

**DISCLOSURE OF INFORMATION
ON THE ELECTRONIC PORTAL OF HANOI STOCK EXCHANGE**

To: - Hanoi Stock Exchange.

Company Name: TAY NINH TOURIST – TRADING JOINT STOCK COMPANY

Stock code: TTT

Head Office Address: 1253 Cach Mang Thang 8 Street, Ninh Phuoc Quarter, Ninh Thanh Ward, Tay Ninh City, Tay Ninh Province

Phone: 0276.3822376

Website: <http://tanitour.com.vn>

Email: tanitour.tayninh@gmail.com

Authorized Information Disclosure Officer: Mr. Phan Thanh Trung

Position: Deputy Head of Administration and Human Resources Department

Type of information disclosure:

☐ Periodic ☐ 24 hours ☒ Extraordinary ☐ Upon Request ☒ Others

Content of information disclosure:

1. Meeting invitation and announcement of documents for the 2025 Annual General Meeting of Shareholders This information has been disclosed on the company's website on May 14, 2025 at the following link: <http://tanitour.com.vn>

I hereby certify that the disclosed information is true and I take full responsibility before the law for the content of the disclosed information.

Tay Ninh, May 14, 2025

Authorized Information Disclosure Officer

(Signature, full name and official seal)


Phan Thanh Trung

TAY NINH TOURIST – TRADING JOINT STOCK COMPANY

Address: 1253 CMT8 Street, Ninh Phuoc, Ninh Thanh, Tay Ninh City, Tay Ninh Province

Tel: 0276. 3822376 - 3822538

No.: 14 /TM-HĐQT

Tay Ninh, May 12, 2025

Enterprise Code: 3900244068

**INVITATION LETTER
TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

To: Esteemed Shareholders of Tay Ninh Tourist – Trading Joint Stock Company.

The Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company respectfully announces and cordially invites all shareholders to attend the Annual General Meeting of Shareholders 2025 with the following details:

1. Time: 08:00 A.M., Wednesday, June 4, 2025.

2. Venue: Conference Hall – Tay Ninh Cable Car Tour Company

(Address: Ba Den Mountain Tourist Area, Ninh Phu Quarter, Ninh Son Ward, Tay Ninh City, Tay Ninh Province)

3. Participants: All shareholders holding shares of Tay Ninh Tourist – Trading Joint Stock Company as recorded by the Vietnam Securities Depository and Clearing Corporation (VSDC) as of May 5, 2025, or legally authorized representatives.

4. Meeting Agenda:

The Annual General Meeting of Shareholders 2025 will consider and approve the following key matters:

- Report by the General Director on the Company's operations in 2024 and business plan for 2025.
- Financial plan for 2025.
- Report of the Board of Directors's activities in 2024 and orientations for 2025.
- Report of the Board of Supervisors's activities in 2024 and plans for 2025.
- Separate and consolidated audited financial statements for 2024.
- Proposal on profit distribution and dividend payment for 2024.
- Proposal on selection of the auditing firm for the separate and consolidated financial statements for 2025.
- Proposal on the salary of the Chairwoman of the Board of Directors, remuneration for members of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2025.
- Proposal for approval of the resignation letter of the Chairwoman of the Board of Directors;

- Election of additional member(s) of the Board of Directors for the 2022–2026 term;
- Other related matters.

5. Meeting Documents: Meeting materials, Power of attorney form, and confirmation of attendance form for the Annual General Meeting of Shareholders 2025 are published on the Company's website: <http://tanitour.com.vn>.

6. Registration for Participation:

- Shareholders/authorized persons are kindly requested to confirm their attendance no later than 05:00 PM on May 31, 2025, via one of the following methods: by sending the confirmation form by post, by phone at 02763.822376, or via email: tanitour.tayninh@gmail.com. Mailing address: National Tourist Area of Ba Den Mountain, Ninh Phu Quarter, Ninh Son Ward, Tay Ninh City, Tay Ninh Province.

- Meeting attendance procedure: Shareholders are kindly requested to bring their Citizen ID card or Passport (*as registered with VSDC*) and a duly signed power of attorney (*for authorized representatives*), using the template attached to this invitation letter.

For any inquiries regarding the meeting registration, shareholders may directly contact the Administrative – Human Resources Department of Tay Ninh Tourist – Trading Joint Stock Company:

- Admin – HR Department: 02763.822.376
- Mr. Phan Thanh Trung: 0913.662.436 (*Deputy Head of Admin – HR Department*)

We sincerely look forward to the full attendance of our esteemed shareholders to ensure the success of the Company's Annual General Meeting of Shareholders 2025./.

Recipients:

- As above;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN



(Signature)
Nguyễn Lam Nhi Thuy

TAY NINH TOURIST – TRADING JOINT STOCK COMPANY

**PROFILE
ANNUAL
SHAREHOLDERS'
MEETING 2025**

June 04, 2025

No.: 15/2025/TB-HĐQT

Tay Ninh, May 12, 2025

NOTICE

**Re: Nomination and Self-Nomination for Additional Member of the Board of
Directors Tay Ninh Tourist – Trading Joint Stock Company
Term 2022–2026**

To: Esteemed Shareholders of Tay Ninh Tourist – Trading Joint Stock Company

Pursuant to Clause 5, Article 115 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 issued by the National Assembly of the Socialist Republic of Vietnam, shareholders or groups of shareholders holding **10% or more** of the total ordinary shares shall have the right to nominate or self-nominate candidates for election to the Board of Directors and the Board of Supervisors;

Pursuant to Clause 3, Article 12 of the Company Charter regarding **the rights of shareholders**;

Pursuant to the **resignation letter** submitted by the Chairwoman of the Board of Directors;

In order to elect an **additional member of the Board of Directors** of Tay Ninh Tourist – Trading Joint Stock Company for the 2022–2026 term, the Board of Directors hereby notifies all qualified shareholders of their right to **nominate or self-nominate** a candidate for the Board of Directors. (The relevant Regulation and Nomination/Self-nomination Forms are available on the Company's official website.)

All nomination/self-nomination documents should be submitted to the **Administration – Human Resources Department** of Tay Ninh Tourist – Trading Joint Stock Company no later than **May 26, 2025**, at the following address: Ba Den Mountain Tourist Area, Ninh Phu Quarter, Ninh Son Ward, Tay Ninh City, Tay Ninh Province. Telephone: 0276.3822376.

Sincerely./.

Recipients:

- As above;
- Archives.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRWOMAN



Nguyen Lam Nhi Thuy



TAY NINH TOURISM - TRADING JOINT STOCK COMPANY

Address: 1253 CMT8 Street, Ninh Phuoc, Ninh Thanh, Tay Ninh City, Tay Ninh Province

Phone: 02763. 822376 - 822538

AGENDA
THE ANNUAL SHAREHOLDERS' MEETING 2025

- Time: 08:00 AM, Wednesday, June 4, 2025

- Venue: Conference Hall – Tay Ninh Cable Car Tour Company

(Address: Ba Den Mountain Tourist Area, Ninh Phu Quarter, Ninh Son Ward, Tay Ninh City, Tay Ninh Province)

No.	TIME	AGENDA DETAILS	NOTE
I		CEREMONIAL SESSION	
1.	7:15 - 8:00	Welcoming delegates, shareholder registration, and voting card.	
2.	8:00 - 8:10	- Report on shareholder attendance; - Opening remarks and introduction of delegates; - Introduction and approval of the Presidium (voting).	
3.	8:10 - 8:20	- Approval of the Working Regulations of the Meeting (voting); - Official opening of the Meeting; - Approval of the Meeting Agenda (voting); - Introduction of the Meeting Secretary and Vote Counting Committee (voting).	
II		REPORTS AND PROPOSALS PRESENTED BEFORE VOTING	
1.	8:20 - 8:35	1.1. Report by the General Director on the Company's operations in 2024 and business plan for 2025; 1.2. Financial plan for 2025.	
2.	8:35 - 8:50	Report of the Board of Directors's activities in 2024 and orientations for 2025.	
3.	8:50 - 9:15	3.1. Report of the Board of Supervisors's activities in 2024 and plans for 2025. 3.2. Auditor's opinion on the audited separate and consolidated financial statements for 2024. 3.3. Proposal on selection of the auditing firm for the separate and consolidated financial statements for 2025.	

