

No.: 165/BB-HDQT

Thai Nguyen, April 21, 2025

MINUTES OF THE BOARD OF DIRECTORS MEETING
TNG INVESTMENT AND TRADING JOINT STOCK COMPANY

Company name: TNG INVESTMENT AND TRADING JOINT STOCK COMPANY

Business ID/Tax ID: 4600305723

Head Office Address: No. 434/1, Bac Kan Street, Hoang Van Thu Ward, Thai Nguyen City, Thai Nguyen Province, Vietnam

Organizing the meeting of the Board of Directors of the Company:

I. TIME AND PLACE OF THE MEETING

- Time: At 14:00 on April 21, 2025.
- Meeting location: Viet Duc Garment Branch, Son Cam 1 Industrial Cluster, Son Cam Commune, Thai Nguyen City, Thai Nguyen Province.

II. PURPOSE, PROGRAM AND CONTENT

The Board of Directors (hereinafter referred to as the "Board of Directors") of TNG Investment and Trading Joint Stock Company held a meeting to approve the following contents:

- Dismissing the General Director of the Company and appointing the Standing Vice Chairman of the Board of Directors;
- Dismiss the Deputy General Director of Business and appoint the General Director of the Company;
- Dismiss the Secretary of the Board of Directors, the Company Secretary and appoint the Company Secretary and the Secretary of the Board of Directors;
- Dismissal and appointment of members of the Audit Committee and other subcommittees under the Board of Directors of the Company.

III. ATTENDEES

- Members of the Board of Directors attending the meeting:

No	Member of the BOD	Position
1	Mr. Nguyen Van Thoi	Chairman of the BOD
2	Mr. Nguyen Duc Manh	Member of the BOD

No	Member of the BOD	Position
3	Mr. Nguyen Manh Linh	Member of the BOD
4	Ms. Ha Thi Tuyet	Member of the BOD
5	Ms. Doan Thi Thu	Member of the BOD
6	Mr. Nguyen Hoang Giang	Member of the BOD
7	Mr. Dao Duc Thanh	Member of the BOD

- Number of member absent: 0/7 members
- Number of member attending: 7/7 of the members of the Board of Directors, eligible to conduct the meeting.
- Members unanimously elect:
- + Chairman of the meeting: Mr. Nguyen Van Thoi - Chairman of the Board of Directors
- + Meeting Secretary: Mr. Dao Duc Thanh

IV. ISSUES TO BE DISCUSSED, VOTED ON AND OPINIONS AT THE MEETING

The Board of Directors met to approve the following contents:

1. Dismissal of the Company's General Director:

Dismissal of the position General Director of the Company for Mr. Nguyen Duc Manh from April 21, 2025.

Other comments of each member attending the meeting: None

Voting results:

- Members agreed: 7/7 members attended the meeting, reaching 100% of the total number of votes with voting rights.
- Members disagreed: 0/7 members attended the meeting, reaching 0% of the total number of votes with voting rights.
- Members have no opinions: 0/7 members attend the meeting, reaching 0% of the total number of votes with voting rights.

2. Election of the Standing Vice Chairman of the Board of Directors:

Elect Mr. Nguyen Duc Manh - Member of the Board of Directors (term 2023-2028) as Standing Vice Chairman of the Board of Directors of the Company from April 21, 2025.

Mr. Nguyen Duc Manh has the rights and obligations of the Standing Vice Chairman of the Board of Directors in accordance with the provisions of law, the Company's Charter, relevant internal regulations and the assignment of the Board of Directors.

Other comments of each member attending the meeting: None

Voting results:

- Members agreed: 7/7 members attended the meeting, reaching 100% of the total number of votes with voting rights.

- Members disagreed: 0/7 members attended the meeting, reaching 0% of the total number of votes with voting rights.

- Members have no opinion: 0/7 members attend the meeting, reaching 0% of the total number of votes with voting rights.

3. Dismissal of Deputy General Director of the Company:

Dismissal of the position Deputy General Director of Business of the Company for Mr. Tran Minh Hieu from 21/04/2025.

