguyen Hieu Loc as capital contribution representative and stop working at Phuoc Tan Trading and Construction Joint Stock Company.	100%
18	18/QĐ-HĐQT	November 11, 2024	Dismissal Mr. Nguyen Hieu Loc as capital contribution representative and stop	100%

No.	Decision No.	Date	Content	Approval rate
			working at Long Khanh Industrial Park Joint Stock Company.	

2. The Board of Management:

- The Board of Management has developed a business plan and implemented it to member companies and functional departments/offices.
- Proactively assess business performance, forecast the market, control costs and implement solutions to improve business efficiency. Ensure capital for business operations.
- Fully implement the Board of Directors' Resolutions.
- Timely report and disclose information according to regulations for listed public companies.

III. ASSESSMENT OF COOPERATION BETWEEN THE BOARD OF SUPERVISOR, THE BOARD OF DIRECTORS AND THE BOARD OF MANAGEMENT

- The Board of Supervisors, the Board of Directors and the Board of Management of the Company regularly maintain a working relationship and closely coordinate on the principle of serving the interests of the Company and the interests of all shareholders.
- The Board of Supervisors fully participates in meetings of the Board of Directors and contributes opinions on the management and operation of the Company.
- The Board of Supervisors receives full information on the decisions of the Board of Directors.
- The reports of the Board of Management of the Company reflect the data and information on the Company's operations in a transparent and public manner and are posted on the Company's Website. Information disclosure activities comply with regulations and are timely.
- The Board of Supervisors has not received any request letters or comments reflecting requests for inspection and supervision from the Company's shareholders.
- In 2024, the activities of the Board of Directors, the Board of Management and the Board of Supervisors must comply with the law, the Company's Charter and the Resolutions of the General Meeting of Shareholders.

IV. RESULTS OF BUSINESS ACTIVITIES MONITORING IN 2024

1. Business performance:

– The Company's business activities continue to be maintained stably. The Company's main task is to focus on maintaining the business segments of land leasing, warehouses, commercial offices, kiosks, clean water supply, wastewater treatment, waste collection and transportation and environmental consulting services for investors inside and outside the industrial park.

– The Company's business results are as follows:

No.	Expense	Unit	Plans 2024	Results 2024	Results 2023	Compare (%)	
						Results 2024/ Plans 2024	Results 2024/ Results 2023
1	Total consolidated revenue	Million VND	317.242	330.004	336.580	104%	98%
	<i>In which: Parent company</i>	Million VND	264.131	277.072	279.648	104%	99%
2	Consolidated profit after tax	Million VND	167.505	186.554	178.382	111%	105%
	<i>In which: Parent company</i>	Million VND	165.265	168.777	178.981	102%	94%

Note: Total revenue includes financial revenue and other income.

2. Evaluation of business results at the Parent Company (Separate financial statements):

2.1 Revenue and gross profit structure:

Unit: million VND

No.	Target	Results 2024	Results 2023	% Results 2024/2023
1	Sales and service revenue	120.582	108.601	111%
1.1	<i>Infrastructure fees</i>	58.779	56.116	105%
1.2	<i>Land lease</i>	4.243	4.262	100%
1.3	<i>Wastewater collection fee</i>	24.118	17.669	136%
1.4	<i>Electricity supply</i>	2.052	1.790	115%
1.5	<i>Water supply</i>	21.145	19.961	106%
1.6	<i>18ha Residential area</i>	375	-	
1.7	<i>Waste collection</i>	4.969	5.069	98%
1.8	<i>Kiosk, office rental and service provision</i>	4.901	3.734	131%
2	Financial revenue	155.523	170.591	91%
3	Other income	968	455	213%
4	Gross profit	83.275	72.360	115%

4.1	Infrastructure Fee	52.037	49.384	105%
4.2	Land lease	3.394	1.748	194%
4.3	Wastewater collection fee	19.205	12.815	150%
4.4	Electricity supply	2.052	1.790	115%
4.5	Water supply	1.431	1.352	106%
4.6	18ha Residential area	70	-	
4.7	Waste collection	2.091	2.510	83%
4.8	Kiosk, office rental and service provision	2.996	2.760	109%

Sales and service revenue 2024 increased by 12 billion VND compared to 2023, of which Revenue from infrastructure usage fees increased by 2.7 billion VND; Wastewater fee revenue increased by 6.4 billion VND; Clean water supply revenue increased by 1.2 billion VND; Revenue from other service rental increased by 1.2 billion VND. Gross profit also increased accordingly.

Revenue from industrial park infrastructure usage fees accounts for the highest proportion (49%). Next is wastewater fee revenue 20%, clean water supply revenue 18%. The rest are other services accounting for 13%.

Financial revenue decreased by 9% compared to 2023, mainly due to a decrease in dividends, profits distributed by nearly 22 billion VND (Phuoc Tan Company). However, revenue from lending activities increased by 6 billion VND.

Other income increased by more than 500 million VND, due to recording income from sale, liquidation of fixed assets and income from interest on deposits of the Highway 25 project.

2.2 Cost implementation status:

Unit: million VND

No.	Target	Results 2024	Results 2023	% Results 2024/2023
1	Cost of goods sold	37.307	36.241	103%
2	Financial costs	(4.726)	5.854	-81%
3	Management costs	19.799	20.911	95%
4	Other costs	14.035	1.742	806%
CỘNG		66.415	64.748	103%

Total implementation cost in 2024 is 66,415 million VND, up 3% over the same period.

Cost of goods sold: Increases proportionally to Revenue (details in section 2.1).

Financial expenses: Decreased compared to 2023 due to the reversal of financial investment provisions. During the year, Olympic Coffee JSC increased its charter capital from VND 500 billion to VND 680 billion, but TIP did not

contribute additional capital to this Company. Therefore, the ownership ratio decreased from 7.6% to 5.6%.

Management costs: Decreased by 5% compared to the same period. Mainly due to a decrease in outsourcing service costs and other cash expenses by nearly VND 2.1 billion. However, during the year, the Company directly deducted provisions for doubtful debts due to customers temporarily suspending operations but not yet completing contract liquidation procedures.

Other expenses: Increased by VND 12.3 billion. During the year, the Company carried out procedures to stop the Investment Project of the Commercial Service Area, Logistics and Residential Area for Resettlement at Highway 25. The project investment cost, additional VAT and late payment penalty were accounted for in other expenses with a total of VND 12.4 billion.

2.3 Increase and decrease in assets and capital:

Unit: billion VND

No.	Target	Dec 31, 2024	Dec 31, 2023	Fluctuation	
				Amount	%
I	ASSET	2.005	1.861	144	108%
1	Current assets	440	1.299	- 859	34%
2	Long-term assets	1.565	562	1.003	278%
II	CAPITAL SOURCE	2.005	1.861	144	108%
1	Liabilities	302	214	88	141%
2	Equity	1.703	1.647	56	103%

The Company's total assets and total capital as of December 31, 2024 increased by VND 144 billion compared to December 31, 2023.

- In the asset structure: Short-term assets converted into long-term assets are the first investment capital contribution for cooperation in construction, exploitation and operation of a part of land in the Phuoc An Industrial Park Project, Phuoc An Commune, Nhon Trach District, Dong Nai Province, amount: 1,033.2 billion VND.
- In the capital structure: Liabilities increased by 88 billion VND, mainly corporate income tax payable increased by 7 billion VND, other short-term payables increased by 85 billion VND (Accounting for the first dividend advance of 2024), the welfare reward fund increased by 2.6 billion VND. Owner's equity increased by 56 billion VND.

2.4 Financial situation through financial indicators:

Some general indicators to evaluate performance in 2024 are as follows:

<u>No.</u>	<u>TARGET</u>	<u>2024</u>	<u>2023</u>
I	Solvency (As of December 31)		
1	Quick ratio		
2	Current Ratio		

3	Debt to total assets ratio
4	Long-term debt to equity ratio
II Profitability (As of December 31)	
1	Return on Sales (ROS)
2	Return on Assets (ROA)
3	Return on Equity (ROE)
4	Profit after tax/Equity ratio

2.5 Profit distribution situation in 2023:

The Company has distributed 2023 profits in accordance with Resolution No. 01/NQ-ĐHĐCĐ of the General Meeting of Shareholders dated April 24, 2024. Specifically as follows:

Unit: million VND

No.	CONTENT	AMOUNT	RATE (%)
1	Profit after tax in 2023	178.981	100%
2	Funds:	14.026	7,8%
2.1	<i>Development Investment Fund</i>	5.369	3,0%
2.2	<i>Bonus and Welfare Fund</i>	5.369	3,0%
2.3	<i>Bonus Fund for BOD, BOS, BOM, Internal Audit</i>	3.288	1,8%
3	Dividend payment (15% of charter capital)	97.512	54,5%
4	Undistributed profit	67.443	37,7%

2.6 Advance dividend from 2024 profit:

According to Resolution of the Board of Directors No. 19/NQ-HĐQT dated December 4, 2024, the Company will pay cash dividends for 2024 at a rate of 13% (equivalent to each share receiving VND 1,300) with a total amount of VND 85 billion for shareholders. The record date is December 20, 2024 and the payment date is January 24, 2025.