No.	TIME	AGENDA DETAILS	NOTE
4.	9:15 - 9:25	4.1. Proposal on profit distribution and dividend payment for 2024; 4.2. Proposal on the salary of the Chairwoman of the Board of Directors, remuneration for members of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2025.	
5.	9:25 - 9:30	Approval of the resignation letter of the Chairwoman of the Board of Directors	
6.	9:30 - 9:50	Break	
7.	9:50 - 10:10	Meeting discussion session at the meeting hall	
8.	10:10 - 10:25	The Presidium provides explanations and conducts voting on the matters presented before the Meeting.	
III		VOTING ON AGM MATTERS	
1.	10:25 - 10:40	- Guidance on voting procedures for the contents of the Meeting and implementation of the voting process; - Vote counting; - Announcement of voting results.	
IV		ELECTION OF ADDITIONAL BOD MEMBERS FOR THE 2022 - 2026 TERM	
1	10:40 - 10:50	1.1. Approval of regulations on nomination, candidacy, and election rules for additional BOD members (voting); 1.2. Nomination and candidacy of additional BOD members for the 2022–2026 term; 1.3. Approval of the summarized profiles of the candidates for additional election to the Board of Directors for the 2022–2026 term; conduct of the election.	
2.	10:50 - 11:05	2.1. The Vote Counting Committee distributes ballots and provides instructions on cumulative voting; 2.2. The Meeting conducts the voting: the Vote Counting Committee counts the votes and announces the results.	
V		ELECTION OF ADDITIONAL CHAIRPERSON OF BOD FOR THE 2022 - 2026 TERM	
	11:05 - 11:20	The Board of Directors holds a meeting to elect an additional Chairperson of the Board of Directors for the 2022–2026 term.	

No.	TIME	AGENDA DETAILS	NOTE
VI		CLOSING SESSION	
1.	11:20 - 11:25	Approval of the draft Resolution and adoption of the AGM Resolution (voting).	
2.	11:25 - 11:30	Approval of the AGM Minutes (Secretary to finalize and deliver to shareholders afterward).	
3.	11:30 - 11:35	Closing remarks concluding the Meeting./.	

THE ORGANIZING COMMITTEE



TAY NINH TOURIST – TRADING JOINT STOCK COMPANY

Address: 1253 CMT8 Street, Ninh Phuoc, Ninh Thanh, Tay Ninh City, Tay Ninh Province
Tel: 02763. 822376 - 822538

**CONFIRMATION OF ATTENDANCE
TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

To: The Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company.

Shareholder's name:

ID card/ Citizen ID/ Passport No.:

Date of issue:; Place of issue

Business Registration Certificate No.:; Date of issue:

Contact address:

Phone number:; Email:

I hereby confirm my attendance at the Annual General Meeting of Shareholders 2025 of Tay Ninh Tourist – Trading Joint Stock Company to be held on June 4, 2025, with:

Total voting shares:

(In words:)

Including:

Shares owned:

Shares authorized:

(Attached with a valid power of attorney)

I undertake to comply fully with the regulations of the Meeting../.

....., May, 2025

CONFIRMING SHAREHOLDER

(Sign and write full name, seal if an organization)



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

POWER OF ATTORNEY

**To attend the Annual General Meeting of Shareholders 2025
TAY NINH TOURIST – TRADING JOINT STOCK COMPANY**
(Authorizing Party is an individual)

To: TAY NINH TOURIST – TRADING JOINT STOCK COMPANY.

Authorizing person:

Địa chỉ:

Phone:

ID Card/Citizen ID No.:, Date of issue:,

Place of issue:

Shareholder code:; Number of shares held: shares.

Due to the inability to attend in person the Annual General Meeting of Shareholders 2025 of Tay Ninh Tourist – Trading Joint Stock Company, I hereby

AUTHORIZE:

Mr./Ms.:

Address:

ID Card/Citizen ID No.: - date of issue: -
place of issue:

Phone:

Number of shares held (if any):

To represent me in attending and voting at the 2025 Annual General Meeting of Shareholders of Tay Ninh Tourist – Trading Joint Stock Company for all the shares I currently own.

Mr./Ms. shall comply strictly with the Working Regulations of the Meeting, is not allowed to re-authorize another person, and is responsible for reporting back the results of the Annual General Meeting of Shareholders 2025 to the authorizing person.

This Power of Attorney is valid only for the Annual General Meeting of Shareholders 2025 of Tay Ninh Tourist – Trading Joint Stock Company./.

....., May, 2025

Authorized person
(Sign, full name)

Authorized person
(Sign, full name)



THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

POWER OF ATTORNEY

To attend the Annual General Meeting of Shareholders 2025
TAY NINH TOURIST – TRADING JOINT STOCK COMPANY
(*Authorizing party is an organization*)

To: TAY NINH TOURIST – TRADING JOINT STOCK COMPANY.

NAME OF THE AUTHORIZING ENTITY:

Business Registration Certificate No.:; Date of Issue:

Place of Issue:

Address:

Phone:; Shareholder Code:

Number of Shares Held:

Legal Representative: Position:

AUTHORIZED PARTY:

Full name:; Year of Birth:

Position at organization:

ID card/ Citizen ID/ Passport No.:

Date of issue:; Place of issue

Address:

Phone:

Number of Shares Held (If any):

SCOPE OF AUTHORIZATION: The authorized person is authorized to attend and vote on all matters within the authority of the Annual General Meeting of Shareholders 2025 behalf of the authorizing party.

COMMITMENT: The authorizing party shall bear full responsibility for this authorization and undertakes to strictly comply with the Working Regulations of the Meeting as well as all applicable laws and the Charter of Tay Ninh Tourist – Trading Joint Stock Company. The authorizing party also commits not to lodge any complaint or legal action against the Compan.../.

....., May....., 2025

Authorized Person
(Signature and full name)

Authorizing Party
(Signed and sealed by the legal representative of
the company)

**WORKING REGULATION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

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

Pursuant to the Charter on the organization and operation of Tay Ninh Tourist – Trading Joint Stock Company as amended and supplemented for the eighth time on June 20, 2023,

Article 1. Objective:

- To achieve the highest level of consensus among shareholders in order to fulfill the objectives set by the Meeting;
- To ensure transparency, fairness, democracy, and constructiveness in the conduct of the Meeting;
- To protect the rights and interests of the Company, its employees, and its shareholders.

Article 2. Conditions for convening the General Meeting of Shareholders:

The General Meeting of Shareholders shall be conducted when shareholders attending the Meeting represent more than 50% of the total voting shares, based on the list of shareholders invited to attend as specified in the notice of convocation. *(Pursuant to Clause 1, Article 145 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020.*

Article 3. Rights and Obligations of Shareholders:

1. Rights of Shareholders:

- Delegates attending the General Meeting of Shareholders must be shareholders who hold *(either directly or via authorization)* shares of the Company as of the record date;
- Delegates attending the General Meeting of Shareholders must bring the Invitation Letter, valid identification documents *(ID card, Citizen ID card, or passport, etc.)*, and the Power of Attorney *(in the prescribed form)* to present to the Organizing Committee in order to receive meeting materials and a voting card indicating their shareholder code and number of voting shares;
- Holders of common stock may authorize a representative to attend and vote at the General Meeting of Shareholders. The authorized person may not re-authorize another individual to attend the Meeting;
- Shareholders or authorized representatives attending the Meeting shall have the right to vote on all matters under the authority of the General Meeting as prescribed in the Company's Charter on organization and operation.

2. Obligations of Shareholders:

- Complete all registration procedures for attending the Meeting with the Organizing Committee;
- When speaking at the Meeting, shareholders or their authorized representatives must raise their voting card and be recognized by the Chairperson. Shareholders should avoid repeating opinions that have already been presented by others;
- Strictly comply with the Working Regulations of the Meeting and provide constructive and relevant feedback to contribute to the Company's development;
- During the Meeting, shareholders and their authorized representatives must follow the direction of the Presidium, maintain courteous and civilized behavior, refrain from smoking, switch mobile phones to silent mode, and avoid private conversations or any conduct that may cause disruption or disorder.