Other comments of each member attending the meeting: None

Voting results:

- Members agreed: 7/7 members attended the meeting, reaching 100% of the total number of votes with voting rights.

- Members disagreed: 0/7 members attended the meeting, reaching 0% of the total number of votes with voting rights.

- Members have no opinions: 0/7 members attend the meeting, reaching 0% of the total number of votes with voting rights.

4. Appointment of the Company's General Director:

Appointment of Mr. Tran Minh Hieu as General Director of the Company, from April 21, 2025.

Mr. Tran Minh Hieu has the rights and obligations of the General Director of the Company in accordance with the provisions of law, the Company's Charter, relevant internal regulations and the assignment of the Board of Directors.

Other comments of each member attending the meeting: None

Voting results:

- Members approve: 7/7 members attended the meeting, reaching 100% of the total number of votes with voting rights.

- Members disagreed: 0/7 members attended the meeting, reaching 0% of the total number of votes with voting rights.

- Members have no opinion: 0/7 members attend the meeting, reaching 0% of the total number of votes with voting rights.

5. Dismissal of the Secretary of the Board of Directors and the Secretary of the Company:

Dismissal of the position Secretary of the Board of Directors, Secretary of the Company for Mr. Dao Duc Thanh from April 21, 2025.

Other comments of each member attending the meeting: None

Voting results:

- Members agreed: 7/7 members attended the meeting, reaching 100% of the total number of votes with voting rights.

- Members disagreed: 0/7 members attended the meeting, reaching 0% of the total number of votes with voting rights.

- Members have no opinion: 0/7 members attend the meeting, reaching 0% of the total number of votes with voting rights.

6. Appointment of the Company Secretary, Secretary of the Board of Directors

Appointing Ms. Nguyen Thuy Ngan as the Company Secretary Secretary of the Board of Directors from April 21, 2025.

Ms. Nguyen Thuy Ngan has the rights and obligations of the Company Secretary and the Secretary of the Board of Directors in accordance with the provisions of law, the Company's Charter, relevant internal regulations and the assignment of the Board of Directors.

Other comments of each member attending the meeting: None

Voting results:

- Members agreed: 7/7 members attended the meeting, reaching 100% of the total number of votes with voting rights.

- Members disagreed: 0/7 members attended the meeting, reaching 0% of the total number of votes with voting rights.

- Members have no opinions: 0/7 members attend the meeting, reaching 0% of the total number of votes with voting rights.

7. Dismissal of members of the Audit Committee and other subcommittees under the Board of Directors for the following names:

Dismiss all incumbent members of the Audit Committee and Subcommittees under the Board of Directors (Development Policy Subcommittee; Personnel - Remuneration - Salary and Bonus Subcommittee; Sustainable Development Subcommittee; Shareholder Relations Subcommittee) to re-appoint members for a new term.

Dismissal time for all the above members: From April 21, 2025

8. Appointment of members of the Audit Committee and other subcommittees under the Board of Directors for the following names:

8.1. Audit Committee:

(1) Mr. Nguyen Hoang Giang - Independent Member of the Board of Directors (term 2025-2030): Chairman of the Audit Committee

(2) Ms. Ha Thi Tuyet - Independent Member of the Board of Directors (term 2024-2029): Member of the Audit Committee

(3) Mr. Dao Duc Thanh - Member of the Board of Directors (term 2025-2030) is not the company's executive: Member of the Audit Committee

8.2. Development Policy Subcommittee:

(1) Mr. Nguyen Van Thoi - Chairman of the Board of Directors: Head of Subcommittee

(2) Mr. Nguyen Duc Manh - Vicechairman of the Board of Directors: Member of the Subcommittee

(3) Mr. Tran Minh Hieu - General Director: Subcommittee Member

8.3. Subcommittee on Human Resources - Remuneration - Salary and Bonus:

(1) Ms. Ha Thi Tuyet - Independent Member of the Board of Directors (term 2024-2029): Head of Subcommittee

(2) Mr. Nguyen Hoang Giang - Independent Member of the Board of Directors (term 2025-2030): Member of the Subcommittee

(3) Mr. Nguyen Van Thoi - Chairman of the Board of Directors: Member of the Subcommittee

