

**TIEN SON THANH HOA
GROUP SJC**

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



No: 1006/2025/CV-AAT

Thanh Hoa, June, 10, 2025

PERIODIC INFORMATION DISCLOSURE

**To: - State Securities Commission
- Hochiminh Stock Exchange**

1. Name of organization: TIEN SON THANH HOA GROUP JSC
 - Stock code: AAT
 - Address: No 09, North of Bim Son Industrial Park, Bac Son ward, Bim Son town, Thanh Hoa Province, Vietnam.
 - Tel: (84-237) 3770.304 Fax: (84-237) 3772.064
 - E-mail: congtytiensonth@gmail.com
2. Contents of disclosure:
 - Resolution of the 2025 Annual General Meeting of Shareholders No. 0906-2/2025/NQ-ĐHĐCĐ dated June 9, 2025.
 - Minutes of the 2025 Annual General Meeting of Shareholders No. 0906-1/2025/BB-ĐHĐCĐ dated June 9, 2025.
 - Attached documents.

3. This information was published on the Company's website on June 10, 2025, as in the link <http://tiensonaus.com/quan-he-co-dong/cong-bo-thong-tin/>

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Attached documents:

- As item 2.

Organization representative

Authorized person to disclose information

Le Thi Trang

**RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

Base:

- Pursuant to the Law on Enterprises No.59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17,2020
- Pursuant to the Law on Securities No.54/2019/QH14 dated November 26, 2020 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Decree No.155/2020/NĐ-CP of the Government detailing and guiding the implementation of a number of articles of the Law on Securities;
- Charter of Tien Son Thanh Hoa Group Joint Stock Company;
- Regulations on organizing the 2025 Annual General Meeting of Shareholders of Tien Son Thanh Hoa Group Joint Stock Company approved by the General Meeting of Shareholders on June 9, 2025;
- Minutes and documents of the 2025 Annual General Meeting of Shareholders of Tien Son Thanh Hoa Group Joint Stock Company No. 0906-1/2025/BB-DHĐCĐ dated June 09, 2025.

RESOLUTION

Article 1: Approval of the Board of Directors' Report for 2024

The General Meeting has voted with an approval rate of 100 % of the total voting shares present at the Meeting

Article 2: Approval of the Report of Independent Members of the Board of Directors for 2024

The General Meeting has voted with an approval rate of 100 % of the total voting shares present at the Meeting.

Article 3: Approval of the Board of Executive Officers' Report for 2024

The General Meeting has voted with an approval rate of 100 % of the total voting shares present at the Meeting.

Article 4: Approval of the Supervisory Board's Report for 2024

The General Meeting has voted with an approval rate of 100 % of the total voting shares present at the Meeting.

Article 5: Approval of the Proposal on the Audited Financial Statements for 2024.

The General Meeting has voted with an approval rate of 100 % of the total voting shares present at the Meeting.

Article 6: Approval of the Proposal on the Selection of an Audit Firm for the Financial Statements for 2025

The General Meeting has voted with an approval rate of 100 % of the total voting shares present at the Meeting.

Article 7: Approval of the 2024 profit distribution plan

The General Meeting has voted with an approval rate of 100 % of the total voting shares present at the Meeting.

Article 8: Approval of the 2025 business plan..

The General Meeting has voted with an approval rate of 100 % of the total voting shares present at the Meeting.

Article 9: Through the assignment and authorization to the Board of Directors to decide on a number of issues within the authority of the General Meeting of Shareholders.

The General Meeting has voted with an approval rate of 100 % of the total voting shares present at the Meeting.

Article 10: Approval of the Report on remuneration of the Board of Directors and Board of Supervisors in 2024 and the remuneration payment plan of the Board of Directors and Board of Supervisors in 2025; Bonus level for the Board of Directors in 2025.

The General Meeting has voted with an approval rate of 100 % of the total voting shares present at the Meeting.

Article 11: Implementation Provision.

Members of the Board of Directors, Supervisory Board, Board of Executive Officers, Departments, officers and employees of Tien Son Thanh Hoa Group Joint Stock Company, along with related Organizations and individuals are responsible for implementing this Resolution and organizing the implementation of the Resolution contents in accordance with their functions, duties, and powers, on the basis of compliance with the provisions of law and the Charter of Tien Son Thanh Hoa Group Joint Stock Company./.

This Resolution has been approved in full by the 2025 Annual General Meeting of Shareholders at the meeting with an approval rate of 100% and takes effect from June 09, 2025.

Recipients:

- Company's Shareholders (via website);
- BOD, SB, B.EOD.
- Filed by: Company Secretary.

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

CHAIRPERSON

Trinh Xuan Lam

**TIEN SON THANH HOA
GROUP JSC**

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No: 0906-1/2025/BB-DHĐCĐ

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

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Thanh Hoa, June 9, 2025

**MINUTES OF THE 2025
ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Company Name : Tien Son Thanh Hoa Group Joint Stock Company

Enterprise Registration Certificate : No. 2800222245 issued by the Department of Planning and Investment of Thanh Hoa Province, initially registered on July 22, 1995; 19th amendment registered on August 9, 2023.

Head Office : No. 09, Bac Son Bim Son Industrial Zone, Bac Son Ward, Bim Son Town, Thanh Hoa Province

Meeting Venue : No. 09, Bac Son Bim Son Industrial Zone, Bac Son Ward, Bim Son Town, Thanh Hoa Province

Time of the General Meeting : From 08:00 AM, June 9, 2025

Participants : Shareholders of Tien Son Thanh Hoa Group Joint Stock Company listed in the shareholder register as of May 13, 2025.

PROCEEDINGS OF THE MEETING

I. OPENING OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS AND REPORT ON VERIFICATION OF SHAREHOLDER ELIGIBILITY

1. Opening of the Meeting:

The meeting was officially commenced at 09:00 AM on June 9, 2025.

2. Report on Verification of Shareholder Eligibility:

Mr. Le Van Hoa – Head of the Shareholder Eligibility Verification Committee – reported the results of shareholder eligibility verification as of 09:00 AM on June 9, 2025, as follows:

- The total number of voting shares of the Company is: 70,819,103 shares (Seventy million, eight hundred nineteen thousand, one hundred and three shares);
- Shareholders invited to attend include: All 4,496 shareholders of Tien Son Thanh Hoa Group Joint Stock Company whose names appear in the shareholder list as of May 13, 2025;
- The total number of shareholders (including those attending in person and by proxy) present at the meeting: 57 persons, holding and representing a total of 43,036,204 voting shares, accounting for 60.77 % of the total voting shares of the Company. Accordingly, pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and the Charter on Organization and Operation of Tien Son Thanh Hoa Group Joint Stock Company, the 2025 Annual General Meeting of Shareholders of Tien Son Thanh Hoa Group Joint Stock Company is lawful, valid, and eligible to proceed.

II. INTRODUCTION OF THE PRESIDIUM, SECRETARY BOARD, ELECTION OF THE VOTE COUNTING COMMITTEE, AND APPROVAL OF THE MEETING AGENDA AND CONTENTS

1. Introduction of the Presidium and Secretary Board

Mr. Trinh Xuan Lam – Chairman of the Board of Directors and Chairperson of the Meeting – introduced the members of the Presidium as follows:

- Mr. **Trinh Xuan Lam**: Chairman of the Board of Directors
- Mr. **Trinh Xuan Luong**: Member of the Board of Directors
- Mr. **Le Van Hoa**: General Director

Mr. **Trinh Xuan Lam**, on behalf of the Presidium, introduced Ms. **Nguyen Thi Thu** as the Secretary responsible for recording the minutes of the meeting.

The General Meeting of Shareholders voted to approve the Presidium and the Secretary Board with a 100% approval rate.

2. Introduction of the Vote Counting Committee

Mr. Trinh Xuan Lam introduced the Vote Counting Committee, consisting of three (03) members, for approval by the General Meeting:

- Mr. **Dinh Bo Le**: Head of the Committee
- Mr. **Trinh Quoc Dat**: Member
- Mr. **Le Quyen**: Member

The General Meeting of Shareholders voted to approve the Vote Counting Committee with a 100% approval rate.

3. Opening Remarks

Mr. Trinh Xuan Lam – Chairman of the Board of Directors and Chairperson of the Meeting – delivered the opening remarks of the General Meeting.

4. Agenda of the 2025 Annual General Meeting of Shareholders

The General Meeting of Shareholders voted to approve the Agenda of the 2025 Annual General Meeting of Shareholders with a 100% approval rate.

5. Regulations on Organizing the 2025 Annual General Meeting of Shareholders; Voting Principles and Procedures

The General Meeting of Shareholders voted to approve the Regulations on Organizing the 2025 Annual General Meeting of Shareholders and the Voting Principles and Procedures with a 100% approval rate.

III. APPROVAL OF THE CONTENTS OF REPORTS AND PROPOSALS

The General Meeting listened to the Reports and Proposals presented by the Board of Directors (BOD) and the Supervisory Board (SB) with the following contents:

1. Mr. Trinh Xuan Luong – Member of the Board of Directors, presented one item:

- Report of the Board of Directors for 2024
(Report No. 01/BC/HĐQT-AAT dated 17/05/2025, attached)

2. Ms. Duong Thi Dung – Independent Member of the Board of Directors, presented one item:

- Report of the Independent Member of the Board of Directors for 2024
(Report No. 02/BC/HĐQT-AAT dated 17/05/2025, attached)

3. Mr. Le Van Hoa – General Director, presented one item:

- Report of the Executive Board for 2024
(Report No. 03/BC-AAT dated 17/05/2025, attached)

4. Mr. Dinh Bo Le – Head of the Supervisory Board, presented three items:

- Report of the Supervisory Board for 2024
(Report No. 04/BC-AAT dated 17/05/2025, attached)
- Proposal for approval of authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders
(Proposal No. 05/TTr/HĐQT-AAT dated 17/05/2025, attached)
- Proposal on the remuneration report of the Board of Directors and Supervisory Board for 2024, the remuneration payment plan for the Board of Directors and Supervisory Board for 2025, and the bonus level for the Board of Directors in 2025
(Proposal No. 06/TTr/HĐQT-AAT dated 17/05/2025, attached)

5. Mr. Tong Anh Linh – Chief Financial Officer, presented two items:

- Proposal for approval of the profit distribution plan for 2024
(Proposal No. 03/TTr/HĐQT-AAT dated 17/05/2025, attached)
- Proposal for approval of the business plan for 2025
(Proposal No. 04/TTr/HĐQT-AAT dated 17/05/2025, attached)

6. Ms. Tran Thi Ha – Deputy Chief Financial Officer cum Chief Accountant, presented two items:

- Proposal for approval of the audited Financial Statements for 2024
(Proposal No. 01/TTr/HĐQT-AAT dated 17/05/2025, attached)
- Proposal for approval of the selection of the auditing firm for the 2025 Financial Statements
(Proposal No. 02/TTr/HĐQT-AAT dated 17/05/2025, attached)



IV. DISCUSSION AND SHAREHOLDERS' OPINIONS AT THE MEETING

The meeting proceeded to discuss the Reports and Proposals of the Board of Directors, the Executive Board, and the Supervisory Board of the Company. All shareholders present at the meeting unanimously agreed with the contents of the reports and proposals.