3. Financial Statement Audit:

The 2024 financial statements ending on December 31, 2024 (including the separate financial statements and the consolidated financial statements) have been audited by AASC Auditing Company Limited Branch, including:

- Balance sheet;
- Income statement;
- Cash flow statement;
- Notes to the financial statements.

The Board of Supervisors has reviewed the audited Financial Statements and agreed with the auditor's opinion that "The Financial Statements have fairly and fairly reflected in all material aspects the financial situation of Tin Nghia

Industrial Park Development Joint Stock Company as of December 31, 2024, as well as the business performance and cash flow situation for the fiscal year ending on the same day, in accordance with Vietnamese Accounting Standards, Enterprise Accounting Regime and legal regulations related to the preparation and presentation of financial statements".

4. Status of implementation of remuneration for the Board of Directors and the Board of Supervisors:

The Company has properly implemented Resolution No. 01/NQ-ĐHĐCĐ of the General Meeting of Shareholders dated April 24, 2024 on the 2024 remuneration plan for members of the BOD and the BOS as follows:

Interpretation	Plans 2024	Results 2024	%
Remuneration of BOD, BOS	960.000.000	926.666.668	97%

5. Báo cáo đánh giá về giao dịch giữa các công ty có liên quan:

Trong năm 2024, các giao dịch chủ yếu giữa Công ty với các công ty con, công ty liên kết và các bên có liên quan chủ yếu là các hoạt động mua, bán hàng hóa và dịch vụ; Cho vay và thu hồi tài khoản vay. Các công ty và các bên liên quan đã thực hiện các giao dịch hợp nhất theo đúng quy định của Luật Doanh nghiệp và Công ty Điều lệ. Đồng thời, thực hiện công việc bố trí thông tin xác định đúng.

V. ESTIMATES, PROPOSALS:

1. Estimates:

In 2024, the Board of Directors and the Executive Board of the Company closely coordinated in their work, performed well the management and operation roles, implemented and completed well the tasks and plans approved by the General Meeting of Shareholders.

Business results in 2024 exceeded the planned targets in both revenue and profit after tax. The Company has good financial capacity indicators. The structure of assets - capital sources has developed and increased steadily over the years.

2. Proposals:

The Board of Supervisors recommends the following contents:

- Continue to increase customer search, at the same time research solutions to attract, exploit the remaining vacant kiosks and successfully transfer the commercial office area.
- In addition to promoting existing strengths, the Company needs to pay attention to internal control and supervision of investment capital such as:
 - + Develop and issue the Appointed Representative Regulation to serve the Company's management work.

- + Pay attention to urging and collecting customer debts, minimizing risks in business activities.
- + For unsecured loans that the Company has lent to related companies in the previous system: It is necessary to re-evaluate related factors and consider financial capacity to have a policy to ensure capital recovery..

Above is the report on the assessment of the activities of Tin Nghia Industrial Park Development Joint Stock Company in 2024, the Board of Supervisors would like to report to the congress.

Sincerely.

**ON BEHALF OF
THE BOARD OF SUPERVISION**

Recipients:

- As above;
- Archived.

Bien Hoa, April, 2025

2024 PERFORMANCE EVALUATION
OF THE BOARD OF DIRECTORS

- To:
- State Securities Commission;
 - Ho Chi Minh City Stock Exchange;
 - General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company.

Pursuant to the provisions of the Enterprise Law, Securities Law, Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Securities Law. As an independent member, I would like to report the evaluation results of the Board of Directors' activities in 2024 as follows:

I. Basic Information About the Company:

- Company name: Tin Nghia Industrial Park Development Joint Stock Company.
- Address: Tam Phuoc Industrial Park, Road No. 6, Tam Phuoc Ward, Bien Hoa City, Dong Nai Province.
- Telephone: 0251.3512.063
- Email: tip@tinnghiaip.com.vn.
- Charter capital: 650,078,570,000 VND.
- Securities code: TIP
- Corporate governance model: General Meeting of Shareholders, Board of Supervisors, Board of Directors, Internal Audit Department and Director.
- Listed at: Ho Chi Minh City Stock Exchange.

II. Information of Board of Directors:

No.	Members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
01	Đặng Thị Thanh Hà	Chairman	April 21,2023	
02	Nguyễn Hiếu Lộc	Vice Chairman	April 21,2023	

No.	Members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
03	Trần Hoài Nam	Member	April 21,2023	
04	Phan Anh Dũng	Independent member	April 21,2023	
05	Huỳnh Nguyễn Tuấn Anh	Member	April 21,2023	

Most members of the Board of Directors are experienced in management and have high professional qualifications in the Company's business sector and have attended training courses on corporate governance applicable to public companies and have been certified;

III. Evaluation performance of the Board of Directors in 2024:

1. Meetings of the Board of Directors:

STT	Members	Number of meetings attended	Attendance rate	Reasons for absence
01	Đặng Thị Thanh Hà	20/20	100%	
02	Nguyễn Hiếu Lộc	19/20	95%	Go on business
03	Trần Hoài Nam	20/20	100%	
04	Huỳnh Nguyễn Tuấn Anh	20/20	100%	
05	Phan Anh Dũng	20/20	100%	

- The Board of Directors held 20 meetings to approve 38 Resolutions including Resolutions and Decisions related to the Company's operations in the 2024 fiscal year.

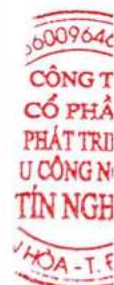
- The meetings of the Board of Directors were convened and conducted in accordance with the procedures prescribed in the Charter and the Company's Governance Regulations.

- The resolutions and decisions of the Board of Directors at the meetings were in accordance with the provisions of law, the Company's Charter, the Company's Governance Regulations, and the Resolutions of the General Meeting of Shareholders. The minutes of the Board of Directors' meetings were fully prepared with the signatures of the Board members attending the meeting, ensuring the correct form according to the provisions of law.

2. Business orientation of the Board of Directors:

- In 2024, the Board of Directors submitted to the Annual General Meeting of Shareholders for approval the business plan, orientation and strategy with the following specific contents:

No.	Resolution No.	Date	Content
01	01/NQ.ĐHĐCĐ	April 24, 2024	Resolution of Annual General Meeting of Shareholders 2024: <ul style="list-style-type: none"> - Report of the Board of Directors on the Company's 2023 performance results and 2024 performance plan; - Report on the Board of Supervisors' activities in 2023 and the 2024 Operation Plan; - Consolidated financial statements and separate financial statements for the fiscal year ending December 31, 2023 have been audited by AASC Auditing Company Limited.; - Profit distribution plan and dividend rate for 2023; - Approval of 2024 business plan targets and expected profit distribution for 2024; - Settlement the 2023 remuneration and 2024 plan of the Board of Directors and Board of Supervisors; - Agreeing to extend the Business Cooperation Contract with Phuoc An Port Investment and Exploitation Petroleum Joint Stock Company for another 02 years from April 27, 2024; - Agreeing to terminate investment in two projects in Lo 25 commune, Thong Nhat district, Dong Nai province; - Selecting an Auditing Company for the 2024 fiscal year; - Dismissal Ms. Nguyen Thi Lan Huong from the position of member of the Board of Supervisors for the term (2023 - 2028) according to her personal wishes; - Electing Ms. Le Kim Thao to hold the position of Head of the Board of Supervisors for the term (2023 -



No.	Resolution No.	Date	Content
			2028)Board of Supervisors for the term (2023 - 2028)

3. Supervisory activities of the Board of Directors over the Board of Directors, Departments and Subsidiaries:

The Board of Directors regularly inspects and supervises the implementation of the tasks of the Company's Board of Directors. In particular, it focuses on the implementation of the business plan, compliance with the law, environmental protection and ensuring the interests of employees as well as the legitimate rights and interests of all shareholders of the Company in accordance with the provisions of the Enterprise Law, the Company's Charter and the Resolution of the General Meeting of Shareholders. In 2024, the Company's business targets basically completed the plan set by the General Meeting of Shareholders and the Board of Directors.

In 2024, the Board of Directors supervised the activities of the Company's Departments, Divisions, Subsidiaries and all employees of the Company in accordance with the set plan. At the same time, regularly check relevant records and documents to ensure the completion of the unit's production and business plan in accordance with the spirit of the Resolution of the General Meeting of Shareholders, ensure the rights and legitimate interests of shareholders and strictly comply with the provisions of law as well as always ensure policies for all employees in the Company..