8.4. Subcommittee on Sustainable Development:

(1) Mr. Nguyen Manh Linh - Non-executive Member of the Board of Directors (term 2024-2029): Head of Subcommittee

(2) Nguyen Duc Manh - Vicechairman of the Board of Directors: Member of the Subcommittee

(3) Ms. Doan Thi Thu - Member of the Board of Directors (term 2024-2029): Member of the Subcommittee

8.5. Shareholder Relations Subcommittee:

(1) Mr. Dao Duc Thanh - Member of the Board of Directors (term 2025-2030): Head of the Subcommittee

(2) Mr. Nguyen Van Thoi - Chairman of the Board of Directors: Member of the Subcommittee

(3) Ms. Nguyen Thuy Ngan - Company Secretary: Subcommittee Member

8.6. Time of appointment: From April 21, 2025.

8.7. Term of office of members of the Audit Committee and other subcommittees under the Board of Directors: 01 year (2025-2030)

The above term starts from the time of appointment to the closing of the Annual General Meeting of Shareholders of the following year and does not depend on whether the end of this term is 365 days over 01 year or not.

8.8. Duties of members of the Audit Committee/other Subcommittees under the Board of Directors: Perform the tasks under the responsibility of the Audit Committee/Subcommittees and the responsibilities of members in accordance with the provisions of law, the Company's Charter, Internal Regulations on Corporate Governance, etc. Regulations on the operation of the Audit Committee/Subcommittees and the assignment of the Board of Directors.

Other comments of each member attending the meeting: None

Voting results:

- Members agreed: 7/7 members attended the meeting, reaching 100% of the total number of votes with voting rights.

- Members disagreed: 0/7 members attended the meeting, reaching 0% of the total number of votes with voting rights.

- Members have no opinions: 0/7 members attend the meeting, reaching 0% of the total number of votes with voting rights.

V. ISSUES PASSED AND VOTE RATE APPROVED

The Board of Directors approved the following issues: Dismissal of the Company's General Director and appointment of the Standing Vice Chairman of the Board of Directors; Dismissal of Deputy General Director of Sales and appointment of General Director of the Company; dismissal of the Secretary of the Board of Directors, Secretary of the Company and appointment of the Secretary of the Company, Secretary of the Board of Directors; Dismissal and appointment of members of the Audit Committee and other subcommittees under the Board of Directors of the Company as stated in section (IV) of this Minutes.

Voting rate for each issue: reaching 100% of the total number of voting votes of members attending the meeting.

VI. CLOSING OF THE MEETING

The meeting secretary reads the draft Resolution of the Board of Directors for members of the Board of Directors to listen to and unanimously approve the draft Resolution.

The meeting ended at 16h00 on the same day. The minutes were read again for everyone to listen to and unanimously approved.



CHAIRMAN

NGUYEN VAN THOI

SECRETARY

DAO DUC THANH

**TNG INVESTMENT AND TRADING
JOINT STOCK COMPANY**

No.: 166/NQ-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Thai Nguyen, April 21, 2025

RESOLUTION

**Regarding the dismissal of the Company's General Director
and appointing the Standing Vice Chairman of the Board of Directors**

BOARD OF DIRECTOR

TNG INVESTMENT AND TRADING JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises 2020;
Pursuant to the Charter of TNG Investment and Trading Joint Stock Company;
Pursuant to the Minutes of the meeting of the Board of Directors of TNG
Investment and Trading Joint Stock Company No 165/BB-HDQT dated 21/04/2025;
At the request of the Subcommittee on Human Resources - Remuneration - Salary
and Bonus.*

RESOLVES:

Article 1. Dismissal of the Company's General Director

Dismissal of the title of General Director of the Company for Mr. Nguyen Duc Manh from April 21, 2025.

Article 2. Election of the Standing Vice Chairman of the Board of Directors

Elect Mr. Nguyen Duc Manh - Member of the Board of Directors (term 2023-2028) as Standing Vice Chairman of the Board of Directors of the Company from April 21, 2025.

Mr. Nguyen Duc Manh has the rights and obligations of the Standing Vice Chairman of the Board of Directors in accordance with the provisions of law, the Company's Charter, relevant internal regulations and the assignment of the Board of Directors.