Article 4. Presidium:

1. The Presidium shall be responsible for conducting the proceedings of the Meeting. The number and list of Presidium members shall be proposed by the Organizing Committee and approved by the General Meeting..
2. The Presidium shall perform the following duties:
 - Conduct the Meeting in accordance with the agenda, rules, and regulations adopted by the Meeting, operate based on the principles of democratic centralism, and make decisions by majority vote;
 - Guide the Meeting in discussions, collecting opinions, responding to shareholders' inquiries, and organizing the voting process on matters presented to the Meeting.
3. The Presidium shall only respond directly to key questions relevant to the agenda and of general interest to many shareholders. It shall not directly address or explain in detail matters that have already been disclosed, are governed by legal regulations, or involve specialized, technical issues that serve the personal concerns of individual shareholders..
4. Handle any arising issues (*if any*) during the Meeting. The Chairperson's decision on matters not included in the Meeting agenda shall be considered final and binding.

Article 5. Organizing Committee:

1. The Organizing Committee shall be established by a decision of the Board of Directors of the Company.
2. The Organizing Committee shall verify the eligibility of shareholders, receive documentation from shareholders/authorized representatives attending the Meeting, compare such documentation against the finalized list of shareholders eligible to attend, and distribute relevant materials and voting cards.
3. The Organizing Committee shall report to the General Meeting on the results of the shareholder eligibility verification before the official commencement of the Meeting.

Article 6. Vote Counting Committee:

1. The Vote Counting Committee shall consist of one Head and several members nominated by the Chairperson of the General Meeting and approved by the General

Meeting of Shareholders by a show of voting card. Members of the Vote Counting Committee may not be shareholders of the Company.

2. The Committee shall provide guidance on voting procedures and oversee the voting process conducted by shareholders or their authorized representatives.

3. The Committee shall count the votes, compile, and announce the voting results to the Meeting, including the number of votes in Approve, Disapprove, or Abstain; and the corresponding approval, disapproval, and abstention ratios for each matter, calculated based on the total number of voting shares represented at the Meeting.

Article 7. Secretary of the Meeting:

1. The number and list of Secretaries of the Meeting shall be proposed by the Presidium and approved by the General Meeting of Shareholders.

2. The Secretaries of the Meeting shall have the following duties:

- Accurately and fully record the entire proceedings of the Meeting and all matters approved by shareholders, including any issues that were reserved during the Meeting;
- Receive shareholders' written comments or feedback (if any);
- Draft the Minutes of the General Meeting of Shareholders and the Resolution on matters approved at the Meeting.

Article 8. Voting for Approval of Contents at the Meeting:

1. Shareholders or authorized representatives attending the Meeting shall be provided with voting ballots, which indicate the number of voting shares they hold.

2. For each matter presented, the Presidium shall request shareholders' opinions and conduct separate voting for each item on the agenda. The Vote Counting Committee shall distribute the ballots to shareholders or authorized representatives to proceed with the voting.

3. Resolutions shall be passed when approved by shareholders representing more than 50% of the total votes of all shareholders attending the Meeting, unless otherwise provided under Clause 1, Article 21 of the Company's Charter on organization and operation.

Article 9. Guests:

Guests may attend the Meeting only with a valid invitation issued by the Company and must comply with all working regulations of the Meeting and respect the direction and decisions of the Chairperson.

Article 10. Effectiveness:

These Regulations consist of 10 Articles and shall take effect immediately upon approval by the General Meeting of Shareholders../.

Recipients:

- Shareholders;
- Archives: BOD

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyễn Lam Nhi Thuy

No.: 157/2025/BC-TTT

Tay Ninh, May 13, 2025

REPORT
Business Performance in 2024 and
Business Directions for 2025

To: General Meeting of Shareholders of
Tay Ninh Tourist – Trading Joint Stock Company

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders,
The Board of Management of Tay Ninh Tourist – Trading Joint Stock Company
hereby reports the business performance in 2024 and outlines the business directions for
2025 as follows:

I. Business Performance in 2024:

1. General Overview:

- Globally, the situation remained volatile and unstable in 2024. The global economic growth was estimated at 3.2%. Escalating conflicts between Russia and Ukraine, rising tensions in the Middle East, and instability on the Korean Peninsula disrupted global supply chains, threatening recovery and interrupting the momentum of economic development.

- Vietnam's economy recorded positive results. Gross Domestic Product (GDP) increased by 7%. Many key and large-scale transportation infrastructure projects were upgraded and invested in. However, domestic tourism growth remained modest, reaching 110 million trips, up 1.6% compared to 2023. International tourist arrivals reached 17.5 million, marking a 38.9% increase year-on-year.

- In Tay Ninh, the economy continued to show significant improvements in 2024. The Gross Regional Domestic Product (GRDP) grew by 8.45%, exceeding the provincial target of 7%. Tay Ninh ranked 19th out of 63 provinces and cities nationwide and 2nd among the Southern Key Economic Region in GRDP growth. Average income per capita reached USD 4,250. The material and spiritual well-being of citizens improved, and social welfare was ensured. Tourism activities continued to grow, with tourist arrivals reaching 5.6 million (an increase of 9.7% compared to the same period), and revenue estimated at VND 2,500 billion (a 24% increase year-on-year).

- With the close and timely guidance of the Board of Directors, the efforts of the Board of Management, and the trust and support of shareholders and employees, the Company achieved the following results:

2. Business Performance Against Targets in 2024:

2.1. Business Performance:

Unit: Million VND

Item	Indicator	Plan	Actual	Actual	Comparison (%)	
		2024	2023	2024	Against Plan	Same Period
*	Consolidated					
	- Revenue	153,417	177,503	156,512	102.02%	88.17%
	- Profit before tax	25,373	41,938	32,969	129.94%	78.61%
1	Tay Ninh Tourist – Trading Joint Stock Company					
	- Revenue	103,356	124,477	118,483	114.64%	95.18%
	- Profit before tax	18,907	22,199	22,641	119.75%	101.99%
	- Dividend %	20%	20%	20%	100,00%	100,00%
2	Tay Ninh Cable Car Tour Company					
	- Revenue	47,700	67,355	48,462	101.60%	71.95%
	- Profit before tax	8,500	22,999	13,589	159.87%	59.09%
	- Dividend %	5%	5%	5%		100.00%

- Consolidated revenue reached 102.02% of the 2024 target, representing a decrease of 11.83% compared to the same period last year. Profit before tax reached 129.94% of the target, down 21.39% year-on-year. For the parent company, actual revenue reached 114.64% of the plan, a decrease of 4.82% compared to the same period; profit before tax reached 119.75% of the plan, an increase of 1.99% compared to the same period.

- For the subsidiary – Tay Ninh Cable Car Tour Company – actual revenue reached 101.60% of the plan, a decrease of 28.05% year-on-year; profit before tax reached 159.87% of the target, down 40.91% compared to the same period last year.

2.2. Management and Execution of Key Tasks:

*** Tay Ninh Tourist – Trading Joint Stock Company:**

In 2024, the Company's business activities primarily focused on supplying beverages, providing parking fee services for cars and motorbikes, transporting passengers via electric cars and buggies, landscape maintenance and decoration services, environmental sanitation services, and gate ticket collection services at Ba Den National Tourist Area. Based on these operational fields, the Company undertook the following key tasks to ensure effective business performance during the year:

- Facilities Maintenance: The Company maintained and serviced 14 electric vehicles and 8 buggies in time for the Ba Den Mountain Spring Festival in 2024. It also upgraded and repaired public restrooms to ensure free, quality service for visitors; repaired and restored the surveillance camera system along the mountainside road and in the parking areas for cars and motorbikes to help maintain public order and security within the tourist area. In addition, damaged roads and entrances/exits of parking areas were patched and leveled to facilitate easy vehicle access.

- Investment Activities: The Company invested VND 172,681,818 in acquiring IT equipment to support parking fee management for cars and motorbikes at Ba Den Mountain Tourist Area.

- Service Provision:

+ The Company signed contracts to provide environmental sanitation services, ornamental plants, flowers, as well as landscape design, installation, and decoration for affiliated units at Ba Den Mountain. Environmental hygiene standards were well maintained with a green, clean, and beautiful setting. Ornamental plants and flowers were regularly cared for, while mini-landscapes were newly and creatively designed, becoming attractive highlights that drew the attention of numerous visitors.

+ In 2024, the Company continued leasing premises and providing services to various partners. It efficiently operated parking fee collection services for cars and motorbikes and passenger transportation via electric cars and buggies, ensuring safety and contributing to both revenue and profit.

+ Additionally, the Company continued to lease spaces along the mountainside road to around 50 small business households, offering shopping and food services to tourists. The Company also entered into a ticket collection contract with the Management Board of Ba Den National Tourist Area.