V. THE GENERAL MEETING OF SHAREHOLDERS CONDUCTED VOTING ON EACH MATTER AS PRESENTED IN THE REPORTS AND PROPOSALS, WITH THE VOTING RESULTS AS FOLLOWS:

Statistical data regarding the number of shareholders attending the meeting prior to the voting process:

The meeting heard Mr. Dinh Bo Le – Head of the Vote Counting Committee – announce the results of the vote counting for the approval of the contents of the reports and proposals at the meeting as follows:

- **Total number of ballots distributed:** 57 ballots, representing 43,036,204 voting shares, accounting for 100% of the total voting shares present at the Company's General Meeting of Shareholders..
- **Total number of ballots collected:** 57 ballots, representing 43,036,204 voting shares, accounting for 100% of the total voting shares for which ballots were distributed by the Company.
- **Total number of valid ballots:** 57 ballots, representing 43,036,204 voting shares, accounting for 100% of the total voting shares for which ballots were distributed by the Company.
- **Total number of invalid ballots:** 0 ballots

2. Voting results on the matters presented and discussed:

No.	Voting item	Total voting shares (shares)	In favor (%)	Against (%)	Abstain (%)
1	Report of the Board of Directors for 2024	43,036,204	100	0	0
2	Report of the Independent Member of the Board of Directors for 2024	43,036,204	100	0	0
3	Report of the Executive Board for 2024	43,036,204	100	0	0
4	Report of the Supervisory Board for 2024	43,036,204	100	0	0
5	Proposal for approval of the audited Financial Statements for 2024	43,036,204	100	0	0
6	Proposal for approval of the selection of the auditing firm for the 2025 Financial Statements	43,036,204	100	0	0
7	Proposal for approval of the profit distribution plan for 2024	43,036,204	100	0	0
8	Proposal for approval of the business plan for 2025	43,036,204	100	0	0
9	Proposal for approval of authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders	43,036,204	100	0	0

10	Proposal on the remuneration report of the Board of Directors and Supervisory Board for 2024, the remuneration payment plan for the Board of Directors and Supervisory Board for 2025, and the bonus level for the Board of Directors in 2025	43,036,204	100	0	0
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VI. MATTERS APPROVED BY THE GENERAL MEETING OF SHAREHOLDERS:

1. Report of the Board of Directors for 2024;
2. Report of the Independent Member of the Board of Directors for 2024;
3. Report of the Executive Board for 2024;
4. Report of the Supervisory Board for 2024;
5. Proposal for approval of the audited Financial Statements for 2024;
6. Proposal for approval of the selection of the auditing firm for the 2025 Financial Statements;
7. Proposal for approval of the profit distribution plan for 2024;
8. Proposal for approval of the business plan for 2025;
9. Proposal for approval of authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders;
10. Proposal on the remuneration report of the Board of Directors and Supervisory Board for 2024, the remuneration payment plan for the Board of Directors and Supervisory Board for 2025, and the bonus level for the Board of Directors in 2025.

VII. APPROVAL OF THE MINUTES AND RESOLUTIONS OF THE MEETING

The Minutes and Resolution of the 2025 Annual General Meeting of Shareholders of Tien Son Thanh Hoa Group Joint Stock Company were read aloud to the entire General Meeting by Ms. Nguyen Thi Thu – Secretary of the Meeting – and were unanimously approved by 100% of the shareholders attending, representing 100% of the total voting shares present..

The meeting was adjourned at 11:15 a.m. on the same day.

SECRETARY



Nguyen Thi Thu

CHAIRPERSON



Trinh Xuan Lam

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TIEN SON THANH HOA GROUP JSC (AAT)

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Tel: (84-237) 770.304 - Fax: (84-237) 772.064 - Web: www.tiensonaus.com

AGENDA AND CONTENT OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Opening at 9:00 AM, Monday, June 9, 2025)

TIME	CONTENTS
8AM – 9AM	- Welcoming meeting delegates
	- Registering shareholders attending the General Meeting
9AM – 9:15AM	- Statement of purpose and introduction of delegates
	- Report on the verification of shareholder eligibility
	- Approval of the personnel for the Presidium, Secretariat, and Vote Counting Committee
	- Opening speech
9:15AM – 9:30 AM	- Approval of the General Meeting agenda, organizational regulations, and voting principles for the 2025 Annual General Meeting of Shareholders
9:30 AM – 11AM	Presentation, discussion, and approval of reports and proposals:
	- Report of the Board of Directors for 2024
	- Report of the Independent Board Member for 2024
	- Report of the Executive Board for 2024
	- Report of the Supervisory Board for 2024
	- Proposal for Approval of the Audited Financial Statements for 2024
	- Proposal for Selection of the Auditing Firm for the 2025 Financial Statements
	- Proposal for Approval of the Profit Distribution Plan for 2024
	- Proposal for Approval of the Business Plan for 2025
	- Proposal for Authorization of the Board of Directors to Decide on Certain Matters within the Authority of the General Meeting of Shareholders
	- Proposal on the Report of Remuneration for the Board of Directors and Supervisory Board for 2024 and the Remuneration Payment Plan for 2025; Bonus Allocation for the Board of Directors for 2025
	- Other matters under the authority of the General Meeting of Shareholders (if any)
11AM – 11:30 AM	- Announcement of voting results
	- Approval of the Minutes and Resolutions of the General Meeting of Shareholders
	- Closing ceremony and commemorative photo session

ORGANIZING COMMITTEE

(Signed)

REGULATIONS ON THE ORGANIZATION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To ensure the effectiveness of the General Meeting, in accordance with the planned agenda and the provisions of the 2020 Enterprise Law, the Presidium of Tien Son Thanh Hoa Group Joint Stock Company has developed the working regulations of the General Meeting with the following specific contents:

Objectives:

- Ensure the principles of transparency, fairness, and democracy;
- Facilitate the organization and conduct of the 2025 Annual General Meeting of Shareholders.

CHAPTER I: GENERAL PROVISIONS

Article 1: Scope of Application:

1. This regulation applies to the organization of the 2025 Annual General Meeting of Shareholders of Tien Son Thanh Hoa Group Joint Stock Company (hereinafter referred to as the "Company")
2. This regulation specifically stipulates the rights and obligations of participants, as well as the conditions and procedures for conducting the General Meeting.

Article 2: Subjects of Application:

Shareholders and other participants are responsible for complying with the provisions of this regulation.

CHAPTER II RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE GENERAL MEETING

Article 3: Participants in the 2025 Annual General Meeting of Shareholders

All shareholders holding shares of Tien Son Thanh Hoa Group Joint Stock Company as listed in the finalized shareholder list as of May 13, 2025.

Article 4: Rights and Obligations of Shareholders:

1. Rights of Shareholders Attending the General Meeting

- 1.1. All shareholders of the company have the right to attend and vote on matters within the authority of the General Meeting of Shareholders.



1.2. In case a shareholder is unable to attend the meeting, they may authorize another person to attend and vote on their behalf. Such authorization must be made in writing using the form attached to the invitation letter for the General Meeting of Shareholders.

1.3. In addition to the documents distributed at the General Meeting, each shareholder attending the meeting shall receive one Voting Card and one Ballot, which indicate the shareholder's identification number and the number of voting shares they hold or have been authorized to represent. The Voting Card and Ballot are used to vote on the matters presented at the meeting.

1.4. Shareholders arriving late to the General Meeting of Shareholders have the right to register immediately and subsequently participate and vote in the meeting. However, the Chairperson is not obligated to pause the meeting for late-arriving shareholders to register, and the validity of prior voting sessions will not be affected..

2. Obligations of Ordinary Shareholders Attending the General Meeting

2.1. Shareholders attending the General Meeting must dress in a manner that is formal and appropriate.

2.2. Shareholders must fully participate in the General Meeting of Shareholders as stipulated by the Company. In the event of inability to attend, shareholders must authorize a representative to participate on their behalf in accordance with regulations.

2.3. Shareholders or shareholder representatives attending the meeting must complete registration procedures with the Organizing Committee of the General Meeting.

2.4. Shareholders must comply with the conditions and procedures set forth in this Regulation. Shareholders must strictly adhere to the rules of the General Meeting, respecting the results and proceedings of the meeting.

Article 5: Rights and Obligations of the Chairperson of the General Meeting

1. The Chairperson of the General Meeting is the Chairman of the Board of Directors of Tien Son Thanh Hoa Group Joint Stock Company, acting as the presiding officer of the General Meeting of Shareholders.

2. The Chairperson of the General Meeting has the following rights and obligations:

a. Direct the General Meeting in accordance with the approved agenda in an orderly and legitimate manner. In case of unforeseen events occurring outside the planned agenda, the Chairperson shall consult with other members of the Organizing Committee (before the meeting commences) and the Presidium (during the meeting) to determine appropriate resolutions. However, in the event of differing opinions, the decision endorsed by the Chairperson shall be final.

b. Exercise the necessary measures to ensure the meeting is conducted efficiently, in an orderly manner, in line with the approved agenda, and reflecting the will of the majority of attendees.

c. Possess the authority to postpone the General Meeting, despite reaching the required quorum, to another time and venue as determined by the Chairperson without seeking approval from the meeting attendees if the following circumstances arise:

- The venue lacks sufficient seating arrangements for all attendees.
- The communication facilities at the venue do not ensure effective participation, discussion, and voting by shareholders.
- Any attendees engage in disruptive behavior that threatens the fairness and legality of the meeting.
- The postponement is necessary to ensure the proper and legitimate conduct of the General Meeting. The maximum allowable postponement period shall not exceed three days from the originally scheduled meeting date.

