CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY LẮP TRƯỜNG SƠN
TRUONG SON

Số/No.:107/CBTT-TSA

CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ninh Bình, ngày 10 tháng 8 năm 2026
Ninh Binh, August 10, 2026

CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE

Kính gửi/To: **Ủy ban Chứng khoán Nhà nước/ *State Securities Commission***
Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh/ *Hochiminh Stock Exchange*

1. Tên tổ chức/*Name of organization*: Công ty cổ phần Đầu tư và Xây lắp Trường Sơn/ *Truong Son Investment and Construction Joint Stock Company.*

- Mã chứng khoán/ *Stock code*: TSA.

- Địa chỉ/*Address*: Khu công nghiệp Châu Sơn, Phường Châu Sơn, Tỉnh Ninh Bình/ *Chau Son Industrial Park, Chau Son Ward, Ninh Binh Province.*

- Điện thoại liên hệ/*Tel.*: 0226.221.0666

2. Nội dung thông tin công bố/*Contents of disclosure*:

- Công ty cổ phần Đầu tư và Xây Lắp Trường Sơn công bố thông tin Thông báo phát hành cổ phiếu theo chương trình lựa chọn người lao động trong công ty_ *Truong Son Investment and Construction Joint Stock Company announces the issuance of shares under its employee stock option plan (ESOP).*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 10/08/2026 tại đường dẫn *http://www.truongsonhn.com.vn/ /This information was published on the company's website on August 10, 2026 as in the link http://www.truongsonhn.com.vn/*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/*We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

Tài liệu đính kèm/Attached documents:
Thông báo số: 106/TSA-TB;
Notice No: 106/TSA-TB

Đại diện tổ chức/ *Organization representative*
Người UQ CBTT/ *Person authorized to disclose information*

Đặng Thị Chinh

CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY LẮP TRƯỜNG SƠN

Digitally signed by CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY LẮP TRƯỜNG SƠN
DN: C=VN, S=HÀ NAM, L=Phủ Lý, CN=CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY LẮP TRƯỜNG SƠN, OID.0.9.2342.19200300.100.1.1=MST:0700210210
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Annex No. 18

(Issued with Circular No. 115/2025/TT-BTC dated December 15, 2025 of the Minister of Finance)

TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY	SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom - Happiness
No: 106/TSA-TB	*Ninh Binh, August 08, 2026*

NOTICE

Issuing shares under the Employee Stock Option Plan (ESOP)

I. Introduction to the Issuer

1. Name of the Issuer: TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

2. Abbreviated Name: TRUONG SON DT & XL .,JSC

3. Head Office Address: Chau Son Industrial Zone, Chau Son Ward, Ninh Binh Province

4. Phone Number: 0226.221.0666 Website:truongsonhn.com.vn

5. Charter Capital: 404.249.940.000 đồng.

6. Stock sybol:TSA

7. Payment Account Bank: Joint Stock Commercial Bank for Investment and Development of Vietnam–Ha Nam Branch (BIDV Ha Nam) Account Number: 4820203529

8. Business Registration Certificate, enterprise code 0700210210. First issued by the Department of Planning and Investment of Ha Nam Province on August 29, 2002. Re-issued for the 18th amendment on August 12, 2025, at the Enterprise Division – Department of Finance of Ninh Binh Province

- Principal Business Activities:

  + Construction of electrical works (specifically: construction of electrical works up to 500kV) – Industry code: 4221
  + Transmission and distribution of electricity – Industry code: 3512;
  + Electricity generation – Industry code: 3511;
  + Manufacture of concrete and products made from concrete, cement, and plaster – Industry code: 2395.

- Principal Products and Services:

  + Construction and installation of electrical works;
  + Manufacture of concrete products.

9. Establishment and operation license (if required under specialized laws): N/A

II. Purpose of the Issuance: Issuance of bonus shares under the Company's Employee Stock Option Plan (ESOP) for the following purposes:

- To attract highly skilled workers, foster employee loyalty, and align the interests of employees with those of the Company;

- To motivate management personnel and employees in driving the Company's production and business development.

III. Issuance plan

1. Share name: Shares of Truong Son Investment and Construction Joint Stock Company.

2. Type of shares: Common shares.

3. Total shares issued: 40.424.994 shares.

4. Total shares outstanding: 40.424.994 shares.

5. Number of treasury shares: 0 (*Zero*)shares.

6. Expected number of shares to be issued: 800,000 shares (in words: Eight hundred thousand shares).

7. Total issuance value at par value: VND 8,000,000,000 (in words: Eight billion Vietnamese dong).

8. Issuance ratio: 1,98% total outstanding shares.

9. Transfer Restriction Period: The issued shares will be subject to a transfer restriction for a period of one (01) year from the closing date of the issuance under the ESOP program.

10. Issue price (in case of sale of shares to employees): __________ VND/share.

11. Blocked account for receiving share subscription proceeds: __________

12. Source of funds for the issuance (*in case of bonus share issuance to employees*): Retained earnings as of December 31, 2025, as reported in the Company's audited financial statements for the year 2025.

13. Date of issuance of bonus shares to employees: August 17, 2026

Ninh Binh, August 08, 2026

TRUONG SON INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

CHAIRMAN OF THE BOARD OF DIRECTORS

M.S.D.N: 0700210210 - C.T.C.P
CÔNG TY CỔ PHẦN ĐẦU TƯ VÀ XÂY LẮP TRƯỜNG SƠN
P. CHÂU SƠN - NINH BÌNH

Nguyen Van Truong