- Goods Supply: The Company actively coordinated with manufacturers to plan and deliver timely and sufficient supplies of beer, bottled water, and various beverages to partners and business households. The volume of goods sold in 2024 increased compared to 2023, contributing significantly to the Company's revenue and profit.

- Preparations for the Ba Den Mountain Spring Festival in 2025: Recognizing this as the peak season of the year, the Company proactively and promptly prepared all necessary resources to ensure the best possible service for the 2025 Ba Den Mountain Spring Festival.

*** Tay Ninh Cable Car Tour Company:**

- Successfully organized and served visitors using the cable car and alpine coaster services during the Spring Festival month and throughout 2024;

- In 2024, Tay Ninh Cable Car Tour Company signed a contract with Tay Ninh Sun Joint Stock Company – Sun World Tay Ninh Branch to offer a combo package allowing visitors to travel by cable car to Hang Pagoda Station and return via alpine coaster, contributing to increased revenue for the Company;

- Successfully organized the Annual General Meeting of Shareholders 2024;

- Efficiently managed, operated, maintained, and regularly serviced the cable car and alpine coaster systems in accordance with the manufacturer's regulations.

3. Financial Situation:

a. Asset Status (*According to the Company's financial statements*):

As of December 31, 2024, the total assets of the Company amounted to VND 152.32 billion, an increase of 4.56% compared to 2023 (VND 145.64 billion). Profit after

tax reached VND 18.72 billion, up 1.92% year-on-year. The return on assets (ROA) ratio was 0.12.

b. Payables Status:

As of December 31, 2024, the Company's total liabilities were VND 17.60 billion, a decrease of 13.96% compared to 2023, accounting for 11.5% of total assets. The majority of these liabilities were payables to suppliers for goods and services, taxes payable to the State, and salary and bonus obligations to the Company's employees.

4. Human Resources, Training, Compensation, and Employee Welfare:

a. Human Resources Organization and Training:

- In 2024, the Company's human resources remained generally stable. Vacant positions arising from employee resignations were promptly filled. The Company also maintained regular personnel rotation and reassignment, contributing to improved operational efficiency. For outsourced labor, the Company continuously reviewed staffing needs to ensure that the number and quality of workers met actual job requirements and the service contracts signed with partners in 2024..

- Regarding training: The Company continued to organize training courses focused on professional skills, expertise, and soft skills for employees, aiming to enhance work efficiency and support overall business performance.

b. Compensation and Implementation of Employee Policies:

- Despite many challenges in 2024, the Company reviewed and adjusted the compensation packages for more than 46 employees who achieved good performance in their assigned tasks. All policies regarding salaries and social insurance were implemented in full and on time. The Company ensured stable employment for nearly 63 permanent employees.

- Every year, the Company provides Suncare insurance and organizes periodic health checkups for all staff members.

5. Occupational Safety, Fire Prevention and Control, and Environmental Sanitation:

- In 2024, the Company enhanced and effectively implemented occupational safety, fire prevention and control, and environmental sanitation measures. Regular inspections were conducted, and fire prevention and firefighting equipment was supplemented in a timely manner to ensure effective readiness. As a result, there were no incidents of fire, explosion, or workplace accidents reported during the year..

- Additionally, in 2024, the Company coordinated with the Fire Prevention and Rescue Police Department of Tay Ninh Province to organize fire prevention and rescue training for 20 employees and workers at the Company.

II. Business Directions for 2025:

In 2025, the global economy in general and the Vietnamese economy in particular are forecast to continue facing numerous difficulties and challenges. The ongoing global trade tensions are expected to intensify, negatively impacting global consumption demand for goods produced in Vietnam as well as the business operations of many enterprises. Several businesses may continue downsizing to cut costs in 2025, while the trend of

consumer spending reduction is expected to persist. Given this context, from the beginning of the year, the Board of Management has focused on leadership and governance efforts, mobilizing and utilizing all available resources and implementing flexible business plans to achieve optimal efficiency.

1. Advantages:

- Ba Den Mountain National Tourist Area continues to be a popular destination for pilgrimage and sightseeing among both domestic and international tourists. Many new construction projects are currently being developed by the investors, and tourist arrivals to Ba Den Mountain remain stable.

- The Company is financially sound, with no tax arrears and strong capital mobilization capacity.

2. Difficulties:

- The Company's trade and service operations remain limited and lack diversification, with its primary market centered around the Ba Den Mountain Tourist Area. Most of the products provided by the Company are beer and soft drinks, while other categories such as handicrafts, ice cream, snacks, salted shrimp powder, and food services are provided by external suppliers.

- The competency level among staff members remains inconsistent. The Company is still facing a shortage of capable successors to meet future development needs.

Given the aforementioned Advantages and Difficulties, the Board of Management has formulated the 2025 business plan as follows:

Unit: VND

Item No	Indicator	Actual 2024	Plan 2025	Compare (2025/2024)	Note
I	Consolidated Plan				
1	Revenue	156,511,801,903	157,069,327,978	100.36%	
2	Profit before tax	32,969,295,181	32,761,960,000	99.37%	
II	Plan for Companies				
1	Tay Ninh Tourist – Trading Joint Stock Company				
	Revenue	118,482,850,463	111,000,000,000	93.68%	
	Profit before tax	22,641,422,151	19,823,000,000	87.55%	
	Dividend %	20%	20%		
2	Tay Ninh Cable Car Tour Company				
	Revenue	48,462,052,338	55,500,000,000	114.52%	

Item No	Indicator	Actual 2024	Plan 2025	Compare (2025/2024)	Note
	Profit before tax	13,588,913,030	16,200,000,000	119.21%	
	Dividend %	5%	5%		

In 2025, the Company has set lower business targets compared to actual performance in 2024 due to anticipated ongoing economic difficulties and challenges. Specifically, Consolidated revenue is projected to increase slightly by 0.36%, while consolidated profit before tax is expected to decrease by 0.63% compared to 2024; For Tay Ninh Tourist – Trading Joint Stock Company, revenue is expected to decrease by 6.32%, and profit before tax by 12.45%; For Tay Ninh Cable Car Tour Company, revenue is expected to increase by 14.52%, and profit before tax by 19.21% compared to 2024.

3. Key Tasks for Implementing the Business Plan for 2025:

3.1. Tay Ninh Tourist – Trading Joint Stock Company:

- Investment in Facilities and Infrastructure: The Company will continue to invest in and procure new equipment and tools to support environmental sanitation services and landscape maintenance at Ba Den Mountain, ensuring a green, clean, and beautiful environment. It will also continue upgrading and maintaining the electric vehicle system for passenger transport within the Ba Den Mountain Tourist Area; further improve the smart parking management system using magnetic cards for cars and motorbikes; and renovate and repair transportation and technical infrastructure to better serve visitors.

- Service Operations: The Company will maintain contracts for environmental sanitation, the supply of greenery and ornamental plants, landscape design, installation and decoration services, as well as passenger transportation services using electric vehicles with internal partners.

- Commercial Activities: The Company will continue to maximize the supply of beer and soft drinks to household businesses and partners operating in the Ba Den Mountain Tourist Area.

- The Company will invest in modern equipment and facilities, applying digital technology and automation to management and operations to enhance service quality and business performance.

- In addition, the Company will continue cooperating with relevant units to organize and maintain cultural and artistic activities during the Spring Festival Month, thereby diversifying and enriching the festive atmosphere at Ba Den National Tourist Area annually.

3.2. Tay Ninh Cable Car Tour Company:

- Continue maintaining the cooperation agreement with Tay Ninh Sun Joint Stock Company – Sun World Tay Ninh Branch to offer a combo package allowing visitors to use the cable car service to Hang Pagoda Station and return via alpine coaste.

- Strengthen marketing and communication efforts to promote the Company's cable car and alpine coaster services. Enhance service quality to best meet customer needs,

and implement appropriate promotional policies and ticket discounts for specific customer groups during off-peak hours and low season months.

- Continue coordinating with other units within the Tourist Area to organize traditional festivals such as the Ba Den Spring Festival Month, Mid-year Festival, and the Mid-Autumn Festival.

- Focus on effective governance, resource management, and risk control in business operations. Improve internal regulations and policies in accordance with current laws. Maximize the use of idle capital to generate the highest possible returns.