Article 6: Rights and Obligations of the Secretary of the General Meeting

1. The Secretary of the General Meeting of Shareholders is appointed by the Presidium and approved by the General Meeting of Shareholders. Their duties include assisting the Presidium in successfully conducting the General Meeting, recording proceedings, and preparing the minutes of the General Meeting of Shareholders.
2. The Secretary is responsible for ensuring the accuracy, completeness, and integrity of the minutes of the 2025 Annual General Meeting of Shareholders.
3. The Secretary shall perform other tasks assigned by the Presidium during recess periods of the General Meeting.

Article 7: Rights and Obligations of the Shareholder Qualification Verification Committee and the Vote Counting Committee

1. The Shareholder Qualification Verification Committee is established by the Organizing Committee of the General Meeting and is responsible for::
 - a. Preparing the list of shareholders attending the General Meeting.
 - b. Collecting feedback on the draft charter (if any) along with authorization documents (in the case of proxy representation).
 - c. Verifying the National Identity Card/Citizen Identification Card of shareholders (in cases of direct participation) or the National Identity Card/Citizen Identification Card of the authorized representatives along with the authorization document (in cases of proxy participation).
 - d. Checking whether attending shareholders are fully present and correctly represented, compiling and reporting statistical data to the Secretariat.



d. Preparing the shareholder qualification verification report to be presented before the General Meeting.

e. Distributing meeting documents and voting ballots to shareholders before they enter the assembly hall.

2. The Vote Counting Committee is nominated by the Presidium of the General Meeting and approved by the General Meeting of Shareholders.

- The Vote Counting Committee consists of three members introduced by the Presidium for election by the General Meeting from among the attending delegates.

- Members of the Vote Counting Committee shall not simultaneously serve as the Secretary of the General Meeting.

- The Vote Counting Committee is responsible for guiding the election procedures, overseeing and monitoring the voting process, organizing the vote counting, preparing the Minutes of Vote Counting, announcing the results before the General Meeting, and subsequently submitting the Minutes to the Chairperson of the General Meeting.

- The Vote Counting Committee shall be accountable for the accuracy and integrity of the vote counting results.

CHAPTER III

PROCEEDINGS OF THE GENERAL MEETING

Article 8: Conditions for Conducting the General Meeting

The General Meeting of Shareholders shall proceed when the attending shareholders represent more than 50% of the total voting shares of the Company, as per the shareholder list invited to the meeting at the time of convening the General Meeting.

Article 9: Procedures for Conducting the General Meeting

1. The General Meeting is expected to take place over half a day.

2. The General Meeting will sequentially discuss and approve the items listed in the Agenda of the General Meeting of Shareholders.

3. The specific and detailed procedures for conducting the General Meeting are outlined in the Agenda of the 2025 Annual General Meeting of Shareholders.

Article 10: Approval of Resolutions of the 2025 Annual General Meeting of Shareholders

Resolutions and Decisions of the General Meeting of Shareholders are only valid when shareholders holding and representing more than 50% of the total voting shares of all shareholders with voting rights, present directly or through authorized representatives at the General Meeting, approve them..

1. For matters specifically stipulated in Clause 1, Article 21 of the Company's Charter, approval shall require shareholders holding and representing at least 65% of the total voting shares of all shareholders with voting rights, present directly or through authorized representatives at the General Meeting.

2. The election of Board of Directors members and Supervisory Board members must be conducted using the cumulative voting method. Under this method, each shareholder's total number of votes is determined by multiplying the number of shares they own by the number of positions to be elected on the Board of Directors or Supervisory Board. Shareholders have the right to allocate all their votes to one or multiple candidates.

3. Matters related to the procedural organization and operation of the General Meeting of Shareholders shall be subject to the final decision of the Chairperson of the meeting, and all attending shareholders must comply accordingly.

Article 11: Handling Cases Where the General Meeting of Shareholders is Unsuccessful

1. If the first meeting does not meet the conditions for proceeding as stipulated in Article 8 of this regulation, the General Meeting must be reconvened within 30 days from the date the first General Meeting fails to convene successfully.

2. In the reconvened General Meeting (Second Meeting), at least 33% of the total voting shares of the Company must be represented by attending shareholders. If the second meeting fails to meet the conditions for proceeding, a third meeting must be convened within 20 days from the scheduled date of the second meeting.

3. In the third meeting, any number of attending shareholders shall be considered valid, and they shall have the authority to decide on all matters of the 2025 Annual General Meeting of Shareholders.

Article 12: Minutes of the 2025 Annual General Meeting of Shareholders

All proceedings of the 2025 Annual General Meeting of Shareholders of Tiên Sơn Thanh Hóa Group Joint Stock Company must be recorded in minutes by the Secretary of the General Meeting. The minutes shall be read and approved before the meeting adjourns and will be archived at the company.

CHAPTER IV OTHER REGULATIONS

Article 13: Miscellaneous Provisions

1. Shareholders attending the General Meeting who wish to speak must obtain approval from the Chairperson. Shareholders should keep their statements concise and focused on key issues that need discussion, in alignment with the approved agenda of the General Meeting. The Chairperson will arrange speaking opportunities in order of registration and provide responses to shareholders' inquiries.

2. Shareholders may be disqualified from participating in the General Meeting by the Presidium if they deliberately fail to comply with meeting regulations, engage in disruptive behavior, cause disorder, or take actions that directly affect the management of the General Meeting.

CHAPTER V

ENFORCEMENT PROVISIONS

Article 14: Validity of the Regulation

This Regulation consists of 5 chapters and 14 articles and is applied by the Presidium of Tiên Sơn Thanh Hóa Group Joint Stock Company for the 2025 Annual General Meeting of Shareholders, which will be held on June 09, 2025. This Regulation shall take effect immediately upon approval by the General Meeting of Shareholders../.

**ON BEHALF OF THE PRESIDIUM
CHAIRPERSON OF THE GENERAL MEETING**


Trình Xuân Lam

Thanh Hoa, May 17, 2025

VOTING PRINCIPLES AND PROCEDURES AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

I. Voting Principles

- Must comply with legal regulations and be accurate.
- Shareholders or their authorized representatives vote by raising their voting ballots or casting their votes as instructed by the Vote Counting Committee. In cases where voting is conducted for the Presidium, Shareholder Qualification Verification Committee, Secretariat, Vote Counting Committee, Meeting Agenda, and related Proposals, voting shall be carried out by raising voting cards at the General Meeting.
- Each shareholder's voting power is determined by the number of shares they own and represent through authorization.
- A voting ballot is only valid if it meets the prescribed requirements.
- Voting results are calculated based on the percentage of total voting shares represented by shareholders participating and voting at the meeting.

II. Voting Methods:

1. General Regulations:

- Voting on reports and resolutions of the General Meeting of Shareholders shall be conducted publicly and directly under the supervision of the Presidium of the General Meeting, using only voting ballots issued by the Organizing Committee of the General Meeting.
- Shareholders or their authorized representatives (hereinafter referred to as "shareholders") attending the General Meeting of Shareholders with voting rights shall receive one voting ballot. Specifically:

Voting ballot: Used for voting on matters presented at the General Meeting.

- Information printed on the voting ballot:
 - Shareholder identification number
 - Full name of the shareholder and their authorized representative (if any)
 - Number of shares owned or represented: The total number of shares with voting rights represented by the shareholder..
- Classification of voting ballots:
 - A **valid voting ballot** must meet all of the following conditions::
- + Issued in the standard format by the Organizing Committee of the General Meeting;
- + Must not be torn, erased, scraped, or altered;

Invalid voting ballots are those that fail to meet one, part, or all of the conditions required for valid ballot.

2. Voting Methods:

+ Shareholders (or their authorized representatives) vote on each corresponding agenda item of the General Meeting. When voting on a matter presented at the General Meeting, shareholders vote by raising their voting cards. The voting results are determined by counting the number of votes in favor, the number of votes against, and the number of abstentions.

+ For each issue requiring a vote, the Chairperson will solicit shareholder opinions in the following order: In favor; Opposed; Abstained. For each voting item, shareholders may only raise their voting cards once.

At the same time, shareholders (or their authorized representatives) will mark their voting ballots corresponding to the approved content, and the Organizing Committee will proceed to collect the voting ballots.

3. Compilation of Voting Results:

- The Head of the Vote Counting Committee is responsible for announcing the voting results to the General Meeting for each voting item.

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

III. Approval of Voting Results:

1. Resolutions, Decisions, and Proposals of the General Meeting are only valid when shareholders holding and representing more than 50% of the total voting shares of all shareholders with voting rights, present directly or through authorized representatives at the General Meeting, approve them.

2. For matters specifically stipulated in Clause 1, Article 21 of the Company's Charter, approval shall require shareholders holding and representing at least 65% of the total voting shares of all shareholders with voting rights, present directly or through authorized representatives at the General Meeting.

3. Matters related to the procedural organization and operation of the General Meeting of Shareholders: The Chairperson's decision is final, and all attending shareholders must comply accordingly.

IV. Validity:

The Voting Principles and Procedures shall take effect immediately upon approval at the 2025 Annual General Meeting of Shareholders of Tien Son Thanh Hoa Group Joint Stock Company.

**ON BEHALF OF THE PRESIDUM
CHAIRPERSON OF THE GENERAL MEETING**


Trinh Xuan Lam

**REPORT OF THE BOARD OF DIRECTORS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders,

The Board of Directors of Tien Son Thanh Hoa Group Joint Stock Company (“AAT”) hereby presents its report to the General Meeting of Shareholders on the Company's operational results and governance in 2024, as well as the plan for 2025, as follows:

I. Company Operations in 2024

Business Performance Results for 2024

Unit of Measurement: VND

No.	Indicators	Plan	Actual Performance in 2024 (VND)	Actual Performance vs. Plan
1	Revenue	500.000.000.000	583.009.927.395	116,6%
2	Net Profit After Corporate Income Tax	10.000.000.000	(8.311.081.313)	-
3	Shareholders' Equity	1,40%	(1,14%)	-

In 2024, the economy continued to be affected by geopolitical factors. However, the textile and garment industry gradually stabilized, with an increase in both order volume and unit prices as FDI capital flows shifted toward Southeast Asian countries. Additionally, the Company capitalized on emerging trends in factory leasing activities. Revenue reached 116.6% of the target. However, net profit after tax did not meet the planned target (-8.311 trillion VND). The primary reasons for this were increased selling expenses and administrative costs compared to 2023, as the Company made provisions for certain short-term customer receivables and inventory markdowns

The Executive Board and the finance and accounting department will coordinate efforts to recover and mitigate these provisions within the first six months of 2025.