4. Coordination of activities between the Board of Directors, the Supervisory Board and the Executive Board:

- Periodically and unexpectedly, the Board of Directors holds meetings inviting the Board of Supervisors and the Board of Management to attend to jointly contribute ideas to develop the Company's business solutions;

- The Board of Directors regularly coordinates with the Company's Board of Directors in directing and controlling the affiliated departments to implement the Company's Resolutions and development plans in each specific period;

- In the process of organizing inspections and supervising the Company's management and business activities, the Board of Directors is provided with complete and timely relevant documents and information in accordance with the provisions of the Charter and internal governance regulations of the Company.

VI. Estimation:

At a time when the world situation is complicated and unpredictable, the domestic economy is facing many difficulties and challenges, the business activities of Tin Nghia Industrial Park Development Joint Stock Company in 2024 have achieved the results as set by the General Meeting of Shareholders, which is very encouraging. In 2024 and the following years, the Board of Directors, the Executive Board and all employees will continue to strive to promote effective business solutions and control investment capital sources well, ensuring the

practical benefits of the Company, Shareholders, employees and the investing public.

Respectfully report to the State Securities Commission, Ho Chi Minh City Stock Exchange and the entire General Meeting of Shareholders of the Company.

Sincerely.

**INDEPENDENT MEMBER
OF THE BOARD OF DIRECTORS**

Recipients:

- As above;
- Archived.

Huỳnh Nguyễn Tuấn Anh



Bien Hoa, April, 2025



PROPOSAL

Re: Approval of Financial Statements ending December 31, 2024

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Tin Nghia Industrial Park Development Joint Stock Company.

The Board of Directors submits to the General Meeting of Shareholders for consideration and approval of the Financial Statements ending on December 31, 2024 (including the Consolidated Financial Statements and Separate Financial Statements) of Tin Nghia Industrial Park Development Joint Stock Company, which have been audited and certified by AASC Auditing Company Limited, including the following specific contents:

- Report of the Board of Directors of the Company;
- Audit report of the Auditing Firm Company Limited (AASC);
- Balance sheet as of December 31, 2024;
- Income statement for the fiscal year ending December 31, 2024;
- Cash flow statement for the fiscal year ending December 31, 2024;
- Notes to the Financial Statements for the fiscal year ending December 31, 2024.

The Independent Auditor has confirmed the Separate and Consolidated Financial Statements as follows: *“In our opinion, the Separate and Consolidated Financial Statements have fairly and fairly reflected in all material respects the financial position of the Company as at December 31, 2024 as well as the results of its operations and cash flows in the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting Regime and legal regulations relating to the preparation and presentation of financial statements”.*

The entire content of the 2024 Separate and Consolidated Financial Statements has been published in detail on the Company's Website and attached in the Draft Meeting Documents.

We respectfully submit to the Meeting for consideration and approval.

Sincerely.

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

Recipient:

- As above;
- Archived.

Đặng Thị Thanh Hà

SEPARATE FINANCIAL STATEMENTS

TIN NGHIA INDUSTRIAL PARK DEVELOPMENT JOINT STOCK COMPANY

for the fiscal year ended as at 31/12/2024
(audited)



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REPORT OF THE BOARD OF MANAGEMENT

The Board of Management of Tin Nghia Industrial Park Development Joint Stock Company ("the Company") presents its report and the Company's Separate Financial Statements for the fiscal year ended as at 31 December 2024.

THE COMPANY

Tin Nghia Industrial Park Development Joint Stock Company was established on the basis of equitizing the state-owned enterprise Tam Phuoc Industrial Park Service and Development Enterprise, under Tin Nghia Limited Liability Company (now Tin Nghia Corporation) according to Decision No. 222-CV/TU dated 24/09/2007 of Dong Nai Provincial Party Committee. The Company operates under the Enterprise registration certificate of joint stock company No. 3600964611 (replacing No. 4703000483) issued by Dong Nai Department of Planning and Investment for the first time on 08/01/2008, registered for the 9th change on 04/01/2023.

The Company's head office is located at: Road No. 6, Tam Phuoc Industrial Park, Tam Phuoc ward, Bien Hoa city, Dong Nai province.

BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISION

The members of the Board of Directors during the year and to the reporting date are:

Mrs. Dang Thi Thanh Ha	Chairman
Mr. Nguyen Hieu Loc	Vice Chairman
Mr. Tran Hoai Nam	Member
Mr. Phan Anh Dung	Member
Mr. Huynh Nguyen Tuan Anh	Independent Member

The members of the Board of Management during the year and to the reporting date are:

Mr. Phan Anh Dung	Director	
Mr. Nguyen Quoc Hung	Deputy Director	
Mr. Nguyen Quoc Nam	Deputy Director	(Resigned on 15/10/2024)
Mr. Do Hoai Thu	Deputy Director	(Resigned on 11/11/2024)

The members of the Board of Supervision are:

Mrs. Le Kim Thao	Head of Board of Supervision	(Appointed on 24/04/2024)
Mr. Tran Tan Nhat	Head of Board of Supervision	(Until 22/03/2024)
	Member	(From 22/03/2024)
Mrs. Duong Thi Minh Hong	Member	
Mrs. Nguyen Thi Lan Huong	Member	(Until 22/03/2024)
	Head of Board of Supervision	(From 22/03/2024 to 24/04/2024)

LEGAL REPRESENTATIVE

The legal representative of the Company during the year and until the preparation of this Financial Statements is Mr. Phan Anh Dung - Director.

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AUDITORS

The auditors of the AASC Auditing Firm Company Limited have taken the audit of Separate Financial Statements for the Company.

STATEMENT OF THE BOARD OF MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE SEPARATE FINANCIAL STATEMENTS

The Board of Management is responsible for the Separate Financial Statements which give a true and fair view of the financial position of the Company, its operating results and its cash flows for the year. In preparing those Separate Financial Statements, the Board of Management is required to:

- Establish and maintain an internal control system which is determined necessary by the Board of Directors and the Board of Management to ensure the preparation and presentation of the Interim Separate Financial Statements do not contain any material misstatement caused by errors or frauds;
- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Separate Financial Statements;
- Prepare and present the Separate Financial Statements on the basis of compliance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Financial Statements;
- Prepare the Separate Financial Statements on going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Board of Management is responsible for ensuring that accounting records are kept to reflect the financial position of the Company, with reasonable accuracy at anytime and to ensure that the Separate Financial Statements comply with the current State's regulations. It is responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of Management confirms that the Separate Financial Statements give a true and fair view of the financial position at 31 December 2024, its operating results and cash flows in the year 2024 of Company in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to preparation and presentation of Financial Statements.

Other commitments

The Board of Management pledges that the Company complies with the Decree No. 155/2020/ND-CP dated 31 December 2020 on detailing and guiding the implementation of a number of articles of the Law on Securities and the Company does not violate the obligations of information disclosure in accordance with the regulations of the Circular No. 96/2020/TT-BTC dated 16 November 2020 issued by the Ministry of Finance guiding the disclosure of information on Securities Market and the Circular No. 68/2024/TT-BTC dated 18 September 2024 issued by Ministry of Finance amending and supplementing some articles of the Circular No. 96/2020/TT-BTC.

On behalf of the Board of Management



Phan Anh Dung

Director

Dong Nai, 12 March 2025

INDEPENDENT AUDITOR'S REPORT

To: Shareholders, the Board of Directors and the Board of Management
Tin Nghia Industrial Park Development Joint Stock Company

We have audited the Separate Financial Statements of Tin Nghia Industrial Park Development Joint Stock Company prepared on 12 March 2025, as set out on pages 05 to 46, including: Separate Statement of Financial Position as at 31 December 2024, Separate Statement of Income, Separate Statement of Cash Flows for the fiscal year then ended and Notes to Separate Financial Statements.

The Board of Management' Responsibility

The Board of Management responsible for the preparation and presentation of Separate Financial Statements that give a true and fair view in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to preparation and presentation of Financial Statements and for such internal control as the Board of Management determines is necessary to enable the preparation and presentation of Separate Financial Statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these Separate Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with standards and ethical requirements, plan and perform the audit to obtain reasonable assurance about whether the Separate Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Separate Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Separate Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of Separate Financial Statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Board of Management, as well as evaluating the overall presentation of the Separate Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditors' opinion

In our opinion, the Separate Financial Statements give a true and fair view, in all material respects, of the financial position of Tin Nghia Industrial Park Development Joint Stock Company as at 31 December 2024, its operating results and its cash flows for the fiscal year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to preparation and presentation of Financial Statements.