- Accelerate the application of technology and digital transformation in cable car service operations to improve business efficiency and provide the best customer experience.

3.3. Ensure the well-being of all officers and employees by taking good care of both their material and spiritual lives; effectively implement grassroots-level democratic regulations and fulfill national defense and security responsibilities.

- Coordinate with relevant provincial authorities to participate in the implementation of social welfare policies, and provide care and support for the poor and those in difficult circumstances within the province.

3.4. Human Resources Planning:

- Continue streamlining and improving the Company's organizational and management structure to enhance operational efficiency. Develop both short-term and long-term training and professional development plans for management and staff. Review and update reward and benefit policies to create motivation for employees to maximize their capacity in alignment with the Company's growing development needs.

- Ensure the recruitment of qualified personnel to meet the Company's operational requirements. Focus on training and developing a competent team of successors to support the Company's sustainable growth. Strengthen HR budget control to prevent any excess beyond the planned targets for 2025.

This report presents the Board of Management's summary of the business performance in 2024 and the business directions for 2025, submitted to the Annual General Meeting of Shareholders 2025 for consideration../.

Recipients:

- Hanoi Stock Exchange (for reporting);
- BOD, BOS (for reporting);
- Shareholders (for reporting);
- BOM;
- Archive.

GENERAL DIRECTOR



Trần Thị Hiền

No: 17/2025/KHTC-TTT

Tay Ninh, May 13, 2025

FINANCIAL PLAN FOR 2025

To: Annual General Meeting of Shareholders 2025

Item No	Indicators	Unit	Actual 2024	Plan 2025	Rate % +,-
1	Charter capital	đồng	45,702,100,000	45,702,100,000	-
2	Total revenue	đồng	118,482,850,463	111,000,000,000	-6.32
3	Cost of goods sold	đồng	86,138,130,797	83,000,000,000	-3.64
4	Gross profit	đồng	18,359,371,154	15,670,000,000	-14.65
5	Expenses	đồng	9,703,297,515	8,177,000,000	-15.73
6	Profit before tax	đồng	22,641,422,151	19,823,000,000	-12.45
7	Profit after tax	đồng	18,726,623,614	16,472,208,000	-12.04
8	Total retained earnings	đồng	64,327,237,458	80,799,445,458	25.61
8.1	Previous year's profit	đồng	45,600,613,844	64,327,237,458	
8.2	This year's profit	đồng	18,726,623,614	16,472,208,000	-12.04
9	Dividend payment				
9.1	- Rate	%	20%	20%	
9.2	- Dividend payment amount	%	9,140,420,000	9,140,420,000	
10	Board of directors, supervisors, secretaries' remuneration	đồng	396,000,000	396,000,000	0.00
11	Average number of employees	People	62	62	

Recipients:

- BOD, BOS;
- Shareholders;
- Archives: BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Lam Nhi Thuy

No: 18/2025/BC-HĐQT

Tay Ninh, May 13, 2025

**REPORT
BOARD OF DIRECTORS' ACTIVITIES
IN 2024**

Pursuant to the Resolution of the Annual General Meeting of Shareholders 2024,
The Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company hereby
reports on its activities in 2024 as follows:

I. Assessment by the Board of Directors on Overall Operations:

- In general, the global situation remained unstable and volatile in 2024. Global economic growth was estimated at 3.2%. The escalation of the Russia–Ukraine conflict, rising tensions in the Middle East, and instability on the Korean Peninsula caused partial disruptions in global supply chains, threatening recovery and hindering economic development momentum.

- Vietnam's economy achieved positive results. Gross Domestic Product (GDP) increased by 7%. Numerous important and large-scale transportation projects were invested in and upgraded. Domestic tourism growth remained modest, with 110 million trips, up 1.6% compared to 2023. International tourist arrivals reached 17.5 million, up 38.9% from 2023.

- In Tay Ninh Province, the economy continued to show significant improvements. Gross Regional Domestic Product (GRDP) reached 8.45%, surpassing the provincial target of 7%. Among 63 provinces and cities, Tay Ninh ranked 19th nationwide and 2nd among the Southern Key Economic Region in GRDP growth. Average income per capita reached USD 4,250. The material and spiritual well-being of residents improved, social welfare was ensured, and tourism activities continued to grow. The number of visitors reached 5.6 million (up 9.7% year-on-year), with estimated revenue of VND 2,500 billion (up 24% year-on-year).

Based on the above context, the Board of Directors, in close collaboration with the Board of Management, continued to build upon the achieved results, made efforts to overcome difficulties and challenges, and was determined to fulfill the targets and tasks set out in the Resolution of the Annual General Meeting of Shareholders 2024. The results were as follows:

1. Business Performance Targets:

Unit: Million VND

No.	Indicator	Plan	Actual	Actual	Comparison (%)	
		2024	2023	2024	Plan	Same Period
*	Consolidated					
	- Revenue	153,417	177,503	156,512	102.02%	88.17%
	- Profit Before Tax	25,373	41,938	32,969	129.94%	78.61%

No.	Indicator	Plan	Actual	Actual	Comparison (%)	
		2024	2023	2024	Plan	Same Period
1	Tay Ninh Tourist – Trading Joint Stock Company					
	- Revenue	103,356	124,477	118,483	114.64%	95.18%
	- Profit Before Tax	18,907	22,199	22,641	119.75%	101.99%
	- Dividend %	20%	20%	20%	100,00%	100,00%
2	Tay Ninh Cable Car Tour Company					
	- Revenue	47,700	67,355	48,462	101.60%	71.95%
	- Profit Before Tax	8,500	22,999	13,589	159.87%	59.09%
	- Dividend %	5%	5%	5%		100.00%

- Consolidated revenue reached 102.02% of the 2024 plan, but decreased by 11.83% compared to the same period in 2023. Profit before tax reached 129.94% of the target, down 21.39% year-on-year. For the parent company, revenue reached 114.64% of the plan, down 4.82% year-on-year; profit before tax reached 119.75% of the plan, increasing 1.99% compared to 2023.

- For the subsidiary, Tay Ninh Cable Car Tour Company, revenue achieved 101.60% of the plan, down 28.05% year-on-year; profit before tax reached 159.87% of the plan, a decrease of 40.91% compared to 2023.

*** General Assessment:**

Despite being impacted by the challenging conditions of both the global and domestic economies, with strong determination and effort, the Board of Directors successfully steered the Company to exceed its revenue and profit targets for 2024..

2. Investment in Facilities and Projects:

*** Tay Ninh Tourist – Trading Joint Stock Company:**

In 2024, the Company's business activities primarily focused on supplying beverages, collecting parking fees for cars and motorbikes, transporting passengers via buggy and electric vehicles, providing landscape maintenance and decorative services, environmental sanitation services, and gate ticket collection services at the Ba Den National Tourist Area. Based on these identified business areas, the Company implemented the following key tasks to ensure operational effectiveness throughout the year:

- On facility repair and maintenance: The Company carried out timely maintenance on 14 electric vehicles and 8 buggies to serve the Ba Den Mountain Spring Festival in 2024; upgraded and renovated public restrooms to provide free and satisfactory services for visitors; repaired the surveillance camera systems along the mountainside walking route and in the car and motorbike parking areas to strengthen security and public order. It also patched and repaired road surfaces and access routes to the parking lots, facilitating smoother vehicle access for tourists.

- On capital investment: The Company invested VND 172,681,818 in acquiring machinery and IT equipment to support the management and operation of the parking fee collection system for cars and motorbikes at the Ba Den Mountain Tourist Area.

- On service provision:

+ The Company signed contracts to provide environmental sanitation services, ornamental plants, flower arrangements, as well as design, installation, and landscape decoration services for internal partners at Ba Den Mountain. Environmental hygiene was maintained at a high standard-green, clean, and visually appealing. Plants were regularly cared for, and decorative mini-landscapes were uniquely designed and creatively arranged, adding visual highlights and attracting numerous tourists.

+ In 2024, the Company continued to lease premises and provide services to its partners; it efficiently operated parking fee collection services and passenger transportation using electric vehicles and buggies, ensuring safety and generating both revenue and profit for the Company.

+ Additionally, the Company maintained the rental of spaces along the mountainside walking route for about 50 small business households to provide shopping and food services for visitors; it also continued a contract with the Management Board of Ba Den National Tourist Area to collect gate tickets on their behalf.