Article 3. Enforcement effect

This Resolution takes effect from the date of signing.

Mr. Nguyen Duc Manh, members of the Board of Directors, the Company's Secretary, the Company's Administrative Organization Department and relevant departments and individuals are responsible for the implementation of this Resolution.

Recipient:

- As in Article 3;
- Save in office.

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



Nguyen Van Thoi

**TNG INVESTMENT AND TRADING
JOINT STOCK COMPANY**

No: 167/NQ-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Thai Nguyen, April 21, 2025

RESOLUTION

**Regarding the dismissal of the Secretary of the Board of Directors and the Secretary
of the Company
and appointment of a Company Secretary**

BOARD OF DIRECTOR

TNG INVESTMENT AND TRADING JOINT STOCK COMPANY

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter of TNG Investment and Trading Joint Stock Company;

*Pursuant to the Minutes of the meeting of the Board of Directors of TNG
Investment and Trading Joint Stock Company No 165/BB-HDQT dated 21/04/2025;*

*At the request of the Subcommittee on Human Resources - Remuneration - Salary
and Bonus.*

RESOLVES:

Article 1. Dismissal of Secretary of the Board of Directors, Secretary of the Company

Dismissal of the title of Secretary of the Board of Directors, Secretary of the
Company for Mr. Dao Duc Thanh from April 21, 2025.

Article 2. Appointment of Company Secretary, Secretary of the Board of Directors

Appointing Ms. Nguyen Thuy Ngan as Company Secretary, Secretary of the
Board of Directors from April 21, 2025.

Ms. Nguyen Thuy Ngan has the rights and obligations of the Secretary of the
Company, the Secretary of the Board of Directors in accordance with the provisions of
law, the Company's Charter, relevant internal regulations and the assignment of the Board
of Directors.

Article 3. Enforcement effect

This Resolution takes effect from the date of signing.

Mr. Dao Duc Thanh, Ms. Nguyen Thuy Ngan, members of the Board of Directors,
the Company's Administrative Organization Department and relevant departments and
individuals are responsible for the implementation of this Resolution.

Recipient:

- As in Article 3;
- Save in office.

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



Nguyen Van Thoi

**TNG INVESTMENT AND TRADING
JOINT STOCK COMPANY**

No: 168/NQ-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Thai Nguyen, April 21, 2025

RESOLUTION

**Regarding the dismissal of the Deputy General Director of Business
and appoint the Company's General Director**

BOARD OF DIRECTOR

TNG INVESTMENT AND TRADING JOINT STOCK COMPANY

*Pursuant to the Law on Enterprises 2020;
Pursuant to the Charter of TNG Investment and Trading Joint Stock Company;
Pursuant to the Minutes of the meeting of the Board of Directors of TNG
Investment and Trading Joint Stock Company No 165/BB-HDQT dated 21/04/2025;
At the request of the Subcommittee on Human Resources - Remuneration - Salary
and Bonus.*

RESOLVES:

Article 1. Dismissal of Deputy General Director of the Company

Dismissal of the title of Deputy General Director of Business of the Company for
Mr. Tran Minh Hieu from April 21, 2025.

Article 2. Appointment of the Company's General Director

Appointment of Mr. Tran Minh Hieu as General Director of the Company, term
5years from April 21, 2025.

Mr. Tran Minh Hieu has the rights and obligations of the General Director of the
Company in accordance with the provisions of law, the Company's Charter, relevant
internal regulations and the assignment of the Board of Directors.

Article 3. Enforcement effect

This Resolution takes effect from the date of signing.

Mr. Tran Minh Hieu, members of the Board of Directors, the Company's
Administrative Organization Department and relevant departments and individuals are
responsible for the implementation of this Resolution.

Recipient:

- As in Article 3;
- Save in office.