Branch of AASC Auditing Firm Company Limited



Trần Trung Hiếu

Director

Certificate of registration to audit practising

No: 2202-2023-002-1

Hồ Chí Minh City, 12 March 2025

T: (84) 24 3824 1990 | F: (84) 24 3825 3973 | 1 Lê Phụng Hiếu, Hanoi, Vietnam

Nguyễn Thái

Auditor

Certificate of registration to audit practising

No: 1623-2023-002-1

SEPARATE STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

Code	ASSETS	Note	31/12/2024	01/01/2024
			VND	VND
100	A. CURRENT ASSETS		439,666,627,279	1,298,643,904,765
110	I. Cash and cash equivalents	03	70,822,913,078	47,775,388,290
111	1. Cash		3,322,913,078	2,575,388,290
112	2. Cash equivalents		67,500,000,000	45,200,000,000
130	III. Short-term receivables		298,643,797,457	1,177,097,103,571
131	1. Short-term trade receivables	05	81,033,930,490	12,803,739,411
132	2. Short-term prepayments to suppliers	06	4,475,836	1,212,890,000
135	3. Short-term lending receivables	07	182,047,574,461	93,013,948,135
136	4. Other short-term receivables	08	37,542,955,574	1,070,881,921,487
137	5. Provision for short-term doubtful debts		(1,985,138,904)	(815,395,462)
140	IV. Inventories	10	69,736,657,479	73,262,417,139
141	1. Inventories		69,736,657,479	73,262,417,139
150	V. Other short-term assets		463,259,265	508,995,765
151	1. Short-term prepaid expenses	14	463,259,265	505,891,765
153	2. Taxes and other receivables from State budget	17	-	3,104,000

SEPARATE STATEMENT OF FINANCIAL POSITION

As at 31 December 2024
(continued)

Code	ASSETS	Note	31/12/2024	01/01/2024
			VND	VND
200	B. NON-CURRENT ASSETS		1,565,049,401,309	561,886,805,407
210	I. Long-term receivables		1,033,200,000,000	21,824,651,700
216	1. Other long-term receivables	08	1,033,200,000,000	21,824,651,700
220	II. Fixed assets		18,816,901,595	22,865,890,600
221	1. Tangible fixed assets	12	18,816,901,595	22,865,890,600
222	- Historical cost		100,648,087,305	101,885,908,406
223	- Accumulated depreciation		(81,831,185,710)	(79,020,017,806)
230	III. Investment properties	13	24,390,181,993	22,218,660,637
231	- Historical cost		126,388,645,282	122,998,803,162
232	- Accumulated depreciation		(101,998,463,289)	(100,780,142,525)
240	IV. Long-term assets in progress	11	1,300,526,734	11,011,914,599
242	1. Construction in progress		1,300,526,734	11,011,914,599
250	V. Long-term investments	04	452,042,559,525	447,316,216,004
251	1. Investment in subsidiaries		126,825,000,000	126,825,000,000
252	2. Investments in joint ventures and associates		282,087,727,273	282,087,727,273
253	3. Equity investments in other entities		76,632,800,000	76,632,800,000
254	4. Provision for devaluation of long-term investments		(33,502,967,748)	(38,229,311,269)
260	VI. Other long-term assets		35,299,231,462	36,649,471,867
261	1. Long-term prepaid expenses	14	35,299,231,462	36,649,471,867
270	TOTAL ASSETS		2,004,716,028,588	1,860,530,710,172

SEPARATE STATEMENT OF FINANCIAL POSITION

As at 31 December 2024
(continued)

Code	CAPITAL	Note	31/12/2024 VND	01/01/2024 VND
300	C. LIABILITIES		301,930,630,956	213,852,842,011
310	I. Current liabilities		125,725,709,088	32,015,838,962
311	1. Short-term trade payables	15	2,449,903,148	2,871,823,899
312	2. Short-term prepayments from customers	16	16,128,522	10,636,364
313	3. Taxes and other payables to State budget	17	21,804,057,121	14,873,669,153
315	4. Short-term accrued expenses	18	364,472,537	313,941,536
318	5. Short-term unearned revenue	19	5,719,353,899	5,686,626,623
319	6. Other short-term payables	20	86,955,708,418	2,464,370,989
322	7. Bonus and welfare fund		8,416,085,443	5,794,770,398
330	II. Non-current liabilities		176,204,921,868	181,837,003,049
336	1. Long-term unearned revenue	19	149,530,834,192	155,162,915,373
337	2. Other long-term payables	20	26,674,087,676	26,674,087,676
400	D. OWNER'S EQUITY		1,702,785,397,632	1,646,677,868,161
410	I. Owner's equity	21	1,702,785,397,632	1,646,677,868,161
411	1. Contributed capital		650,078,570,000	650,078,570,000
411a	Ordinary shares with voting rights		650,078,570,000	650,078,570,000
412	2. Share Premium		641,438,310,382	641,438,310,382
418	3. Development and investment funds		42,879,201,637	37,509,769,860
420	4. Other reserves		708,650,196	708,650,196
421	5. Retained earnings		367,680,665,417	316,942,567,723
421a	RE accumulated to previous year		283,413,530,553	215,970,936,880
421b	RE of the current year		84,267,134,864	100,971,630,843
440	TOTAL CAPITAL		2,004,716,028,588	1,860,530,710,172

Nguyen Kim Ngan
Preparer

Nguyen Thi Ly
Chief Accountant

Phan Anh Dung
Director
Dong Nai, 12 March 2025



SEPARATE STATEMENT OF INCOME

Year 2024

Code	ITEMS	Note	Year 2024	Year 2023
			VND	VND
01	1. Revenue from sales of goods and rendering of services	23	120,581,882,081	108,601,333,844
02	2. Revenue deductions		-	-
10	3. Net revenue from sales of goods and rendering of services		120,581,882,081	108,601,333,844
11	4. Cost of goods sold	24	37,307,241,228	36,241,134,916
20	5. Gross profit from sales of goods and rendering of services		83,274,640,853	72,360,198,928
21	6. Financial income	25	155,522,509,009	170,591,337,853
22	7. Financial expenses	26	(4,726,343,521)	5,853,787,057
23	In which: Interest expense		-	-
26	9. General administrative expenses	27	19,799,262,423	20,910,792,173
30	10. Net profit from operating activities		223,724,230,960	216,186,957,551
31	11. Other income	28	967,788,584	455,197,290
32	12. Other expenses	29	14,034,578,323	1,742,002,229
40	13. Other profit		(13,066,789,739)	(1,286,804,939)
50	14. Total profit before tax		210,657,441,221	214,900,152,612
51	15. Current corporate income tax expense	30	41,880,092,257	35,919,093,369
60	17. Profit after corporate income tax		168,777,348,964	178,981,059,243

Nguyen Kim Ngan
Preparer

Nguyen Thi Ly
Chief Accountant

Phan Anh Dung
Director
Dong Nai, 12 March 2025



SEPARATE STATEMENT OF CASH FLOWS

Year 2024

(Indirect method)

Code	ITEMS	Note	Year 2024	Year 2023
			VND	VND
I. CASH FLOWS FROM OPERATING ACTIVITIES				
01	1. Profit before tax		210,657,441,221	214,900,152,612
	2. Adjustments for			
02	- Depreciation and amortization of fixed assets and investment properties		5,660,894,625	5,526,156,079
03	- Provisions		(3,556,600,079)	6,669,182,519
04	- Exchange gains or losses from retranslation of monetary items denominated in foreign currency		(151,502)	(94,130)
05	- Gains or losses from investment		(156,064,674,397)	(170,466,162,613)
07	- Other adjustments		10,286,943,421	-
08	3. Operating profit before changes in working capital		66,983,853,289	56,629,234,467
09	- Increase or decrease in receivables		21,136,716,574	(2,470,529,372)
10	- Increase or decrease in inventories		188,440,223	(57,969,105)
11	- Increase or decrease in payables (excluding interest payable or corporate income tax payable)		(6,043,347,041)	(6,719,849,012)
12	- Increase or decrease in prepaid expenses		1,392,872,905	2,280,137,450
15	- Corporate income tax paid		(34,894,826,186)	(26,759,605,509)
17	- Other payments on operating activities		(6,035,933,248)	(3,468,404,838)
20	Net cash flows from operating activities		42,727,776,516	19,433,014,081
II. CASH FLOWS FROM INVESTING ACTIVITIES				
21	1. Purchase or construction of fixed assets and other long-term assets		(1,021,663,095)	(4,115,793,469)
22	2. Proceeds from disposals of fixed assets and other long-term assets		624,518,182	-
23	3. Lendings and purchase of debt instruments from other entities		(99,033,626,326)	(88,013,948,135)
24	4. Collection of lendings and resale of debt instrument of other entities		10,000,000,000	13,500,000,000
27	5. Interest and dividend received		89,245,280,339	157,553,842,614
30	Net cash flow from investing activities		(185,490,900)	78,924,101,010

SEPARATE STATEMENT OF CASH FLOWS

Year 2024

(Indirect method)

Code	ITEMS	Note	Year 2024	Year 2023
			VND	VND
III. CASH FLOWS FROM FINANCING ACTIVITIES				
36	1. Dividends or profits paid to owners		(19,494,912,330)	(142,973,848,170)
40	Net cash flow from financing activities		(19,494,912,330)	(142,973,848,170)
50	Net cash flows in the year		23,047,373,286	(44,616,733,079)
60	Cash and cash equivalents at rthe beginning of the year		47,775,388,290	92,392,027,239
61	Impact of foreign exchange fluctuations		151,502	94,130
70	Cash and cash equivalents at the end of the year	03	70,822,913,078	47,775,388,290

Nguyen Kim Ngan
Preparer

Nguyen Thi Ly
Chief Accountant

Phan Anh Dung
Director
Dong Nai, 12 March 2025



CONSOLIDATED FINANCIAL STATEMENTS

TIN NGHIA INDUSTRIAL PARK DEVELOPMENT JOINT STOCK COMPANY

for the fiscal year ended as at 31/12/2024
(audited)



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REPORT OF THE BOARD OF MANAGEMENT

The Board of Management of Tin Nghia Industrial Park Development Joint Stock Company ("the Company") presents its report and the Company's Consolidated Financial Statements for the fiscal year ended as at 31 December 2024.