II. Activities, Reports of the Board of Directors, and Remuneration of the Board of Directors in 2024.

1. Activities of the Board of Directors

The Board of Directors consists of five members, including one Chairperson and four members, serving a five-year term from 2023 to 2028.

The list of Board of Directors members for the 2023-2028 term includes:

- Mr. Trinh Xuan Lam – Chairman of the Board of Directors
- Mr. Trinh Xuan Luong – Board Member
- Mr. Trinh Van Duong – Board Member
- Mr. Vo Hong Khanh – Independent Board Member
- Ms. Duong Thi Dung – Independent Board Member

In 2024, the Board of Directors fulfilled its functions, duties, and authorities in guiding, overseeing, and directing company operations through meetings and the issuance of key resolutions. The Board of Directors held 22 meetings with full participation of its members, with high unanimity in voting outcomes.

For details on the Board of Directors' activities, shareholders are kindly requested to review the 2024 Corporate Governance Report, which has been published on the Company's website at the following link: <https://tiensonaus.com/quan-he-co-dong/bao-cao-quan-tri-cua-cong-ty/> as well as the 2024 Annual Report available at: <https://tiensonaus.com/quan-he-co-dong/bao-cao-thuong-nien/>

2. Company Status Since the 2024 Annual General Meeting of Shareholders (June 25, 2024) Until Present:

- Regarding the non-payment of remuneration to the Board of Directors and the Supervisory Board: In 2024, the company's audited financial statements reported a net profit after tax of (-8.311 trillion VND). As the company did not meet its planned targets, the Board of Directors and the Supervisory Board unanimously agreed not to receive remuneration for the year 2024.

- Regarding the implementation of matters authorized by the General Meeting of Shareholders for the Board of Directors:

In 2024, the Company amended Clause 1, Article 4 of its Charter regarding its business sectors, reflecting changes in its industry and business activities.

(The 14th Amendment and Supplement to the Company's Charter has been published on the Company's website at the following address: <https://tiensonaus.com/quan-he-co-dong/dieu-le-quy-che-quan-tri-noi-bo/>).

On July 23, 2024, the Company received the Certificate of Confirmation regarding changes to its business registration, issued by the Thanh Hoa Department of Planning and Investment on July 18, 2024.

- AAT has completed capital contributions to companies, making them subsidiaries of AAT, specifically as follows:

- AAT contributed VND 108,100,000,000, accounting for 90.08% of the charter capital of Victory Vietnam Co., Ltd. (an industrial real estate company operating a garment export factory producing handbags and export footwear in Tho Xuan District, Thanh Hoa Province, Viet Nam)
- AAT contributed VND 131,269,100,000, equivalent to 1,312,691 shares, accounting for 95% of the charter capital of Hoang Hai – TS Joint Stock Company (an office leasing building in Thanh Hoa City, Thanh Hoa Province, Viet Nam, which is expected to become the Company's headquarters))
- AAT contributed VND 38,700,000,000, equivalent to 387,000 shares, accounting for 96.75% of the charter capital of HT Viet Nga Joint Stock Company (investment in an industrial cluster in Vinh Loc District, Thanh Hoa province, Viet Nam).
- AAT contributed VND 12,000,000,000, equivalent to 120,000 shares, accounting for 60% of the charter capital of Thanh Cong Tien Son Joint Stock Company (expanding the automobile business sector).

Total investment value: VND 290,069,100,000, opening up numerous business opportunities for the Company.

3. Remuneration of the Board of Directors in 2024: Not paid.

4. Summary of the Board of Directors' Resolutions in 2024

In 2024, the Company's Board of Directors held 22 meetings and issued 22 Board of Directors' Resolutions.

For details on these resolutions, shareholders are kindly requested to review the 2024 Corporate Governance Report, which has been published on the Company's website at the following address: <https://tiensonaus.com/quan-he-co-dong/bao-cai-quan-tri-cua-cong-ty/>.

5. Notification of the List of Related Persons and Related Interests in the Company:

(As per the attached list)

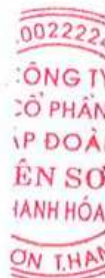
6. Report on Transactions Between the Company, Its Subsidiaries, and Companies in Which the Public Company Holds More Than 50% of Charter Capital with Members of the Board of Directors and Their Related Persons; Transactions Between the Company and Companies in Which a Board Member Is a Founding Member or Has Been a Business Executive Within the Past Three Years Prior to the Transaction:

For detailed information, please refer to the 2024 Corporate Governance Report, which has been published on the Company's website at the following address:

<https://tiensonaus.com/quan-he-co-dong/bao-cai-quan-tri-cua-cong-ty/>

7. Monitoring Results for the General Director and Other Management Personnel

The Board of Directors highly appreciates the efforts of the General Director and all levels of executive management in pursuing the Company's objectives in 2024. Although the results did not meet the planned targets, the executive management



displayed tireless dedication, utilizing their full capabilities, unity, and strict adherence to the Board's directives.

The Board's decisions were implemented decisively yet cautiously by the executive management. The achievements across all business sectors have continued to strengthen and maintain trust among partners, customers, and shareholders.

The Board of Directors is confident that the firm yet flexible measures undertaken by the Company's General Director will contribute to stabilizing production operations and gradually penetrating new domestic markets, as well as more demanding regional and international markets, despite ongoing challenges and complexities.

8. Plans and Strategic Directions of the Board of Directors for 2025

Based on the Company's development orientation, the Board of Directors has approved the key business targets for 2025 to be presented at the General Meeting as follows:

No.	Indicators	Unit of Measurement	Plan for 2025
1	Net Revenue	VND	800.000.000.000
2	Net Profit After Tax	VND	30.000.000.000
3	Dividend Payout Ratio	%	-

To successfully implement the business and production plan for 2025 and the following period, the Company's Board of Directors has outlined several strategic directions as follows:

1. Focus on improving the quality of specialized management personnel in three key areas:
 - First: Organizational management, human resources, and the development of high-quality human capital.
 - Second: Strategic planning, orientation, and contributions to the Company's development in the new phase.
 - Third: Financial management.
2. Focus on enhancing governance capabilities and quality management, with an emphasis on investing in modern machinery and high automation. Implement digital transformation in management and production to meet the demands of Industry 4.0, increase labor productivity, improve production efficiency, and establish green, clean, environmentally friendly, and socially responsible manufacturing practices. Strengthen AAT's reputation and brand, elevating its status to be among the top companies in Thanh Hoa Province and the North Central region.
3. Develop and enhance the competitiveness of the garment export industry to proactively address fluctuations in the global market. Focus on fashion design to create highly differentiated textile and garment products, gradually building a strong product brand.
4. Actively seek and explore domestic and international markets to ensure employment stability for workers within the Company's strategy of market, product, and

customer diversification. Select traditional, long-term customers who align with the Company's conditions. This requires continuous improvement to meet and understand the requirements of traditional customers while researching and accurately assessing the advantages the Company offers to its clients.

5. Strengthen connections with industry partners and form strategic alliances to exchange experiences, learn new technologies, and enhance competitive capabilities.

6. Strategic investment direction for development, expanding scale, and business sectors in a scientific manner to enhance investment capital efficiency.

- Transitioning from basic outsourcing production to FOB (Free on Board) manufacturing to generate higher value, increasing revenue and profit.

- Strongly developing the industrial real estate business, including the construction and operation of industrial clusters

- Expanding the commercial business chain and supplying raw materials for the garment industry

- Operating automobile dealership and trading

- Investing in eco-tourism and high-end resort business

7. Conduct a rigorous review and strict control of expenses, eliminating unnecessary costs. Strengthen quality management, considering product and service quality as the key survival factor of the enterprise.

The above strategic directions for 2025 serve as the guiding principles for the leadership team and all employees of Tien Son Thanh Hoa Group Joint Stock Company to effectively achieve the Company's established objectives.

On behalf of the Board of Directors, I would like to express my sincere gratitude for the trust and support of our partners and investors. Their confidence and backing have played a crucial role in the Company's development in 2025 and beyond.

We extend our heartfelt appreciation and best wishes for a successful General Meeting!

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



CÔNG TY CỔ PHẦN
TẬP ĐOÀN
TIÊN SƠN
THANH HOA
TR. BỊNH D. ANH H. H. P.