- On goods supply: The Company proactively coordinated with manufacturers, developed procurement plans, and ensured timely and sufficient delivery of beer, bottled water, and various beverages to business households. Sales volume in 2024 exceeded that of 2023, contributing to increased revenue and profit.

- On preparations for the Ba Den Mountain Spring Festival in 2025: Recognizing this as the peak season of the year, the Company promptly and thoroughly prepared all necessary resources to provide the best possible service during the 2025 Spring Festival at Ba Den Mountain.

*** Tay Ninh Cable Car Tour Company:**

- Successfully organized and served visitors using the cable car and alpine coaster services during the Spring Festival month and throughout 2024;

- In 2024, the Company signed a cooperation agreement with Tay Ninh Sun Joint Stock Company – Sun World Tay Ninh Branch to offer a combo package for visitors to travel up to Chua Hang Station by cable car and return by alpine coaster, which contributed to an increase in the Company's revenue;

- Successfully organized the Annual General Meeting of Shareholders 2024;

- Efficiently managed, operated, and conducted regular maintenance and servicing of the cable car and alpine coaster systems in accordance with the manufacturer's technical specifications.

3. Assessment by the Board of Directors on the Performance of the Board of Management:

- The Board of Directors monitored the leadership and operational performance of the Board of Management in key areas including: the implementation of Resolutions adopted by the General Meeting of Shareholders and the Board of Directors; the execution of the business plan for 2024; and the management of the Company's day-to-day operations.

- The Board of Directors highly appreciates the efforts of the Board of Management in executing the Business Plan for 2024, especially under the challenging domestic economic conditions influenced by global uncertainties. The Board of Management

performed its functions, duties, and powers in accordance with State regulations and the Company's Charter on organization and operation. It also diligently implemented the Resolutions issued by the Board of Directors throughout 2024. All decisions made by the Board were promptly and decisively executed by the Board of Management. As a result, the key business indicators, such as revenue and profit, exceeded the planned targets.

4. Activities of the Board of Directors:

4.1. Members and Structure of the Board of Directors:

- The Board of Directors consists of 05 members. As of the reporting date, the ownership of voting shares is as follows:

No.	Name	Year of Birth	Title	Qualification	Current Position	Shares Held	Percentage of charter capital (%)
1	Nguyen Lam Nhi Thuy	1973	Chairwoman Board of Directors	Bachelor of Economics	Dedicated Chairman Board of Directors	None	0
2	Trinh Van Ha	1978	Vice Chairman Board of Directors	Construction Engineer	Senior Project Development Officer – Sun Group	None	0
3	Tran Thi Hien	1972	Member Board of Directors	Bachelor of Economics	General Director – Tay Ninh Tourist – Trading JSC	None	0
4	Vo Tran Chi Thinh	1977	Member Board of Directors	Bachelor of Economics	Assistant to General Director – Tay Ninh Sun JSC	None	0
5	Nguyen Huy Cuong	1975	Member Board of Directors	Bachelor of Mechanical Engineering	Deputy Director – Tay Ninh Sun JSC – Sun World Tay Ninh Branch	None	0

- Member of the Board of Directors participating in the Company's Board of Management:

No.	Full Name	Title
1	Nguyen Lam Nhi Thuy	Chairwoman of the Board of Directors
2	Tran Thi Hien	Member of the Board of Directors and General Director

4.2. Activities of the Board of Directors:

In 2024, in accordance with the Law on Enterprises, the Company's Charter on organization and operation, and the Board of Directors' Rules of Procedure, the Board of Directors convened a total of 07 meetings, both regular and ad hoc. All meetings were attended and supervised by the Board of Supervisors. These meetings addressed various key matters, focusing on resolving critical issues related to business operations and the organizational structure of the Company. Timely strategic directions were adopted to lead and instruct the Board of Management in implementing the Resolutions of the General Meeting of Shareholders and of the Board of Directors. Specifically, in 2024, the Board of Directors approved several significant matters, including:

- Approval of the Business Plan for 2024 of the Company.
- Approval of the policy to sign service contracts for sanitation, supply of greenery and ornamental plants, landscape renovation and decoration, and passenger transportation services by electric vehicles with Tay Ninh Cable Car Tour Company.
- Approval of the policy to sign contracts for sanitation services, plant and flower care, as well as contracts for the supply, renovation, and decoration of landscaping, and a framework agreement for the purchase and sale of beer and beverages with Tay Ninh Sun Joint Stock Company – Sun World Tay Ninh Branch;
- Other important matters.

4.3. Assessment by the Independent Member of the Board of Directors:

a) On the Organization of Board Meetings:

The meetings of the Board of Directors were convened and conducted with clear schedules, and materials were well-prepared in accordance with regulations. Meeting agendas were thoroughly discussed, reviewed, and evaluated by all members to reach the most appropriate decisions and strategic directions for the Company.

b) On the Oversight of the Board of Management:

- The Board of Directors has effectively carried out its oversight duties over the Board of Management, ensuring that the Company's operations were tightly monitored and aligned with the Company's strategic direction and necessary adjustments throughout the business cycle.

- Board members who concurrently serve in the Board of Management regularly participated in both scheduled and ad hoc meetings of the Board of Management. Decisions of the Board of Management were analyzed, consulted, and reviewed by the Board of Directors to ensure timely and effective solutions for enhancing business efficiency.

c) Overall Assessment of the Board's Activities:

- According to the approved work plan, the activities of the Board of Directors in 2024 were carried out in line with the Resolutions of the General Meeting of Shareholders and in compliance with the Company's Charter and Corporate Governance Regulation.

- All Board members demonstrated a strong sense of responsibility, performed their duties professionally and transparently, and made numerous valuable recommendations that enabled the Board of Management to overcome various challenges in 2024.

- The Board of Directors successfully led and managed the Company to exceed its planned targets for revenue and profit. It fulfilled obligations to the State budget, ensured dividend payments to shareholders, and maintained stable income for employees. The

Board also actively participated with the Board of Management in promoting corporate culture through seminars, emulation movements, sports activities, and “Green Day” campaigns, which positively contributed to the Company’s overall business performance.

4.4. Salaries and Remuneration of the Board of Directors, General Director, and Board of Supervisors in 2024

a. Salaries of the Full-time Chairwoman of the Board of Directors, General Director, and Full-time Head of the Board of Supervisors:

No.	Position	Monthly Salary	Number of Months	Salary for 2024
1	Dedicated Chairwoman of the Board	44,712,000	12	536,544,000
2	General Director	43,000,000	12	516,000,000
3	Head of the Board of Supervisors	27,600,000	12	331,200,000
	TOTAL			1,383,744,000

b. Remuneration for the Board of Directors, Board of Supervisors, and Secretary of the Board:

No.	Position	Monthly Remuneration	Number of Months	Remuneration for 2024
I	Board of Directors			252.000.000
1	Vice Chairman of the Board of Directors	6,000,000	12	72.000.000
2	Board of Directors’ members (03 members)	5,000,000	12	180.000.000
II	Board of Supervisors members (02 members)	4,000,000	12	96.000.000
III	Secretary of the Board of Directors	4,000,000	12	48.000.000
	TOTAL			396,000,000

II. Business Directions for 2025:

- Based on the results achieved in 2024, the 5-year plan for 2022–2026, and the assessment of favorable and challenging conditions both domestically and internationally as well as locally.

- The global and Vietnamese economies are expected to continue facing numerous challenges in 2025. The ongoing global trade tensions are anticipated to further impact the business activities of many enterprises.



**TÂY NINH TOURIST – TRADING
JOINT STOCK COMPANY
BOARD OF SUPERVISORS**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: 158/2025/BC-BKS

Tay Ninh, May 13, 2025

REPORT ON ACTIVITIES IN 2024 AND OPERATIONAL DIRECTION FOR 2025 OF THE BOARD OF SUPERVISORS

To: General Meeting of Shareholders of Tay Ninh Tourist – Trading Joint Stock Company (TTT)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on organization and operation of Tay Ninh Tourist – Trading Joint Stock Company;;
- Pursuant to the Regulation on operations of the Board of Supervisors No. 38/2021/QC-BKS/TTT dated June 23, 2021 issued by the Board of Supervisors;

The Board of Supervisors (BOS) of Tay Ninh Tourist – Trading Joint Stock Company hereby reports to the General Meeting of Shareholders on its activities in 2024 and proposes its orientation and tasks for 2025 as follows:

A. Activities of the Board of Supervisors in 2024

I. Organizational Structure and Operation of the Board of Supervisors

- The Board of Supervisors consists of 03 members, including 01 full-time Head and 02 part-time Supervisors, in accordance with the Company's Charter and the Law on Enterprises. The current members are:

- | | |
|-------------------------|---|
| 1. Mr. Nguyen Van Quang | - Head of the Board (Appointed June 21, 2022) |
| 2. Mr. Bui Minh Nam | - Member (Appointed June 21, 2022) |
| 3. Ms. Bui Thi Lau | - Member (Appointed June 20, 2023) |

- The Head of the Board of Supervisors has assigned responsibilities to the members to ensure that the Board's operations are carried out in accordance with applicable laws and the Company's Charter..