THE COMPANY

Tin Nghia Industrial Park Development Joint Stock Company was established on the basis of equitizing the state-owned enterprise Tam Phuoc Industrial Park Service and Development Enterprise, under Tin Nghia Limited Liability Company (now Tin Nghia Corporation) according to Decision No. 222-CV/TU dated 24/09/2007 of Dong Nai Provincial Party Committee. The Company operates under the Enterprise registration certificate of joint stock company No. 3600964611 (replacing No. 4703000483) issued by Dong Nai Department of Planning and Investment for the first time on 08 January 2008, 9th re-registered on 04 January 2023.

The Company's head office is located at: Road No. 6, Tam Phuoc Industrial Park, Tam Phuoc ward, Bien Hoa city, Dong Nai province.

BOARD OF DIRECTORS, BOARD OF MANAGEMENT AND BOARD OF SUPERVISION

Members of the Board of Directors during the year and to the reporting date are:

Mrs. Dang Thi Thanh ha	Chairwoman
Mr. Nguyen Hieu Loc	Vice Chairman
Mr. Phan Anh Dung	Member
Mr. Huynh Nguyen Tuan Anh	Member
Mr. Tran Hoai Nam	Member

Members of the Board of Management during the year and to the reporting date are:

Mr. Phan Anh Dung	Director	
Mr. Nguyen Quoc Hung	Vice Director	
Mr. Nguyen Quoc Nam	Vice Director	(Resigned on 15/10/2024)
Mr. Do Hoai Thu	Vice Director	(Resigned on 11/11/2024)

Members of the Board of Supervision are:

Mrs. Le Kim Thao	Head of the Board of Supervision	(Appointed on 24/04/2024)
Mr. Tran Tan Nhat	Head of the Board of Supervision	(Untill 22/03/2024)
	Member	(From 22/03/2024)
Mr. Duong Thi Minh Hong	Member	
Mr. Nguyen Thi Lan Huong	Member	(Untill 22/03/2024)
	Head of the Board of Supervision	(From 22/03/2024 to 24/04/2024)

LEGAL REPRESENTATIVE

The legal representative of the Company during the year and until the preparation of this Financial Statements is Mr. Phan Anh Dung - Director.

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AUDITORS

The auditors of the AASC Auditing Firm Company Limited have taken the audit of the Consolidated Financial Statements for the Company.

STATEMENT OF THE BOARD OF MANAGEMENT'S RESPONSIBILITY IN RESPECT OF THE CONSOLIDATED FINANCIAL STATEMENTS

The Board of Management is responsible for the Consolidated Financial Statements which give a true and fair view of the financial position of the Company, its operating results and its cash flows for the year. In preparing those Consolidated Financial Statements, the Board of Management is required to:

- Establish and maintain of an internal control system which is determined necessary by the Board of Management and the Board of Directors to ensure the preparation and presentation of Consolidated Financial Statements do not contain any material misstatement caused by errors or frauds;
- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Consolidated Financial Statements;
- Prepare and present the Consolidated Financial Statements on the basis of compliance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Consolidated Financial Statements;
- Prepare the Consolidated Financial Statements on going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Board of Management is responsible for ensuring that accounting records are kept to reflect the financial position of the Company, with reasonable accuracy at any time and to ensure that the Consolidated Financial Statements comply with the registered accounting system. It is responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of Management confirms that the Consolidated Financial Statements give a true and fair view of the financial position as at 31 December 2024, its operations and cash flows for the fiscal year ended as at 31 december 2024 of the Company in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and statutory requirements relevant to the preparation and presentation of Consolidated Financial Statements.

Other commitments

The Board of Management pledges that the Company complies with the Decree No. 155/2020/ND-CP dated 31 December 2020 on detailing and guiding the implementation of a number of articles of the Law on Securities and the Company does not violate the obligations of information disclosure in accordance with the regulations of the Circular No. 96/2020/TT-BTC dated 16 November 2020 issued by the Ministry of Finance guiding the disclosure of information on Securities Market and the Circular No. 68/2024/TT-BTC dated 18 September 2024 issued by the Ministry of Finance amending and supplementing some articles of the Circular No. 96/2020/TT-BTC.

On behalf of the Board of Management



Phan Anh Dung

Director

Dong Nai, 12 March 2025



No. 120325.002 /BCTC.HCM

INDEPENDENT AUDITORS' REPORT

To: Shareholders, the Board of Directors and the Board of Management
Tin Nghia Industrial Park Development Joint Stock Company

We have audited the accompanying Consolidated Financial Statements of Tin Nghia Industrial Park Development Joint Stock Company prepared on 12 March 2025, from pages 05 to page 50, including: Consolidated Statement of Financial Position as at 31 December 2024, Consolidated Statement of Income, Consolidated Statement of Cash Flows for the fiscal year then ended and Notes to the Consolidated Financial Statements.

The Board of Management's responsibility

The Board of Management is responsible for the preparation and presentation of the Consolidated Financial Statements that give a true and fair view in accordance with Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Consolidated Financial Statements and for such internal control as the Board of Management determines is necessary to enable the preparation and presentation of the Consolidated Financial Statements that are free from material misstatement, whether due to fraud or error.

Auditors' responsibility

Our responsibility is to express an opinion on these Consolidated Financial Statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. Those standards require that we comply with standards and ethical requirements; plan and perform the audit to obtain reasonable assurance about whether the Consolidated Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Consolidated Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Consolidated Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and presentation of Consolidated Financial Statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Management, as well as evaluating the overall presentation of the Consolidated Financial Statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditors' opinion

In our opinion, the Consolidated Financial Statements give a true and fair view, in all material respects, of the financial position of Tin Nghia Industrial Park Development Joint Stock Company as at 31 December 2024, its operating results and its cash flows for the fiscal year then ended in accordance with the Vietnamese Accounting Standards, Vietnamese Corporate Accounting System and the statutory requirements relevant to the preparation and presentation of Consolidated Financial Statements.

Branch of AASC Auditing Firm Company Limited



Phan Trung Hieu
Director

Certificate of registration to audit practice

No: 2202-2023-002-1

Hồ Chí Minh City, 12 March 2025

T: (84) 24 3824 1990 | F: (84) 24 3825 3973 | 1 Le Phung Hieu, Hanoi, Vietnam

Nguyen Thai
Auditor

Certificate of registration to audit practice

No: 1623-2023-002-1

A member of HLB International

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

Code	ASSETS	Note	31/12/2014 VND	01/01/2024 VND
100	A. CURRENT ASSETS		659,735,035,671	1,524,849,446,944
110	I. Cash and cash equivalents	3	87,130,709,626	58,407,641,099
111	1. Cash		13,930,709,626	3,807,641,099
112	2. Cash equivalents		73,200,000,000	54,600,000,000
120	II. Short-term financial investments	4	9,300,000,000	76,400,000,000
123	1. Held-to-maturity investments		9,300,000,000	76,400,000,000
130	III. Short-term receivables		423,841,851,411	1,235,575,982,084
131	1. Short-term trade receivables	5	83,288,779,789	17,897,139,023
132	2. Short-term prepayments to suppliers	6	983,946,061	1,604,178,000
135	3. Short-term lending receivables	7	285,564,149,804	126,623,948,135
136	4. Other short-term receivables	8	55,990,114,661	1,090,266,112,388
137	5. Provision for short-term doubtful debts		(1,985,138,904)	(815,395,462)
140	IV. Inventories		136,876,203,402	151,849,342,892
141	1. Inventories	10	136,876,203,402	151,849,342,892
150	V. Other short-term assets		2,586,271,232	2,616,480,869
151	1. Short-term prepaid expenses	15	542,039,224	538,012,589
152	2. Deductible VAT		1,989,187,174	1,919,875,057
153	3. Taxes and other receivables from State budget	18	55,044,834	158,593,223

M.S.C.N. 0.