Trình Xuân Lam

**LIST OF STAKEHOLDERS AND ¹RELATED INTERESTS IN THE COMPANY
AS OF 12/31/2024**

(Attached is the Board of Directors' Report submitted to the 2025 Annual General Meeting of Shareholders.
Tien Son Thanh Hoa Group Joint Stock Company)

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (<i>in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company</i>)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
1	Trinh Xuan Lam		Insider	Chairman of the Board	Have					
1.1	Nguyen Thi Du		Insider's related person	Wife	Do not have					
1.2	Le Thi Bay		nt	sister in law	Do not have					
1.3	Le Thi Oanh		nt	sister in law	Do not have					
1.4	Trinh Xuan Tien		nt	Younger brother	Do not have					
1.5	Le Thi Huong		nt	sister in law	Do not have					
1.6	Trinh Van Luc		nt	Younger	Do not					

¹* Related persons as prescribed in Clause 46, Article 4 of the Securities Law dated November 26, 2019

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
				brother	have					
1.7	Trinh Van Song		nt	Younger brother	Do not have					
1.8	Do Thi Ha		nt	sister in law	Do not have					
1.9	Trinh Van Nam		nt	Younger brother	Do not have					
1.10	Trinh Thi Mai		nt	Older sister	Do not have					
1.11	Nguyen Hoanh Long		nt	brother in law	Do not have					
1.12	Trinh Thi Hai		nt	Younger sister	Do not have					
1.13	Le Dinh Trac		nt	brother in law	Do not have					
1.14	Trinh Thi Hoa		nt	Younger sister	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
1.15	Trinh Thi Hien		nt	Younger sister	Do not have					
1.16	Le Dang Thuyet		nt	brother in law	Do not have					
1.17	Trinh Xuan Luong		nt	Boy	Have					
1.18	Nguyen Thi Thuy		nt	daughter in law	Do not have					
1.19	Trinh Van Duong		nt	Boy	Have					
1.20	Trinh Xuan Duong		nt	Boy	Have					
1.21	Nguyen Thi Loan		nt	daughter in law	Do not have					
1.22	Trinh Thi Dung		nt	Daughter	Do not have					
1.23	Vu Dinh Lap		nt	son in law	Do not have					
1.24	Trinh Kim Giang		nt	Daughter	Do not					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
					have					
1.25	Tatsu Garment Joint Stock Company	2802188617	nt	Board Member	Have	Tatsu Garment Joint Stock Company	Vuc Phac Village , Dinh Lien Commune, Yen Dinh District, Thanh Hoa Province	Garment export	90%	2017
1.26	Lam Ngoc General Trading Joint Stock Company	2802454788	nt	Chairman of the Board	Have	Lam Ngoc General Trading Joint Stock Company	No. 65 Nguyen Hue; Ngoc Trao Ward, Bim Son Town, Thanh Hoa Province	Trade and services	39.2%	2007
1.27	Phu Loc Production and Trading Joint Stock Company	2800985254	nt	Chairman of the Board	Have	Phu Loc Production and	Zone 4, Hau Loc Town,	Sewing clothes (except	30%	07/04/2022

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
						Trading Joint Stock Company	Hau Loc District, Thanh Hoa Province	fur clothes)		
1.28	HT Viet Nga Joint Stock Company	2802927917	nt	General Director	Have	HT Viet Nga Joint Stock Company	Vinh Hoa Industrial Cluster, Vinh Hoa Commune, Vinh Loc District, Thanh Hoa Province	real estate business, land use rights owned, used or leased	35%	June 17, 2024
2	Trinh Xuan Luong		Insider	Vice Chairman of Board of Directors	Have					
2.1	Trinh Xuan Lam		Insider's related person	Father	Have					
2.2	Nguyen Thi Du		nt	Mother	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (<i>in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company</i>)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
2.3	Nguyen Van Thinh		nt	father in law	Do not have					
2.4	Pham Thi Cuong		nt	Mother in law	Do not have					
2.5	Nguyen Thi Thuy		nt	Wife	Do not have					
2.6	Trinh Van Duong		nt	Younger brother	Have					
2.7	Trinh Xuan Duong		nt	Younger brother	Have					
2.8	Nguyen Thi Loan		nt	sister in law	Do not have					
2.9	Trinh Thi Dung		nt	Younger sister	Do not have					
2.10	Vu Dinh Lap		nt	brother in law	Do not have					
2.11	Trinh Kim Giang		nt	Younger sister	Do not have					
2.12	Trinh Bao Anh		nt	Son girl	Do not have					
2.13	Trinh Bao Han		nt	Daughter	Do not					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
					have					
2.14	Trinh Xuan Phat		nt	Boy	Do not have					
2.15	Luong Phat Joint Stock Company	2801447298	nt	Chairman of the Board	Have	Luong Phat Joint Stock Company	No. 12, Phung Hung Street, Phu Son Ward, Bim Son Town	Civil construction and accommodation services	56%	2015
3	Le Van Hoa		Insider	General Director	Do not have					
3.1	Nguyen Thi Hoi		Insider's related person	Mother	Do not have					
3.2	Hoang Ngoc Coi		nt	Father in law	Do not have					
3.3	Hoang Thi Lan		nt	Wife	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
3.4	Le Thi Ngoc Anh		nt	Daughter	Do not have					
3.5	Le Thi Van Anh		nt	Daughter	Do not have					
3.6	Le Hai Anh		nt	Boy	Do not have					
3.7	Pham Viet Thuy		nt	son in law	Do not have					
3.8	Mai Chi Duong		nt	son in law	Do not have					
3.9	Le Van Hop		nt	younger brother	Do not have					
3.10	Le Van Tien		nt	younger brother	Do not have					
3.11	Hoang Thi Ha		nt	sister in law	Do not have					
3.12	Le Thi Mai Trang		nt	sister in law	Do not have					
4	Trinh Van Duong		Insider	Deputy General Manager	Have					
4.1	Trinh Xuan Lam		Insider's	Father	Have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
			related person							
4.2	Nguyen Thi Du		nt	Mother	Do not have					
4.3	Trinh Xuan Luong		nt	Older brother	Have					
4.4	Nguyen Thi Thuy		nt	Sister in law	Do not have					
4.5	Trinh Xuan Duong		nt	Younger brother	Have					
4.6	Nguyen Thi Loan		nt	sister in law	Do not have					
4.7	Trinh Thi Dung		nt	Younger sister	Do not have					
4.8	Vu Dinh Lap		nt	brother in law	Do not have					
4.9	Trinh Kim Giang		nt	Younger sister	Do not have					
4.10	Trinh Van Duy		nt	Boy	Do not have					
4.11	Trinh Minh Quan		nt	Boy	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
4.12	Trinh Kim Ngan		nt	Daughter	Do not have					
4.13	Phu Loc Production and Trading Joint Stock Company	2800985254	nt	Board Member	Have	Phu Loc Production and Trading Joint Stock Company	Zone 4, Hau Loc Town, Hau Loc District, Thanh Hoa Province	Sewing clothes (except fur clothes)	20%	07/04/2022
5	Vo Hong Khanh		Insider	Independent Board Member	Do not have					
5.1	Vo Xuan Duong		Insider's related person	Father	Do not have					
5.2	Nguyen Thi Kim Dung		nt	Mother	Do not have					
5.3	Nguyen Thi Thanh Hoa		nt	Wife	Do not have					
5.4	Vo Thi Oanh		nt	Older sister	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
5.5	Ngo Thanh Mien		nt	brother in law	Do not have					
5.6	Vo Ngoc Son		nt	Older brother	Do not have					
5.7	Vo Van Trang		nt	Daughter	Do not have					
5.8	Vo Nam Khanh		nt	Boy	Do not have			Trade and services		
5.9	Vo Nam Phuc		nt	Boy	Do not have					
5.10	MITRANS Services and Co., Ltd.	0109596969 August 19, 2021	nt		Do not have	MITRANS Services and Co., Ltd.	No. 6, Alley 366/10 Ngoc Lam, Ngoc Lam Ward, Long Bien District, Hanoi	Road freight transport	60%	August 19, 2021
5.11	Dai Phuc Unified Company Limited	2802139659 February 23,	nt	Director	Do not have	Dai Phuc Unified	Group 7, Zone 4, Ba	Road freight	100%	April 3, 2014

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						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
		2016				Company Limited	Dinh Ward, Bim Son Town, Thanh Hoa	transport		
6	Duong Thi Dung		Insider	Independent Board Member	Do not have					
6.1	Le Thi Lan		Insider's related person	Mother	Do not have					
6.2	Trinh Thi Tam		nt	Mother in law	Do not have					
6.3	Le Van Ngoc		nt	Husband	Do not have					
6.4	Duong Van Hai		nt	Younger brother	Do not have					
6.5	Nguyen Thi Lan Anh		nt	sister in law	Do not have					
6.6	Le Ngoc Thi		nt	Boy	Do not have					
6.7	Le Ngoc Danh		nt	Boy	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
					have					
7	Trinh Xuan Duong		Insider	Deputy General Manager	Have					
7.1	Trinh Xuan Lam		Insider's related person	Father	Have					
7.2	Nguyen Thi Du		nt	Mother	Do not have					
7.3	Nguyen Van Thiet		nt	father in law	Do not have					
7.4	Le Thi Duyen		nt	Mother in law	Do not have					
7.5	Nguyen Thi Loan		nt	Wife	Do not have					
7.6	Trinh Xuan Luong		nt	Older brother	Have					
7.7	Nguyen Thi Thuy		nt	Sister in law	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (<i>in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company</i>)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
7.8	Trinh Van Duong		nt	Older brother	Have					
7.9	Trinh Thi Dung		nt	Younger sister	Do not have					
7.10	Vu Dinh Lap		nt	brother in law	Do not have					
7.11	Trinh Kim Giang		nt	Younger sister	Do not have					
7.12	Trinh Minh Chau		nt	Daughter	Do not have					
7.13	Trinh Linh Chi		nt	Daughter	Do not have					
7.14	Trinh Xuan Bach		nt	Boy	Do not have					
8	Le Dang Thuyet		Insider	Deputy General Manager	Do not have					
8.1	Trinh Thi Hien		Insider's	Wife	Do not					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
			related person		have					
8.2	Le Thi Tho		nt	Older sister	Do not have					
8.3	Le Thi Xinh		nt	Older sister	Do not have					
8.4	Lai Van Giap		nt	brother in law	Do not have					
8.5	Le Thi Thinh		nt	Older sister	Do not have					
8.6	Le Thi Thoa		nt	Older sister	Do not have					
8.7	Le Dang Thuy		nt	brother	Do not have					
8.8	Lai Thi Phuong		nt	Sister in law	Do not have					
8.9	Le Thi Trang		nt	Daughter	Do not have					
8.10	Le Quyen		nt	son in law	Do not have					
8.11	Le Thi Nhung		nt	Daughter	Do not have					

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STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (<i>in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company</i>)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
8.12	Nguyen Thanh Tiep		nt	son in law	Do not have					
8.13	Le Dang Hieu		nt	Boy	Do not have					
8.14	Pham Linh Chi		nt	daughter in law	Do not have					
9	Tong Anh Linh		Insider	Chief Financial Officer	Do not have					
9.1	Nguyen Thi Luu		Insider's related person	Mother	Do not have					
9.2	Le Thi Oanh		nt	Mother in law	Do not have					
9.3	Trinh Thi Lan		nt	Wife	Do not have					
9.4	Tong Dieu Hoang		nt	brother	Do not have					
9.5	Le Thi Hang		nt	Sister in law	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
9.6	Tong Dieu Ngoc		nt	younger brother	Do not have					
9.7	Le Khac Hung		nt	brother in law	Do not have					
9.8	Tong Dieu Anh		nt	Daughter	Do not have					
9.9	Tong Anh Khoa		nt	Boy	Do not have					
9.10	Tong Quynh Chi		nt	Daughter	Do not have					
10	Tran Thi Ha		Insider	Deputy CFO and Chief Accountant	Do not have					
10.1	Tran Thi Thanh Nga		Insider's related person	Younger sister	Do not have					
10.2	Tran Quoc Hung		nt	Younger brother	Do not have					
10.3	Pham Van Hue		nt	brother in law	Do not have					
10.4	Cao Thi Nguyet		nt	sister in law	Do not have					



STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (<i>in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company</i>)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
10.5	Pham Tran Gia Linh		nt	Daughter	Do not have					
11	Dinh Bo Le		Insider	Head of Supervisory Board	Do not have					
11.1	Dinh Van Phi		Insider's related person	Father	Do not have					
11.2	Pham Thi Huong		nt	Mother	Do not have					
11.3	Nguyen Van Tien		nt	father in law	Do not have					
11.4	Nguyen Thi Ngoc		nt	Mother in law	Do not have					
11.5	Nguyen Thi Giang		nt	Wife	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
11.6	Dinh Dai Do		nt	younger brother	Do not have					
11.7	Nguyen Thi Tham		nt	sister in law	Do not have					
11.8	Dinh Duc Dat		nt	Boy	Do not have					
11.9	Dinh Thi Thu Thao		nt	Daughter	Do not have					
12	Dang Thi Minh Thuc		Insider	Board of Supervisors	Do not have					
12.1	Dang Xuan Phac		Insider's related person	Father	Do not have					
12.2	Truong Thi Hien		nt	Mother	Do not have					
12.3	Mai Van Anh		nt	father in law	Do not have					
12.4	Nguyen Thi Xuan		nt	Mother in law	Do not have					
12.5	Mai Van Dung		nt	Husband	Do not					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (<i>in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company</i>)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
					have					
12.6	Dang Xuan Huu		nt	Younger brother	Do not have					
12.7	Mai Ngoc Diep		nt	Daughter	Do not have					
12.8	Mai Huu Tri		nt	Boy	Do not have					
12.9	Mai Dang Thai Hoa		nt	Boy	Do not have					
13	Pham Thi Minh Trang		Insider	Board of Supervisors	Do not have					
13.1	Pham Van Cong		Insider's related person	Father	Do not have					
13.2	Nguyen Thi Hoan		nt	Mother	Do not have					
13.3	Lu Thi Cuc		nt	Mother in law	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (<i>in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company</i>)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
13.4	Nguyen Van Thanh		nt	Husband	Do not have					
13.5	Pham Thi Thu Ha		nt	Older sister	Do not have					
13.6	Pham Minh Duc		nt	Younger brother	Do not have					
13.7	Nguyen Tu Anh		nt	Daughter	Do not have					
13.8	Nguyen Quang Minh		nt	Boy	Do not have					
14	Nguyen Thi Hien		Insider	Head of Internal Audit	Do not have					
14.1	Nguyen Anh Tuan		Insider's related person	Father	Do not have					
14.2	Nguyen Thi Hanh		nt	Mother	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (<i>in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company</i>)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
14.3	Le Trong Cam		nt	father in law	Do not have					
14.4	Tong Thi Ngoan		nt	Mother in law	Do not have					
14.5	Le Van Truong		nt	Husband	Do not have					
14.6	Le Minh Khoa		nt	biological child	Do not have					
14.7	Le Trong Lam		nt	biological child	Do not have					
14.8	Nguyen Thi Tu		nt	Sister	Do not have					
14.9	Nguyen Thi Tien		nt	Sister	Do not have					
14.10	Nguyen Thi Toi		nt	Sister	Do not have					
14.11	Nguyen Anh Tuyen		nt	Younger brother	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (<i>in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company</i>)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
15	Le Thi Trang		Insider	Company Secretary and Corporate Governance Officer - Person authorized to disclose information	Do not have					
15.1	Le Dang Thuyet		Insider's related person	Father	Do not have					
15.2	Trinh Thi Hien		nt	Mother	Do not have					
15.3	Le Dinh Quy		nt	father in law	Are not Have					
15.4	Bui Thi Nghi		nt	Mother in law	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (<i>in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company</i>)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
15.5	Le Quyen		nt	Husband	Do not have					
15.6	Le Thi Nhung		nt	younger brother	Do not have					
15.7	Nguyen Thanh Tiep		nt	brother in law	Do not have					
15.8	Le Dang Hieu		nt	younger brother	Do not have					
15.9	Pham Linh Chi		nt	sister in law	Do not have					

STT	Name of organization/individual of related person	NSH Certificate Number*, date of issue, place of issue	Relationship with the Company	Position in company/ Relationship with related person	Related Benefits at the Company	Information about the enterprise in which the related person owns or owns capital contributions or shares/their related person owns, jointly owns or separately owns capital contributions or shares of more than 10% of the charter capital (in case the related person is a member of the Board of Directors, Supervisory Board, Director or General Director and other managers of the Company)				
						Business name	Head office address	Industry, business	Percentage of ownership of capital contribution or shares	Time of ownership, capital contribution or shares ownership
15.10	Le Thanh Tu		nt	biological child	Do not have					
15.11	Le Hoang Dung		nt	biological child	Do not have					

Note: NSH Certificate Number*: ID card/Passport number (for individuals) or Business registration certificate number, Operating license or equivalent legal documents (for organizations)

**TM. BOARD OF DIRECTORS
CHAIRPERSON**


Trình Xuân Lam

**EVALUATION REPORT OF INDEPENDENT MEMBERS
OF THE BOARD OF DIRECTORS 2024**

Dear Shareholders,

On behalf of the independent members of the Board of Directors, I would like to report on the evaluation of the Board of Directors' activities in 2024 as follows:

The Board of Directors of Tien Son Thanh Hoa Group Joint Stock Company (AAT) has a total of 05 members, including 02 independent non-executive members, for the 2023-2028 term. The members of the Board of Directors have actively performed their roles and duties with a high sense of responsibility and ensured compliance with the regulations on Corporate Governance.

1. Fight price shared about active dynamic belong to Board of Directors

Assessing the Board of Directors' performance in 2024, the independent members of the Board of Directors have the following general comments:

- The activities of the Board of Directors have been carried out according to the Board of Directors' operation plan in 2024, in compliance with the provisions of the Charter and Internal Regulations on corporate governance.

- All members of the Board of Directors have a high sense of responsibility and are careful in performing their roles and responsibilities, completing most of the Board of Directors' plans and action plans during the year.

- The Board of Directors has proposed many effective and timely solutions to remove some difficulties and challenges in the process of operating the Company by the Executive Board.

- The Board of Directors has actively directed the Executive Board to promote the development of management systems, apply digital transformation into operations, and participate in activities to build corporate culture and internal communications.

2. Assessment of the operating mechanism

- In 2024, the Board of Directors held 22 meetings. The meetings of the Board of Directors were convened promptly and conducted with a specific schedule, fully prepared documents, in compliance with the provisions of the Charter, Internal Regulations on corporate governance and legal regulations.

- The content of the meetings was discussed, fully and carefully evaluated by the members of the Board of Directors to provide directions and solutions that bring the highest benefits to the Company and shareholders.

- Issues related to business strategy, financial strategy, changes in orientation were closely discussed between the Board of Directors and the Executive Board. The Board of

Directors regularly reviews and evaluates in regular meetings.

- Changes in investment plans and new strategies were independently researched, scientifically based and debated within the Board of Directors and with the Executive Board.

3. Evaluation of the supervision of the General Director and the Executive Board

- Overall, the Board of Directors has performed well in supervising the General Director and the Executive Board, ensuring that the Company's operations are always closely controlled, in line with the strategic direction and timely adjusting decisions in accordance with reality.

- The Board of Directors has properly performed its role and responsibility in directing, supporting and supervising the Executive Board in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with the provisions of law, while harmonizing the interests of the Company and shareholders.

- The members of the Board of Directors have attended regular and extraordinary meetings of the Executive Board to provide analysis and advice on decisions to provide optimal solutions for the Company's interests.

- The Board of Directors also regularly reviews the reports of the Executive Board to grasp the Company's operations, as well as promptly update arising situations and practical requirements.

- The Chairman of the Board of Directors and some members of the Board of Directors have proactively supported the General Director and the Executive Board in the field of risk management, to help identify problems early and maintain stability and sustainability for operations.

4. Conclusion

The Board of Directors has fully performed its representative function of the owners in supervising the Company's operations, providing appropriate orientation and timely direction to ensure effective use of resources in an effort to complete the targets assigned by the General Meeting of Shareholders, on the basis of compliance with the provisions of law and the Company's Charter.

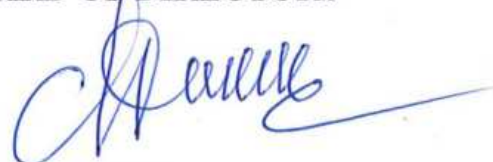
Despite facing many difficulties and challenges in the general economic situation in 2024. However, with a high sense of responsibility, solidarity and cooperation in performing its tasks, the Board of Directors has implemented drastic and timely solutions in governance, direction and close coordination with the Executive Board to overcome difficulties in production and business activities last year.

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**



Vo Hong Khanh

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**



Duong Thi Dung

No: 03/BC-AAT

Thanh Hoa, May 17, 2025

**REPORT
ON 2024 BUSINESS PERFORMANCE RESULTS
2025 BUSINESS PLAN**

Dear Presidium!

Dear Shareholders!

On behalf of the Board of Directors of Tien Son Thanh Hoa Group Joint Stock Company, I would like to first thank you, Shareholders of the Company, for taking the time to attend the Company's Annual General Meeting of Shareholders today.

Authorized by the Board of Directors, I would like to present a summary report on the Company's business performance in 2024 and the Company's business performance targets in 2025.