II. Performance of Supervisory Duties in 2024

- The Board of Supervisors held **two meetings** in 2024 with the full attendance of 100% of its members to carry out the supervisory plan, focusing on periodic reviews of financial accounting and business operations of the Executive Board.

- The Board of Supervisors attended **all meetings of the Board of Directors (BOD)** and made recommendations to the BOD and the General Director (GD) regarding issues related to business operations.

- The Board supervised the BOD and the GD in implementing the Resolutions, orientations, and business objectives for 2024 as approved by the GMS, promptly identifying risks in the Company's operations and proposing remedial measures to the BOD and the GD.

III. Scope of Supervisory Activities

1. Results of Oversight of the Board of Directors and General Director

a. With Respect to the Board of Directors

- The BOD held its meetings on a regular basis in accordance with the Company's Charter and the BOD's Rules of Procedure. In 2024, the BOD convened **07 meetings** and issued **07 resolutions** to implement the matters adopted by the GMS 2024. The BOD's resolutions and decisions were issued in the correct sequence, within the appropriate authority, and in compliance with legal and charter-based regulations. These resolutions were assigned to the General Director for implementation.

- The BOD successfully organized the Annual General Meeting of Shareholders 2024 and issued its resolution.

- The BOD provided timely guidance and decision-making in business operations, continuing to focus on maintaining and expanding services such as: Parking fee services for cars and motorbikes; Environmental sanitation services; Landscape care and decoration services; Leasing of commercial spaces; Supply of beer and soft drinks at Ba Den Mountain.

b. With Respect to the General Director and Executive Board

- The General Director actively organized and managed the Company's activities to implement the business plan, improved the internal control system, and addressed existing shortcomings in accordance with the GMS Resolution and directions from the BOD..

- Through its oversight, the Board of Supervisors observed that the Company's governance and operations were carried out in accordance with legal regulations.

2. Review of the Financial Statements for 2024

- The Financial Statements for 2024 were prepared in accordance with current accounting standards and regulations. The data and figures presented in the Separate and Consolidated Financial Statements of Tay Ninh Tourist – Trading Joint Stock Company for 2024 were audited by AASC Auditing Firm Company Limited. The Board of Supervisors reviewed and concurred that the Financial Statements were presented fairly, reasonably, and in compliance with applicable regulations.

- Summary of Key Financial Indicators for 2024

a. Consolidated financial indicators

Indicator	Actual 2023	Actual 2024	Plan 2024	% of Plan 2024 (%)	Comparison 2024/2023 (%)
1. Total Revenue	177,502,885,957	156,511,801,903	153,417,000,000	102.02%	88.17%
2. Total Expenses	135,564,470,253	123,542,506,722	128,044,000,000	96.48%	91.13%
3. Profit Before Tax	41,938,415,704	32,969,295,181	25,373,000,000	129.94%	78.61%
4. Total Assets	482,305,069,257	470,263,083,487			97.50%

b. Parent Company Financial Indicators

Indicator	Actual 2023	Actual 2024	Plan 2024	% of Plan 2024 (%)	Comparison 2024/2023 (%)
1. Total Revenue	124,477,292,089	118,482,850,463	103,355,798,061	114.64%	95.18%
2. Total Expenses	102,277,429,187	95,841,428,312	84,448,691,165	113.49%	93.71%

Indicator	Actual 2023	Actual 2024	Plan 2024	% of Plan 2024 (%)	Comparison 2024/2023 (%)
3. Profit Before Tax	22,199,862,902	22,641,422,151	18,907,106,896	119.75%	101.99%
4. Total Assets	145,643,321,316	152,324,925,356			104.59%

3. Assessment of Coordination between the Board of Supervisors, the Board of Directors, the General Director, and Shareholders

- The Board of Supervisors and the Board of Directors coordinated their activities in accordance with the Company's Charter. They jointly proposed timely solutions and directives to the Board of Management to ensure the completion of the targets and tasks set forth in the Resolution of the Annual General Meeting of Shareholders 2024.

- The Board of Directors and the General Director facilitated conditions for the Board of Supervisors to fully perform its assigned functions and responsibilities. The recommendations of the Board of Supervisors were duly considered and addressed by the Board of Directors and the General Director, and were seriously implemented by the relevant units.

4. Operating Expenses of the Board of Supervisors in 2024

- The operating expenses of the Board of Supervisors in 2024 were carried out within the general operating budget of TTT, and were disbursed in accordance with applicable laws and internal regulations of the Company.

- The operating budget and remuneration of the Board of Supervisors were implemented in accordance with the approval of the Annual General Meeting of Shareholders 2024 and will be submitted for finalization at the Annual General Meeting of Shareholders 2025.

B. Plan of Activities for 2025

Based on the functions and duties of the Board of Supervisors and the operational and business plan of TTT for 2025, the Board of Supervisors will strive to fulfill its tasks and powers in accordance with the law as follows:

- Supervise the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors, as well as the executive and management activities of the Board of Directors and the General Director during the Company's operations.

- Oversee the Company's financial position, appraise the annual and interim financial statements.

- Review, on an annual basis, the internal regulations of the Board of Supervisors and the Company's accounting and reporting procedures, and propose amendments or supplements if necessary.

- Review the opinions of the independent auditor and the responses from the General Director and Executive Board, and monitor the implementation of audit recommendations.

- Discuss difficulties and issues identified through mid-term and year-end audit findings, as well as matters related to the Company's business operations.

- Evaluate the effectiveness of the internal control system and make recommendations to improve its efficiency.

- Perform other duties in accordance with the legal regulations, the Charter of TTT, the Organizational Regulations of the Board of Supervisors, and other relevant documents.

Based on the content presented above, the Board of Supervisors respectfully reports to the Annual General Meeting of Shareholders 2025 and submits this report for review and approval.

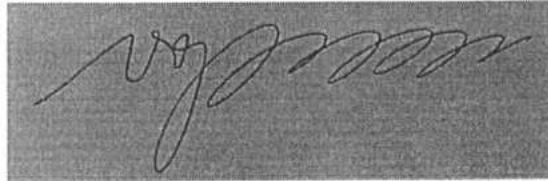
Sincerely,

Recipients:

- *As above (for reporting)*
- *BOD (for information);*
- *Archive: BOS.*

ON BEHALF OF BOARD OF SUPERVISORS

HEAD OF THE BOARD

A rectangular box containing a handwritten signature in black ink. The signature is stylized and appears to read 'Nguyen Van Quang'.

Nguyen Van Quang

magnetic cards for cars and motorbikes.

- Regarding commercial operations: Continue to maximize the supply of beer and soft drink products to business households and partners operating within the Ba Den Mountain Tourist Area.

- Regarding human resources management: Continue reviewing and streamlining the Company's organizational structure toward greater efficiency; improve policies related to employees to attract and retain talent and strengthen employee engagement and loyalty to the Company;

- Ensure environmental protection, fire prevention and control, and occupational safety and hygiene across all operations.

3. Key Solutions to Improve the Company's Operational Efficiency:

- The Board of Directors will continue to supervise and direct the Company's operations, maintaining stability and promoting sustainable development. It will strengthen comprehensive leadership and direction over the Board of Management, ensure capital preservation, improve return on capital, maintain dividends, and safeguard shareholder interests.

- Maintain strong relationships with customers and actively seek to sign new service contracts in areas such as landscape care and renovation, environmental sanitation, passenger transportation, and other tourism-related services.

- Enhance training programs to improve the professional qualifications of staff and employees, thereby meeting the increasing development demands of the Company.

- Accelerate the application of information technology and digital transformation to improve productivity and business efficiency, contributing to increased revenue and profit for the Company.