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

(continued)

Code	ASSETS	Note	31/12/2014 VND	01/01/2024 VND
200	B. NON-CURRENT ASSETS		1,469,392,401,949	454,844,681,185
210	I. Long-term receivables		1,033,200,000,000	21,824,651,700
216	1. Other long-term receivables	8	1,033,200,000,000	21,824,651,700
220	II. Fixed assets		22,209,882,927	26,164,108,443
221	1. Tangible fixed assets	12	22,209,882,927	26,164,108,443
222	- Historical cost		107,057,637,000	107,504,831,030
223	- Accumulated depreciation		(84,847,754,073)	(81,340,722,587)
227	2. Intangible fixed assets	13	-	-
228	- Historical cost		35,000,000	35,000,000
229	- Accumulated depreciation		(35,000,000)	(35,000,000)
230	III. Investment properties	14	25,981,531,993	23,810,010,637
231	- Historical costs		127,979,995,282	124,590,153,162
232	- Accumulated depreciation		(101,998,463,289)	(100,780,142,525)
240	IV. Long-term assets in progress		1,300,526,734	11,011,914,599
242	1. Construction in progress	11	1,300,526,734	11,011,914,599
250	V. Long-term investments	4	350,937,862,270	334,494,795,941
252	1. Investments in joint ventures and associates		317,063,527,946	311,261,995,941
253	2. Equity investments in other entities		36,544,595,330	36,544,595,330
254	3. Provision for devaluation of long-term investments		(2,670,261,006)	(13,311,795,330)
260	VI. Other long-term assets		35,762,598,025	37,539,199,865
261	1. Long-term prepaid expenses	15	35,762,598,025	37,539,199,865
270	TOTAL ASSETS		<u>2,129,127,437,620</u>	<u>1,979,694,128,129</u>

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 31 December 2024

(continued)

Code	CAPITAL	Note	31/12/2014 VND	01/01/2024 VND
300	C. LIABILITIES		316,846,322,061	236,852,731,310
310	I. Current liabilities		140,566,400,193	54,855,240,826
311	1. Short-term trade payables	16	3,404,089,912	4,670,635,028
312	2. Short-term prepayments from customers	17	7,226,308,475	14,970,729,612
313	3. Taxes and other payables to State budget	18	24,100,381,062	16,475,398,865
314	4. Payables to employees		-	170,000,000
315	5. Short-term accrued expenses	19	364,472,537	313,941,536
318	6. Short-term unearned revenue	20	5,719,353,899	5,686,626,623
319	7. Other short-term payables	21	91,295,326,814	6,589,006,713
322	8. Bonus and welfare funds		8,456,467,494	5,978,902,449
330	II. Non-current liabilities		176,279,921,868	181,997,490,484
336	1. Long-term unearned revenue	20	149,530,834,192	155,162,915,373
337	2. Other long-term payables	21	26,749,087,676	26,724,087,676
341	3. Deferred income tax liabilities	32.a	-	110,487,435
400	D. OWNER'S EQUITY		1,812,281,115,559	1,742,841,396,819
410	I. Owner's equity	22	1,812,281,115,559	1,742,841,396,819
411	1. Contributed capital		650,078,570,000	650,078,570,000
411a	Ordinary shares with voting rights		650,078,570,000	650,078,570,000
412	2. Share premium		641,438,310,382	641,438,310,382
418	3. Development investment fund		43,741,654,649	38,372,222,872
420	4. Other reserves		708,650,196	708,650,196
421	5. Retained earnings		437,889,438,628	374,489,128,515
421a	RE accumulated to previous year		339,903,020,497	278,565,963,499
421b	RE of the current year		97,986,418,131	95,923,165,016
429	6. Non - Controlling interests		38,424,491,704	37,754,514,854
440	TOTAL CAPITAL		2,129,127,437,620	1,979,694,128,129

Nguyen Kim Ngan
Preparer

Nguyen Thi Ly
Chief Accountant

Phan Anh Dung
Director

Dong Nai, 12 March 2025

CONSOLIDATED STATEMENT OF INCOME
Year 2024

Code ITEMS	Note	Year 2024	Year 2023
		VND	VND
01 1. Revenue from sales of goods and rendering of services	24	167,857,497,086	157,744,638,019
02 2. Revenue deductions		-	-
10 3. Net revenue from sales of goods and rendering of services		167,857,497,086	157,744,638,019
11 4. Cost of goods sold and services rendered	25	70,135,469,670	70,557,372,465
20 5. Gross profit from sales of goods and rendering of services		97,722,027,416	87,187,265,554
21 6. Financial income	26	159,854,420,494	177,598,887,329
22 7. Financial expenses	27	(10,641,534,324)	13,311,795,330
23 In which: Interest expense		-	-
24 8. Share of joint ventures and associates' profit or loss		5,801,532,005	(1,400,852,925)
26 10. General administrative expenses	28	30,714,338,098	31,512,518,433
30 11. Net profit from operating activities		243,305,176,141	218,560,986,195
31 12. Other income	29	2,292,995,015	1,237,415,117
32 13. Other expenses	30	14,590,285,392	2,561,280,504
40 14. Other profit		(12,297,290,377)	(1,323,865,387)
50 15. Total net profit before tax		231,007,885,764	217,237,120,808
51 16. Current corporate income tax expense	31	44,563,734,966	38,744,885,257
52 17. Deferred corporate income tax expense	32.b	(110,487,435)	110,487,435
60 18. Profit after corporate income tax		186,554,638,233	178,381,748,116
61 19. Profit after tax attributable to owners of the Parent company		182,496,632,231	173,932,593,416
62 20. Profit after tax attributable to Non-controlling interests		4,058,006,002	4,449,154,700
70 21. Basic earnings per share	33	2,807	2,518

Nguyen Kim Ngan
Preparer

Nguyen Thi Ly
Chief Accountant

Phan Anh Dung
Director

Dong Nai, 12 March 2025

CONSOLIDATED STATEMENT OF CASH FLOWS

Year 2024

(Under indirect method)

Code	ITEMS	Note	Year 2024	Year 2023
			VND	VND
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	1. Profit before tax		231,007,885,764	217,237,120,808
	2. Adjustments for:			
02	- Depreciation and amortization of fixed assets and investment properties		6,356,758,207	5,973,931,103
03	- Provisions		(9,471,790,882)	14,127,190,792
04	- Exchange gains / losses from retranslation of monetary items denominated in foreign currency		(151,502)	(94,130)
05	- Gains / losses from investment activities		(166,198,117,887)	(176,284,677,346)
07	- Other adjustments		10,286,943,421	-
08	3. Operating profit before changes in working capital		71,981,527,121	61,053,471,227
09	- Increase/ decrease in receivables		23,350,767,453	109,492,099
10	- Increase/ decrease in inventories		11,635,820,053	(7,493,618,058)
11	- Increase/ decrease in payables (excluding interest payable/ corporate income tax payable)		(14,463,852,173)	(5,828,318,202)
12	- Increase/ decrease in prepaid expenses		1,772,575,205	1,735,750,986
15	- Corporate income tax paid		(36,887,480,133)	(30,874,167,914)
17	- Other payments on operating activities		(7,769,283,248)	(6,046,593,934)
20	Net cash flow from operating activities		49,620,074,278	12,656,016,204
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	1. Purchase or construction of fixed assets and other long-term assets		(1,812,290,166)	(5,384,727,155)
22	2. Proceeds from disposals of fixed assets and other long-term assets		624,518,182	211,818,182
23	3. Lendings and purchase of debt instruments from other entities		(223,740,201,669)	(158,789,948,135)
24	4. Collection of lendings and resale of debt instrument of other entities		131,900,000,000	96,556,000,000
27	5. Interest and dividend received		94,481,228,730	153,397,768,302
30	Net cash flow from investing activities		1,453,255,077	85,990,911,194

CONSOLIDATED STATEMENT OF CASH FLOWS

Year 2024

(Under indirect method)

Code	ITEMS	Note	Year 2024	Year 2023
			VND	VND
III. CASH FLOWS FROM FINANCING ACTIVITIES				
36	1. Dividends or profits paid to owners		(22,350,412,330)	(145,543,798,170)
40	Net cash flow from financing activities		(22,350,412,330)	(145,543,798,170)
50	Net cash flows in the year		28,722,917,025	(46,896,870,772)
60	Cash and cash equivalents at the beginning of the year		58,407,641,099	105,304,417,741
61	Effect of exchange rate fluctuations		151,502	94,130
70	Cash and cash equivalents at end of the year	3	87,130,709,626	58,407,641,099

Nguyen Kim Ngan
Preparer

Nguyen Thi Ly
Chief Accountant

Phan Anh Dung
Director
Dong Nai, 12 March 2025





Bien Hoa, April, 2025

PROPOSAL

Re: Profit distribution and dividend rate in 2024

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Tin Nghia Industrial Park Development JSC;
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;
- Pursuant to the 2024 financial statements audited by AASC Auditing Firm Co., Ltd

The Board of Directors submits to the General Meeting of Shareholders the profit distribution and dividend rate for 2024 as follows::

No.	Interpretation	Resolution 2024	Implementation 2024	Note
A	Total distributed profit	165.265.348.000	168.777.348.964	
I	Dividend 17% of par value	97.511.785.500	110.513.356.900	(*)
II	Split the Funds	11.568.574.360	5.063.320.469	
1	Development investment fund (3% of net profit)	4.957.960.440	5.063.320.469	
2	Bonus fund (2% of net profit)	3.305.306.960		
3	Welfare fund (1% of net profit)	1.652.653.480		
4	Bonus for Board of Directors, Supervisory Board, Audit Board, Executive Board (1% of net profit)	1.652.653.480		
III	Remaining Profit (A-I-II)	56.184.988.140	53.200.671.595	

(*): In 2024, the Company has made an interim dividend payment for 2024 at the rate of 13%/share according to Notice of closing the shareholder list No. 370/TB-CT dated December 4, 2024. Authorizing the Board of Directors to carry out the documents and procedures to pay the remaining undistributed dividends of 2024..