1. Production and business performance in 2024

*** Production and business performance results in 2024**

Unit: VND

No	Indicators	Plan	Actual Performance in 2024 (VND)	Actual Performance vs. Plan
1	Revenue	500.000.000.000	583.009.927.395	116,6%
2	Net Profit After Corporate Income Tax	10.000.000.000	(8.311.081.313)	-
3	Shareholders' Equity	1,40%	(1,14%)	-

The year 2024 was a challenging period for business operations amid global economic complexities and a shrinking export market. The company made significant efforts to secure new orders and establish partnerships to ensure stable employment and income for its workers. However, the business performance did not meet the planned targets. This translation maintains the professional and legal tone needed for the shareholders' meeting report. Let me know if you need any refinements or additional translations!

*** Financial Status of the Company**

Dear shareholders, please refer to the details in the 2024 Annual Report, which has been published on the company's website at the following address:
<https://tiensonaus.com/quan-he-co-dong/bao-cau-thuong-nien/>

*** Organizational Structure, Human Resources, and Employee Policies**

Dear shareholders, please refer to the details in the 2024 Annual Report, which has been published on the company's website at the following address:
<https://tiensonaus.com/quan-he-co-dong/bao-cau-thuong-nien/>

2. Business Plan for 2025

No.	Indicators	Unit of Measurement	Plan for 2025
1	Net Revenue	VND	800.000.000.000
2	Net Profit After Tax	VND	30.000.000.000
3	Dividend Payout Ratio	%	-

3. Key Solutions for Implementing the 2025 Business Plan

- Develop a feasible business plan with specific revenue and profit targets for each department and division on a monthly, quarterly, semi-annual, and annual basis, while implementing optimal and flexible strategies for execution.

- Build a Revenue Plan based on four strategic business segments:

+ Continue to leverage the garment processing segment and maintain relationships with existing customers by fulfilling signed orders, improving factory infrastructure, enhancing the working environment, and incorporating sustainable production practices. Adhere to standards such as WRAP, SEDEX-SMECTA, WCA, BSCI to meet sustainable development criteria and attract new potential customers;

+ Transition part of the garment processing operations to FOB production to increase revenue and profits.

+ Invest in new factories, industrial clusters, and expand into industrial real estate

+ Strengthen activities in commercial trading, services, and tourism.

- Enhance collaboration with industry partners and strategic alliances to exchange experiences, learn new technologies, and improve competitiveness.

- Diversify markets to minimize the impact of trade barriers

- Establish a strategic investment direction that supports business expansion and production growth in a scientific manner while maximizing investment efficiency.

On behalf of the Board of Directors, I would like to extend my sincere wishes to all distinguished delegates and esteemed shareholders for good health, happiness, and success. I wish the General Meeting a great success.

On behalf of the Board of Directors, I would like to extend my sincere wishes to all distinguished delegates and esteemed shareholders for good health, happiness, and success. I wish the General Meeting a great success.

Thank you so much!

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHIEF EXECUTIVE OFFICER



Le Van Hoa

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders,

The Supervisory Board of Tien Son Thanh Hoa Group Joint Stock Company (“AAT”) hereby presents the following report to the General Meeting of Shareholders:

1. Structure of the Supervisory Board

The Company's Supervisory Board consists of three members, including one Chairperson and two members, with a five-year term from 2023 to 2028. The list of Supervisory Board members for the 2023-2028 term includes the following individuals:

No.	Member Name	Position in the Company	Number of Shares Owned	Positions Held in Other Organizations
1	Mr. Dinh Bo Le	Chief of the Supervisory Board	123	None
2	Ms. Dang Thi Minh Thuc	Supervisory Board Member	0	None
3	Ms. Pham Thi Minh Trang	Supervisory Board Member	0	None

2. Remuneration of Supervisory Board Members for 2024:

In 2024, the company's after-tax profit, as reported in the audited financial statements for 2024, was (-8.311 trillion VND). As the set targets were not achieved, the Supervisory Board unanimously agreed not to receive remuneration for 2024.

3. Activities of the Supervisory Board

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

In 2024, in accordance with its rights and obligations under the Law on Enterprises and the Company's Charter, the Supervisory Board conducted inspections and oversight through the following activities:

- Inspecting and monitoring the Company's operations and financial situation to provide timely recommendations as needed.

- Overseeing the Company's management and administration by supervising the implementation of resolutions issued by the Board of Directors and the Company's internal regulations established by the Board of Directors and the Executive Board.

- Reviewing the appropriateness of resolutions issued by the Board of Directors and the Executive Board in terms of management, control procedures, and compliance with the Company's document issuance process.

- Examining reports on the Company's business operations and financial status, in collaboration with the auditing firm to assess the Company's business performance in 2024.

- Participating in periodic inventory assessments to evaluate the Company's capital and financial resources.

- Attending and contributing opinions in meetings held by the Board of Directors and the Executive Board.

The Supervisory Board holds quarterly meetings to provide observations and evaluations on the aforementioned matters.

*** Assessment of the Board of Directors by the Supervisory Board:**

In 2024, the Board of Directors held 22 meetings with full participation of its members. The meetings were conducted in accordance with the legally prescribed procedures and the Company's Charter. The resolutions issued were within the Board's authority and based on appropriate legal foundations, providing timely direction and opinions to address difficulties and obstacles in business operations.

The Board of Directors closely supervised the Executive Board's performance in executing the 2024 plan, debt collection efforts, and other operational activities.

*** Assessment of the Executive Board and Other Management Personnel by the Supervisory Board**

The Executive Board has fully implemented the contents of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors in accordance with its functions and authority.

*** Assessment of Business Operations**

In 2024, the Executive Board made continuous efforts to implement the business plan. However, the company's business performance did not meet the set targets. Revenue reached 116.6% of the plan, but after-tax profit showed negative growth (-8.311 trillion VND).

The reason for this was the company's provisioning for doubtful customer receivables and inventory. The Executive Board collaborated with the auditing firm to develop feasible solutions for debt recovery, aiming to reverse these provisions in 2025.

*** Financial Statement Assessment.**

The Supervisory Board has conducted an assessment of the 2024 Financial Statements and unanimously agreed on the following conclusions:

- The financial statements have been prepared in accordance with the prescribed format and regulations.

- The figures presented in the financial statements accurately, objectively, and comprehensively reflect the Company's financial position as of December 31, 2024. The financial statements have been audited by UHY Auditing and Consulting Co., Ltd..

*** Audit Opinion on the 2024 Financial Statements:** Shareholders are kindly requested to review the details in the audited 2024 Financial Statements, which have been published on the Company's website at the following link: <https://tiensonaus.com/quan-he-co-dong/bao-cao-tai-chinh/>

3. Evaluation of the Performance of the Supervisors

Based on the operational plan of the Supervisory Board approved by the 2024 Annual General Meeting of Shareholders, the Chairperson of the Supervisory Board assigned specific tasks to each Supervisor to ensure the effective fulfillment of duties and the 2024 operational plan. The Supervisory Board has conducted a self-evaluation of the performance of the auditors as follows:

a. Mr. Dinh Bo Le, Chairperson of the Supervisory Board:

- Performed the duties of the Chairperson in accordance with the provisions of the Law on Enterprises.

- Closely supervised the implementation of the quarterly, semi-annual, and annual 2024 business plans of the Board of Directors and the Executive Board.

- Collaborated with the Board of Directors and the Executive Board to draft amendments and supplements to the Company's Charter, ensuring compliance with current regulations under the Law on Enterprises.

- Conducted thorough reviews and provided guidance to the Accounting Department and Business Department in drafting economic contracts, reviewing legal documentation, and assessing management reports and financial statements before submission to the Company.

- Developed the operational plan of the Supervisory Board for submission and approval by the Annual General Meeting of Shareholders.

b. Ms. Dang Thi Minh Thuc, Supervisor:

- Coordinated the inspection and supervision of compliance with the Company's Charter, legal regulations, and the implementation of resolutions, decisions, and policies of AAT.
- Monitored investment activities and capital utilization.
- Oversaw profit distribution, inventory verification processes, and cost-reduction initiatives

c. Ms. Pham Thi Minh Trang, Supervisor:

- Reviewed the implementation and compliance with the Company's enacted and effective regulations.
- Collaborated in the assessment of the 2024 Financial Statements, identifying and alerting to potential risks in financial indicators.

4. Supervisory Board's Operational Plan for 2025

The Supervisory Board carries out its duties on behalf of the shareholders to oversee all business, governance, and management activities of the Company..

In 2025, the Supervisory Board will conduct quarterly inspections, with specific timelines to be communicated to the Board of Directors, Executive Board, and relevant functional departments to ensure proper preparation of necessary documents and reports. Additionally, if any violations of company policies or charter regulations are detected, the Supervisory Board will promptly address the matter and notify the Board of Directors, as well as report to the General Meeting of Shareholders.

Specific tasks of the Supervisory Board for 2025:

- Assessing financial statements and monitoring the implementation of quarterly, semi-annual, and annual 2025 business plans.
- Reviewing the appropriateness of internal management documents issued by the Company.
- Reporting on the governance activities of the Board of Directors and the management operations of the Executive Board.
- Inspecting the implementation of resolutions adopted by the Annual General Meeting of Shareholders.

- Evaluating the signing and execution of business contracts, investment projects, salary regulations, and other company policies to ensure compliance with state regulations and the Company's Charter.

The above constitutes the Supervisory Board's report presented at the 2025 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting!

**On behalf of the Supervisory Board
Chairperson**



Dinh Bo Le

No: 01/TTTr/HĐQT-AAT

Thanh Hoa, May 17, 2025

PROPOSAL

Re: Approval of the Audited Financial Report for 2024

**To: The 2025 Annual General Meeting of Shareholders – Tien Son Thanh Hoa
Group Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities and Decree No. 155/2020/NĐ-CP dated December 31, 2020;
- Pursuant to the Charter on the Organization and Operation of Tien Son Thanh Hoa Group Joint Stock Company.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the audited Financial Report for 2024.

Details of the Financial Report are available on the Company's website at the following link: <https://tiensonaus.com/quan-he-co-dong/bao-cao-tai-chinh/>:

The key indicators of the consolidated Financial Report for 2024 are as follows:

Unit of Measurement: VND

No.	INDICATORS	VALUES
1	Total Assets	1.334.267.673.045
2	Liabilities	608.875.691.459
3	Shareholders' Equity	725.391.981.586
4	Total Revenue	583.009.927.395
5	Profit Before Tax	(4.879.100.934)
6	Profit After Tax	(8.311.081.313)

(Source: Audited Financial Statements of the Company for 2024)

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

Sincerely,

Recipients:

- As above;
- Filed: Company Secretary.