**ON BELF OF BOD
CHAIRMAN OF THE BOARD OF
DIRECTORS**



Nguyen Van Thoi

RESOLUTION

**Dismissal and appointment of members of the Audit Committee and other
Subcommittees
under the Board of Directors of the Company**

**BOARD OF DIRECTOR
TNG INVESTMENT AND TRADING JOINT STOCK COMPANY**



Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter of TNG Investment and Trading Joint Stock Company;

Pursuant to the Minutes of the meeting of the Board of Directors of TNG Investment and Trading Joint Stock Company No 165/BB-HDQT dated 21/04/2025;

At the request of the Subcommittee on Human Resources - Remuneration - Salary and Bonus.

RESOLVES:

Article 1. Dismissal of members of the Audit Committee and other subcommittees under the Board of Directors for the following names:

Dismiss all incumbent members of the Audit Committee and Subcommittees under the Board of Directors (Development Policy Subcommittee; Personnel - Remuneration - Salary and Bonus Subcommittee; Sustainable Development Subcommittee; Shareholder Relations Subcommittee) to re-appoint members for a new term

Dismissal time for all the above members: From April 21, 2025.

Article 2. Appointment of members of the Audit Committee and other subcommittees under the Board of Directors for the following members:

1. Audit Committee:

(1) Mr. Nguyen Hoang Giang - Independent Member of the Board of Directors (term 2025-2030): Chairman of the Audit Committee

(2) Ms. Ha Thi Tuyet - Independent Member of the Board of Directors (term 2024-2029): Member of the Audit Committee

(3) Mr. Dao Duc Thanh - Member of the Board of Directors (term 2025-2030) is not the company's executive: Member of the Audit Committee

2. Development Policy Subcommittee:

(1) Mr. Nguyen Van Thoi - Chairman of the Board of Directors: Head of Subcommittee

(2) Mr. Nguyen Duc Manh – Vicechairman of the Board of Directors: Member of the Subcommittee

(3) Mr. Tran Minh Hieu - General Director: Subcommittee Member

3. Subcommittee on Human Resources - Remuneration - Salary and Bonus:

(1) Ms. Ha Thi Tuyet - Independent Member of the Board of Directors (term 2024-2029): Head of Subcommittee

(2) Mr. Nguyen Hoang Giang - Independent Member of the Board of Directors (term 2025-2030): Member of the Subcommittee

(3) Mr. Nguyen Van Thoi - Chairman of the Board of Directors: Member of the Subcommittee

4. Subcommittee on Sustainable Development:

(1) Mr. Nguyen Manh Linh - Non-executive Member of the Board of Directors (term 2024-2029): Head of Subcommittee

(2) Nguyen Duc Manh – Vicechairman of the Board of Directors: Member of the Subcommittee

(3) Ms. Doan Thi Thu - Member of the Board of Directors (term 2024-2029): Member of the Subcommittee

5. Shareholder Relations Subcommittee:

(1) Mr. Dao Duc Thanh - Member of the Board of Directors (term 2025-2030): Head of the Subcommittee

(2) Mr. Nguyen Van Thoi - Chairman of the Board of Directors: Member of the Subcommittee

(3) Ms. Nguyen Thuy Ngan - Company Secretary: Subcommittee Member

6. Time of appointment: From April 21, 2025.

7. Term of members of the Audit Committee and other subcommittees under the Board of Directors: 01 year (2025-2030)

The above term starts from the time of appointment to the closing of the Annual General Meeting of Shareholders of the following year and does not depend on whether the end of this term is 365 days over 01 year or not.

8. Duties of members of the Audit Committee/other Subcommittees under the Board of Directors: Perform the tasks under the responsibility of the Audit Committee/Subcommittees and responsibilities of members in accordance with the provisions of law, the Company's Charter, Internal Regulations on Corporate governance, etc. Regulations on the operation of the Audit Committee/Subcommittees and the assignment of the Board of Directors.

Article 3. Enforcement effect

1. This Resolution takes effect from the date of signing.

2. Members of the Board of Directors, the Board of General Directors, the Internal Audit Committee, the Company's Administrative Organization Department, the Company Secretary and relevant departments and individuals shall be responsible for the implementation of this Resolution.

Recipient:

- As in Article 3;
- Save in office.

ON BEHALF OF THE BOD
CHAIRMAN OF THE BOARD OF
DIRECTORS



Nguyen Van Thoi