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

Sincerely.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Đặng Thị Thanh Hà

Bien Hoa, April, 2025



PROPOSAL

Re: Approval of business plan and profit distribution for 2025

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Tin Nghia Industrial Park Development JSC;
- Based on the 2024 business performance report of Tin Nghia Industrial Park Development Joint Stock Company.

The Board of Directors submits to the General Meeting of Shareholders for approval of the 2025 business plan targets and profit distribution levels as follows::

1. About business targets in 2025:

- Total revenue: 279,546 billion VND.
- Profit after tax: 171,391 billion VND.

2. About the profit distribution level in 2025:

No.	Interpretation	Amount	Note
A	Total distributed profit	171.390.643.079	
I	Dividend (15% of par value)	97.511.785.500	
II	Split the Funds	10.283.438.585	
1	Development investment fund (3% of net profit)	5.141.719.292	
2	Bonus fund (2% of net profit)	3.427.812.862	
3	Welfare fund (1% of net profit)	1.713.906.431	
III	Remaining Profit (A-I-II)	63.595.418.994	

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

Sincerely.

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

Recipient:

- As above;
- Archived.

Đặng Thị Thanh Hà



Bien Hoa, April, 2025

PROPOSAL

Re: The finalization of remuneration for 2024 and the plan for 2025 of the members of the Board of Directors and the Board of Supervisors

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Tin Nghia Industrial Park Development JSC;
- Based on 2024 business results and 2025 business plan.

The Board of Directors submits to the General Meeting of Shareholders the remuneration for 2024 and the 2025 Plan of the Board of Directors and Board of Supervisors of Tin Nghia Industrial Park Development Joint Stock Company as follows::

1. Actual remuneration in 2024 and plan in 2025 of Board of Directors and Board of Supervisors members:

No.	Interpretation	Quantity	Results 2024		Targets 2025	
			Monthly average	Year	Monthly average	Year
1	Board of Directors	5	54.444.445	653.333.000	43.000.000	516.000.000
-	Chairman	1	16.666.667	200.000.000	10.000.000	120.000.000
-	Vice Chairman	1	11.111.111	133.333.000	9.000.000	108.000.000
-	Member	3	26.666.667	320.000.000	24.000.000	288.000.000
2	Board of Supervisors, Secretary	4	25.555.557	273.333.668	18.000.000	216.000.000
-	Head	1	8.888.889	106.667.000	6.000.000	72.000.000
-	Member, secretary	3	16.666.668	166.666.668	12.000.000	144.000.000
	Total	8	80.000.002	926.666.668	61.000.000	732.000.000

2. The 2025 remuneration level is applied from January 2025 until the General Meeting of Shareholders decides to change it..

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

Sincerely.

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

Recipient:

- As above;
- Archived.

Đặng Thị Thanh Hà

Bien Hoa, April, 2025



PROPOSAL

Re: Choosing the financial reporting unit for audit in 2025

- Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the provisions of Article 288 of Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Securities Law;
- Pursuant to the Charter of Tin Nghia Industrial Park Development JSC.

In preparation for the review and audit of the 2025 financial statements of Tin Nghia Industrial Park Development Joint Stock Company, the Board of Supervisors proposes that the General Meeting of Shareholders consider and decide to select independent auditing companies with good capacity and approved by the State Securities Commission to audit public and listed companies as follows::

1. AASC Auditing Firm Company Limited.
2. PwC Vietnam Company Limited.
3. Ernst & Young Vietnam Company Limited.
4. Kpmg Company Limited.

Respectfully submit to the General Meeting of Shareholders for approval and authorization to the Board of Directors to select an independent auditing unit from the above-mentioned auditing companies to review and audit the 2025 financial statements of Tin Nghia Industrial Park Development Joint Stock Company.

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

Sincerely.

**ON BEHALF OF
THE BOARD OF SUPERVISOR**

Recipient:

- As above;
- Archived..

Bien Hoa, April, 2025



PROPOSAL

Regarding: Dismissal of Board of Directors member, term (2023-2028)

- Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Tin Nghia Industrial Park Development JSC;
- Based on the resignation letter of the Company's Board of Directors member.

The Board of Directors of Tin Nghia Industrial Park Development Joint Stock Company reports to the 2025 Annual General Meeting of Shareholders on the dismissal of members of the Board of Directors, term (2023 - 2028), specifically as follows:

1. Dismissal of Board of Directors members:

No.	Name	Year of birth		Current position	Reason for resignation
		Male	Female		
1	Nguyễn Hiếu Lộc	1970		Vice Chairman of Board of Directors	According to personal wishes
2	Trần Hoài Nam	1979		Member Of Board Of Directors	According to personal wishes

2. Dismissal of Board of Supervisors members:

No.	Name	Year of birth		Current position	Reason for resignation
		Male	Female		
1	Lê Kim Thảo		1980	Head of Board of Supervisors	According to personal wishes
2	Trần Tấn Nhật	1982		Member Board of Supervisors	According to personal wishes

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

Sincerely.

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

Recipient:

- As above;
- Archived.

Đặng Thị Thanh Hà



**TÍN NGHĨA INDUSTRIAL PARK
DEVELOPMENT JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Bien Hoa, April, 2025

PROPOSAL

Regarding the number and list of candidates for election to the Board of Directors and Supervisory Board of Tin Nghia Industrial Park Development Joint Stock Company, term (2023 – 2028)

- Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

- Pursuant to Notice No. 127/TB-CT dated April 14, 2025 of Tin Nghia Industrial Park Development Joint Stock Company on nominating candidates to join the Board of Directors, Board of Supervisors of Tin Nghia Industrial Park Development Joint Stock Company, term (2023 - 2028) for election at the Annual General Meeting of Shareholders in 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the following contents:

1. Approval of the number of members elected to the Board of Directors and Board of Supervisors for the term (2023 - 2028):

a) Number of additional members elected to the Board of Directors for the term (2023 - 2028): 02 (two) members.

b) Number of additional members elected to the Board of Supervisors for the term (2023 - 2028): 02 (two) members.

2. Approval of the list of candidates to be elected to the Board of Directors for the term (2023 - 2028) as follows:

No	Full name	Year of birth	Gender	ID	Job title at the Company	Shareholder nomination
01	Nguyễn Cao Nhơn	1969	Male	064069000700	None	Nomination of Tin Nghia Corporation
02	Nguyễn Thị Thuỳ Vân	1978	Female	075178001234	None	Nomination of Tin Nghia Corporation

3. Thông qua danh sách các ứng viên để bầu vào Ban kiểm soát Công ty, nhiệm kỳ (2023 – 2028) như sau:

Stt	Full name	Year of birth	Gender	ID	Job title at the Company	Shareholder nomination
01	Nguyễn Thị Giang	1991	Female	042191000344	None	Introduction of Tin Nghia Corporation
02	Nguyễn Như Huỳnh	1986	Female	075186022154	None	Nomination of Tin Nghia Corporation

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

Sincerely.

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

Recipient:

- As above;
- Archived.

Đặng Thị Thanh Hà

Bien Hoa, April, 2025

**REGULATIONS ON NOMINATION, APPLICATION AND ELECTION OF
MEMBERS OF THE BOARD OF DIRECTORS AND BOARD OF
SUPERVISORS OF TIN NGHIA INDUSTRIAL PARK DEVELOPMENT
JOINT STOCK COMPANY FOR THE TERM (2023 – 2028)**

Chapter I
GENERAL PROVISIONS

Article 1. Purpose, scope and subjects of application:

1. This regulation is used for the nomination, candidacy and election of additional members of the Board of Directors and members of the Supervisory Board of Tin Nghia Industrial Park Development Joint Stock Company (hereinafter referred to as "Company"), term (2023 - 2028) at the Annual General Meeting of Shareholders in 2025, in accordance with the provisions of the Enterprise Law, the Company Charter and other relevant legal documents..

2. Applicable subjects: Shareholders owning shares with voting rights and authorized representatives of shareholders owning shares with voting rights (according to the Company's shareholder list as of March 25, 2025), members of the Election and Vote Counting Committee and organizations and individuals related to the organization of the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company.