PP. BOARD OF DIRECTORS

CHAIRMAN


M.S.D.N. 280022246
CÔNG TY CỔ PHẦN
TẬP ĐOÀN
TIẾN SƠN
THANH HÓA
TR. B. M. S. C. H. THANH HÓA

Trịnh Xuân Lam

Thanh Hoa, May 17, 2025

PROPOSAL

Re: Approval of the Selection of the Auditing Firm for the 2025 Financial Statements

**To: The 2025 Annual General Meeting of Shareholders – Tien Son Thanh Hoa
Group Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on the Organization and Operation of Tiên Sơn Thanh Hóa Group Joint Stock Company.

The Board of Directors of Tiên Sơn Thanh Hóa Group Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the list of auditing firms to conduct the audit of the 2025 Financial Statements and the review of the 2025 Semi-Annual Financial Statements of the Company, as follows:

I. Criteria for Selecting an Auditing Firm

1. The auditing firm must be approved by the State Securities Commission to conduct audits and reviews for issuing, listing, and securities trading organizations in 2025.
2. The firm must have a team of auditors with high qualifications and extensive experience.
3. The firm must have a strong reputation for audit quality.
4. The firm must meet the company's requirements regarding audit scope and timeline.
5. The firm must offer reasonable audit fees that align with audit quality, based on the review of submitted audit fee proposals and audit scope.

II. List of Auditing Firms

(As per the attached list)

III. Proposal of the Board of Directors

1. Respectfully submitted to the General Meeting of Shareholders for approval of the criteria for selecting an auditing firm and the proposed list of auditing firms mentioned above.
2. Authorization for the Board of Directors to select one of the aforementioned auditing firms to audit the 2025 Financial Statements and review the 2025 Semi-Annual Financial Statements of the Company. At the same time, the Standing Vice Chairman of the Board of Directors shall be entrusted with signing the audit contract and making decisions regarding other related contractual matters.

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

Sincerely./.

Recipients:

- As above;
- Filed: Company Secretary.

PP. BOARD OF DIRECTORS



Trình Xuân Lam

LIST OF AUDITING FIRMS APPROVED TO AUDIT PUBLIC INTEREST ENTITIES IN THE SECURITIES SECTOR FOR 2025

(According to the announcement dated November 20, 2024, by the State Securities Commission at the following link:

https://ssc.gov.vn/webcenter/portal/ubck/pages_r/l/chitit?dDocName=APPSSCGOVVN1620150050&dID=155723)

1. KPMG LIMITED LIABILITY COMPANY (KPMG)
2. ERNST & YOUNG VIETNAM LIMITED LIABILITY COMPANY (E&Y)
3. DELOITTE VIETNAM LIMITED LIABILITY COMPANY (DELOITTE)
4. PWC (VIETNAM) LIMITED LIABILITY COMPANY (PWC)
5. AASC AUDITING FIRM LIMITED LIABILITY COMPANY (AASC)
6. GRANT THORNTON (VIETNAM) LIMITED LIABILITY COMPANY (GT)
7. A&C AUDITING AND CONSULTING LIMITED LIABILITY COMPANY (A&C)
8. ECOVIS AFA VIETNAM AUDITING - VALUATION - CONSULTING LIMITED LIABILITY COMPANY (ECOVIS AFA VIETNAM)
9. CPA VIETNAM AUDITING LIMITED LIABILITY COMPANY (CPA VIETNAM)
10. CHUAN VIET AUDITING AND CONSULTING LIMITED LIABILITY COMPANY (CHUAN VIET)
11. SOUTHERN FINANCIAL CONSULTING, ACCOUNTING, AND AUDITING SERVICES LIMITED LIABILITY COMPANY (AASCS)
12. AN VIET CPA AUDITING LIMITED LIABILITY COMPANY (AN VIET CPA)
13. VACO AUDITING LIMITED LIABILITY COMPANY (VACO)
14. SAO VIET AUDITING LIMITED LIABILITY COMPANY (SAO VIET)
15. RSM VIETNAM AUDITING AND CONSULTING LIMITED LIABILITY COMPANY (RSM)
16. AFC VIETNAM AUDITING LIMITED LIABILITY COMPANY (AFC)
17. AAC AUDITING AND ACCOUNTING LIMITED LIABILITY COMPANY (AAC)
18. NVA AUDITING LIMITED LIABILITY COMPANY (NVA)
19. MOORE AISC AUDITING AND IT SERVICES LIMITED LIABILITY COMPANY (MOORE AISC)
20. UHY AUDITING AND CONSULTING LIMITED LIABILITY COMPANY (UHY)
21. NTV AUDITING LIMITED LIABILITY COMPANY (NTV)
22. VIETNAM AUDITING AND VALUATION LIMITED LIABILITY COMPANY (VAE)
23. INTERNATIONAL AUDITING LIMITED LIABILITY COMPANY (ICPA)
24. BDO AUDITING LIMITED LIABILITY COMPANY (BDO)
25. FAC AUDITING LIMITED LIABILITY COMPANY (FAC)
26. VIETNAM AUDITING AND VALUATION LIMITED LIABILITY COMPANY (AVA)
27. INTERNATIONAL AUDITING AND VALUATION LIMITED LIABILITY COMPANY (IAV)



**TIEN SON THANH HOA
GROUP JSC**

No: 03/TTr/HĐQT-AAT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Thanh Hoa, May 17, 2025

PROPOSAL

Re: Profit Distribution for 2024

**To: The 2025 Annual General Meeting of Shareholders – Tien Son Thanh Hoa
Group Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on the Organization and Operation of Tiên Sơn Thanh Hóa Group Joint Stock Company;
- Pursuant to the audited Financial Statements for 2024 of Tiên Sơn Thanh Hoa Group Joint Stock Company.

The Board of Directors of the Company respectfully submits to the 2025 Annual General Meeting of Shareholders the profit distribution plan for 2024 as follows:

Unit: VND

1	Net Profit After Tax for 2024	(8.311.081.313)
2	Accumulated Net Profit After Tax as of December 31, 2024	(7.322.332.187)
3	Allocation to the Bonus and Welfare Fund (%)	(No allocation)
4	Allocation to the Development Investment Fund (%)	(No allocation)
5	Allocation to Other Funds under Shareholders' Equity (%)	(No allocation)
6	Dividend Payment for 2024	-

(Source: Audited Consolidated Financial Statements of the Company for 2024)

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

Sincerely./.

Recipients:

- As above;
- Filed: Company Secretary.

PP. BOARD OF DIRECTORS

CHAIRMAN
CÔNG TY
CỔ PHẦN
TẬP ĐOÀN
TIÊN SƠN
THANH HÓA
TR. B. M. S. C. T. C.

Trịnh Xuân Lam

PROPOSAL

Re: Approval of the 2025 Business Plan

**To: The 2025 Annual General Meeting of Shareholders – Tien Son Thanh Hoa
Group Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on the Organization and Operation of Tien Son Thanh Hoa Group Joint Stock Company.

Based on the business results of 2024, the actual market conditions, and the Company's production and business capabilities, the Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders the Company's business plan for 2025 as follows:

No.	Indicators	Unit	Plan for the year 2025 (Consolidated)
1	Net Revenue	VND	800.000.000.000
2	Net Profit After Tax	VND	30.000.000.000
3	Dividend Payout Ratio	%	-

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

Sincerely./.

Recipients:

- As above;
- Filed: Company Secretary.

PP. BOARD OF DIRECTORS



Trình Xuân Lam

Trinh Xuan Lam

PROPOSAL

Re: Approval of the Remuneration Report for the Board of Directors and the Supervisory Board for 2024, the Remuneration Payment Plan for the Board of Directors and the Supervisory Board for 2025, and the Bonus Allocation for the Board of Directors for 2025.

**To: The 2025 Annual General Meeting of Shareholders – Tien Son Thanh Hoa
Group Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on the Organization and Operation of Tien Son Thanh Hoa Group Joint Stock Company.;
- Pursuant to the Company's 2025 Production and Business Plan.

The Board of Directors of the Company respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the following (1) The Remuneration Report for the Board of Directors and the Supervisory Board for 2024, along with the remuneration payment plan for the Board of Directors and the Supervisory Board for 2025 (2) The bonus allocation for the Board of Directors for 2025, as follows:

I. Settlement of Remuneration for the Board of Directors and the Supervisory Board for 2024:

Remuneration from January 1, 2024, to December 31, 2024, in accordance with the Resolution of the 2024 Annual General Meeting of Shareholders and the Company's Charter:

1. The Board of Directors:

- Mr. Trinh Xuan Lam – Chairman of the Board of Directors: 5.000.000 VND/month
- Mr. Trinh Xuan Luong – Board Member: 3.000.000 VND/month
- Mr. Trinh Van Duong – Board Member: 3.000.000 VND/month
- Mr. Vo Hong Khanh – Independent Board Member: 3.000.000 VND/month
- Ms. Duong Thi Dung – Independent Board Member: 3.000.000 VND/month

2. The Supervisory Board:

- Mr. Dinh Bo Le – Chief of the Supervisory Board: 4.000.000 VND/month
- Ms. Dang Thi Minh Thuc – Supervisory Board Member: 2.000.000 VND/month
- Ms. Pham Thi Minh Trang – Supervisory Board Member: 2.000.000 VND/month

Total remuneration for 2024: 300,000,000 VND

Remuneration for 2024 will not be paid.

II. Remuneration Payment Plan for the Board of Directors and the Supervisory Board for 2025:

1. For the Board of Directors:

- Chairman of the Board of Directors: 5.000.000 VND/month
- Board Member: 3.000.000 VND per person per month

2. For the Supervisory Board

- Chief of the Supervisory Board: 4.000.000 VND/month
- Supervisory Board Member: 2.000.000 VND per person per month

III. Bonus Allocation for the Board of Directors

Authorize the Board of Directors to determine specific bonus allocations based on actual circumstances, with the maximum bonus not exceeding 0.25% of the profit exceeding the planned profit for 2025

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

Sincerely./.

Recipients:

- As above;
- Filed: Company Secretary.

PP. BOARD OF DIRECTORS

CHAIRMAN



Trình Xuân Lam