Article 2. Voting and election counting committee:

1. The voting and election counting committee (hereinafter referred to as the counting committee) consists of 03 people nominated by the Organizing Committee and approved by the General Meeting of Shareholders. Members of the voting and election counting committee must not be on the list of nominees and candidates for the Board of Directors and the Board of Supervisors.

2. The Ballot Counting Committee is responsible for carrying out the necessary procedures for voting to elect additional members of the Board of Directors and the Ballot Counting Committee, including: Preparing ballot boxes, providing instructions on ballot recording, voting procedures, supervising the voting, conducting vote counting, making minutes of vote counting and announcing election results before the General Meeting.

Article 3. Rights and obligations of shareholders and authorized representatives attending the General Meeting of Shareholders:

1. Each shareholder and authorized representative of a shareholder attending the 2025 Annual General Meeting of Shareholders shall receive 02 (two) ballots,

including 01 (one) ballot for a member of the Board of Directors and 01 (one) ballot for a member of the Board of Supervisors. Each ballot shall clearly state the number of shares held by the shareholder and the corresponding number of votes used for election..

2. Shareholders and shareholder representatives must complete the registration procedures to attend the meeting with the Organizing Committee of the General Meeting. When receiving the ballot, they must check the number of shares recorded on the ballot. If there is any error, they must immediately notify the Organizing Committee at the time of receiving the ballot..

3. Strictly comply with the Election Regulations at the 2025 Annual General Meeting of Shareholders, respect the voting results at the General Meeting..

4. Exercise other rights and obligations as prescribed in the Law on Enterprises, the Company Charter and the Working Regulations of the 2025 Annual General Meeting of Shareholders.

Chapter II

REGULATIONS ON NOMINATION, CANDIDATES FOR MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE BOARD OF SUPERVISORS

Article 4. Number, nomination criteria, candidates for election to the Board of Directors and Board of Supervisors:

1. Number of candidates elected to the Board of Directors and the Board of Supervisors:

a) Number of elected members of the Company's Board of Directors for the term (2023 - 2028): **02 (two)** members.

b) Number of members elected to the Company's Board of Supervisors for the term (2023 - 2028): **02 (two)** members.

2. Standards and conditions of Board of Directors members:

a) Must fully meet the standards and conditions prescribed in Clause 1, Article 155 of the Law on Enterprises.;

b) Have full civil act capacity and are not prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises.;

c) Have professional qualifications and experience in business administration or in the Company's business fields, industries and professions and do not necessarily have to be a shareholder of the Company;

d) Have good health, good moral qualities, honesty, integrity, objectivity and awareness of law compliance.

3. Standards and conditions of members of the Board of Supervisors:

Standards and conditions for candidates or candidates for the position of member of the Board of Supervisors:

a) Fully comply with the provisions of Article 169 of the Law on Enterprises and do not fall into the following cases::

- Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;

- Not allowed to work in the accounting and finance department of the Company;

- Not allowed to be a member or employee of an auditing organization approved to audit the Company's financial statements in the previous 3 consecutive years.

b) Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or a major suitable to the Company's business activities; not necessarily being a shareholder or employee of the Company.

4. Nominate candidates for election to the Board of Directors and Board of Supervisors:

a) Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Directors and the Board of Supervisors. Shareholders or groups of shareholders holding:

- From 10% to less than 20%, 01 (one) candidate is nominated;
- From 20% to less than 30%, 02 (two) candidates are nominated;
- From 30% to less than 40%, 03 (three) candidates are nominated;
- From 40% to less than 50%, 04 (four) candidates are nominated;
- From 50% to less than 60%, 05 (five) candidates are nominated;
- From 60% to less than 70%, 06 (six) candidates are nominated;
- From 70% to 80%, 07 (seven) candidates are nominated;
- And from 80% to less than 90%, 08 (eight) candidates are nominated.

b) In case the number of candidates for the Board of Directors and the Board of Supervisors through nomination and candidacy is still not enough as required in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Directors shall introduce additional candidates or organize nominations in accordance with the provisions of the Company Charter, the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors. The introduction of additional candidates by the incumbent Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Directors in accordance with the provisions of law.

Article 5. Selection of candidates:

Based on the application for candidacy and nomination of shareholders or individual representatives of shareholders, groups of shareholders and the attached documents of candidates for the Board of Directors and the Supervisory Board of Tin Nghia Industrial Park Development Joint Stock Company, the Board of Directors will make a list of candidates who meet the prescribed standards and conditions to be included in the list of candidates to participate in the election of members of the Board of Directors, independent members of the Board of Directors,



members of the Board of Supervisors and will approve the list at the General Meeting.

Chapter III

ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE BOARD OF SUPERVISORS

Article 6. Ballots and ballot recording:

1. Ballot:

- a) The ballots are printed uniformly and issued by the Organizing Committee.
- b) The ballots clearly state the list of candidates arranged in alphabetical order; the name of the shareholder or authorized representative, and the total number of votes.

c) Shareholders or authorized representatives are given ballots to elect members of the Board of Directors and the Supervisory Board according to the attendance code (owned and authorized) immediately upon registration to attend the General Meeting.

2. Record your ballot:

a) In case a shareholder or authorized representative votes all votes for one candidate, clearly write all votes in the "Number of votes" box of the candidate to be selected or divide all votes equally among the candidates, the delegate writes all votes in the "Total" box..

b) If the number of votes is not equal for each candidate, the shareholder or authorized representative must clearly state the number of votes in the "Number of votes" box for the corresponding candidates..

c) In case only a part of the total number of votes is used to vote for one or several candidates, the delegate must clearly write the number of votes in the "Number of votes" box of each corresponding candidate..

3. Cases of invalid ballots:

a) The ballot is not issued by the Organizing Committee, does not follow the Company's prescribed form or does not have the Company's seal..

b) Ballots with crossed-out, corrected, added or incorrect names, or candidates not on the list of candidates unanimously approved by the General Meeting of Shareholders before voting..

c) The total number of votes cast for the candidate by the shareholder exceeds the total number of voting rights held by that shareholder (including ownership and authorization).

Article 7. Election method:

a) Voting to elect members of the Board of Directors and members of the Supervisory Board is conducted by secret ballot at the General Meeting according to

the cumulative voting method as prescribed in Clause 3, Article 148 of the Law on Enterprises.

b) Each shareholder has a total number of votes corresponding to the total number of shares owned multiplied by the number of elected members of the Board of Directors or the Board of Supervisors approved by the General Meeting of Shareholders. Shareholders have the right to allocate all or part of their total votes to one or several candidates.

Article 8. Principles of voting and counting votes, making minutes of vote counting:

1. Principles of voting and counting:

a) The Ballot Counting Committee shall check the ballot box in the presence of the shareholders.

b) Voting shall begin when the distribution of ballots is completed and shall end when the last shareholder places his/her ballot in the ballot box.

c) The ballot counting procedure shall be carried out immediately after the end of voting.

d) The ballot counting results shall be recorded in writing and announced by the Head of the Ballot Counting Committee to the General Meeting.

2. Prepare minutes of vote counting:

After counting the votes, the Vote Counting Committee must prepare the Minutes of the Vote Counting. The contents of the Minutes of the Vote Counting include:

a) the total number of shareholders attending the meeting, the total number of shareholders participating in voting, the ratio of voting rights of shareholders participating in voting by cumulative voting method compared to the total number of voting rights of shareholders attending the meeting;

b) The number and ratio of valid votes, invalid votes, and blank votes;

c) The number of voting shares and the ratio of voting shares for each candidate for the Board of Directors and the Supervisory Board. The list of elected members of the Board of Directors and members of the Supervisory Board is arranged in order of the number of votes from highest to lowest..

Article 9. Principles for determining elected members of the Board of Directors and members of the Board of Supervisors:

1. The elected members of the Board of Directors and the Board of Supervisors are determined by 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 the Company's Charter is sufficient.

2. In case the last elected member of the Board of Directors or the Board of Supervisors cannot be selected because there are two (02) or more candidates with the same number of votes, the General Meeting will re-elect among the candidates with the same number of votes.

3. If the first election result does not meet the required number, the General Meeting of Shareholders will decide whether to continue the election until the required number of members are elected or not.

Article 10. Regulations on complaints:

Complaints about the election and vote counting of members of the Board of Directors and members of the Supervisory Board will be resolved by the Chairman of the Shareholders' Meeting at the Meeting and recorded in the minutes of the Shareholders' Meeting..

Chapter IV

IMPLEMENTATION PROVISIONS

Article 11. Implementation:

1. This Regulation consists of 4 Chapters and 11 Articles, officially takes effect and is applied immediately at the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company after being approved by shareholders representing over 50% of the total number of voting shares of shareholders and shareholder representatives attending the meeting.

2. Shareholders and members of the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Tin Nghia Industrial Park Development Joint Stock Company are responsible for implementation.

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

Đặng Thị Thanh Hà