- Develop a fair and market-appropriate compensation and incentive scheme to motivate employees and promote dedication and commitment across all departments.

This concludes the Report on the Activities of the Board of Directors in 2024, submitted to the Annual General Meeting of Shareholders 2025../.

Recipients:

- Hanoi Stock Exchange (for reporting);
- Shareholders (for reporting);
- BOD, BOS (for reporting);
- Archive: BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Lam Nhi Thuy

- Therefore, to successfully accomplish the targets assigned by the General Meeting of Shareholders in 2025, the Board of Directors must remain resolute in implementing solutions to improve governance quality, adopt flexible leadership strategies, and direct the Board of Management of the parent company and the management teams of subsidiaries. It is essential to uphold unity and consensus in leadership, while continuing to engage and motivate all officers, employees, and staff across the Company to strive toward achieving the targets for 2025 as follows:

1. Business Target Implementation:

Unit: VND

No.	Indicator	Actual 2024	Plan 2025	% Change (2025 vs. 2024)	Note
I	Consolidated Plan				
1	Revenue	156,511,801,903	157,069,327,978	100.36%	
2	Profit before tax	32,969,295,181	32,761,960,000	99.37%	
II	Plan for Companies				
1	Tay Ninh Tourist – Trading Joint Stock Company				
	Revenue	118,482,850,463	111,000,000,000	93.68%	
	Profit before tax	22,641,422,151	19,823,000,000	87.55%	
	Dividend %	20%	20%		
2	Tay Ninh Cable Car Tour Company				
	Revenue	48,462,052,338	55,500,000,000	114.52%	
	Profit before tax	13,588,913,030	16,200,000,000	119.21%	
	Dividend %	5%	5%		

2. Key Tasks:

The Board of Directors will focus on leading and directing the implementation of the following key tasks:

- Develop short-term business strategies that are aligned with actual conditions, aiming to enhance the efficiency of the Company's commercial operations through strengthened risk management, financial safety assurance, and tighter control over operating expenses;

- Regarding service operations: Continue signing service contracts for environmental sanitation; contracts for plant and flower care, supply of greenery, and landscape design, installation, and decoration with internal partners at the Ba Den Mountain Tourist Area. Regularly maintain and service the electric vehicle fleet to improve the quality of passenger transportation services; continue investing in and upgrading technology to enhance the efficiency of the smart parking management system using



No.: 270325.019/BCTC.FIS2

INDEPENDENT AUDITORS' REPORT

To: Shareholders, the Board of Directors, and the Board of Management
Tay Ninh Tourist - Trading Joint Stock Company

We have audited the accompanying Separate Financial Statements of Tay Ninh Tourist - Trading Joint Stock Company prepared on 27 March 2025, from page 05 to page 23, which comprise Separate Statement of financial position as at 31 December 2024, Separate Statement of Income, Separate Statement of cash flows for the fiscal year then ended and Notes to the separate financial statements.

Board of Management's Responsibility

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

Auditor's Responsibility

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

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

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

Auditor's opinion

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



Do Mạnh Cường
Deputy General Director
Registered Auditor No.:
0744-2023-002-1

Nguyen Pham Hung
Auditor
Registered Auditor No.:
2893-2025-002-1

Hanoi, 27 March 2025

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





To: Shareholders, the Board of Directors, and the Board of Management
Tay Ninh Tourist - Trading Joint Stock Company

Board of Management's Responsibility

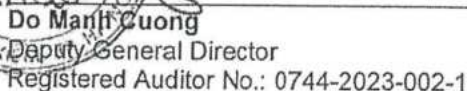
Auditor's Responsibility

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

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

Auditor's opinion

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



Nguyen Pham Hung
Auditor
Registered Auditor No.: 2893-2025-002-1

Hanoi, 27 March 2025

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



AASC AUDITING FIRM



**TÂY NINH TOURIST – TRADING
JOINT STOCK COMPANY
BOARD OF SUPERVISORS**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: 159/2025/TTr-BKS

Tay Ninh, May 13, 2025

**PROPOSAL
GENERAL MEETING OF SHAREHOLDERS 2025**

Re: Approval of the selection of an independent auditing firm to audit/review the Financial Statements for 2025

To: The General Meeting of Shareholders of Tay Ninh Tourist – Trading Joint Stock Company (TTT)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on organization and operation of Tay Ninh Tourist – Trading Joint Stock Company;
- Pursuant to the Regulation on the operation of the Board of Supervisors No. 38/2021/QC-BKS/TTT dated June 23, 2021;
- Based on the audit service quotations for the separate and consolidated financial statements for 2025 submitted by auditing firms;.

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

1. To select AASC Auditing Firm Company Limited as the independent auditing firm to perform the audit/review of the separate and consolidated financial statements of TTT for 2025.
2. To authorize the General Director of TTT to negotiate and sign the audit/review service contract for the annual/semi-annual financial statements with AASC Auditing Firm Company Limited in compliance with legal regulations, while ensuring the content, quality, and audit timeline as required by TTT.

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

Recipients:

- As above;
- BOM, BOS (for reporting);
- Archive: BOD Office, Archives.

NGUYEN VAN QUANG

No: 19 /2025/TTr-HĐQT

Tay Ninh, May 13 , 2025

PROPOSAL
Profit distribution and dividend payment in 2024

To: Annual General Meeting of Shareholders 2025

Item No	Indicators	Unit	Actual 2024	Note
1	Charter capital	đồng	45,702,100,000	
2	Total revenue	đồng	118,482,850,463	
3	Cost of goods sold	đồng	86,138,130,797	
4	Gross profit	đồng	18,359,371,154	
5	Expenses	đồng	9,703,297,515	
6	Profit before tax	đồng	22,641,422,151	
7	Profit after tax	đồng	18,726,623,614	
8	Total retained earnings	đồng	64,327,237,458	
8.1	Previous year's profit	đồng	45,600,613,844	
8.2	This year's profit	đồng	18,726,623,614	
9	Dividend payment			
9.1	- Rate	%	20%	
9.2	- Dividend payment amount	%	9,140,420,000	
10	Board of directors, supervisors, secretaries' remuneration	đồng	396,000,000	
11	Average number of employees	People	62	

Respectfully submit to the 2025 Annual General Meeting of Shareholders for consideration.

Recipients:

- BOD, BOS;
- Shareholders;
- Archives: BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Lam Nhi Thuy

PROPOSAL

**Salaries for the Chairwoman of the Board of Directors, General Director,
and Head of the Board of Supervisors; remuneration/allowances for
the Board of Directors, the Board of Supervisors, and Secretary to
the Board of Directors for 2025**

To: The Annual General Meeting of Shareholders 2025
Tay Ninh Tourist – Trading 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 Tay Ninh Tourist – Trading Joint Stock Company,

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2025 the proposed salaries for the Chairwoman of the Board of Directors, General Director, Head of the Board of Supervisors, and the remuneration/allowances for the Board of Directors, Board of Supervisors, and Secretary to the Board of Directors for 2025 as follows:

1. Salaries of the Chairwoman of the Board of Directors, General Director, and Head of the Board of Supervisors:

No.	Position	Monthly salary (2024)	Monthly salary (2025)	Number of months	Salary for 2025
1	Dedicated Chairwoman of the Board	44,712,000	46,000,000	12	552,000,000
2	General Director	43,000,000	46,000,000	12	552,000,000
3	Head of Supervisory Board	27,600,000	27,600,000	12	331,200,000
	Total				1,471,200,000

2. Allowances / Remunerations for the Board of Directors, Board of Supervisors, and Secretary of the Board:

TT	Position	Level of Allowances / Remunerations 2024	Level of Allowances / Remunerations 2025	Members x Months	Total level remuneration 2025
I	Board of Directors				252,000,000
1	Vice Chairman of Board of Directors	6,000,000	6,000,000	01x12 tháng	72.000.000
2	Board Member	5,000,000	5,000,000	02x12 tháng	120.000.000
3	Independent Board Member	5,000,000	5,000,000	01x12 tháng	60.000.000
II	Member of Board of Supervisors	4,000,000	4,000,000	02x12 tháng	96.000.000
III	Secretary of the Board of Directors	4,000,000	4,000,000	01x12 tháng	48.000.000
Total					396,000,000

Respectfully submitted to the Annual General Meeting of Shareholders 2025 for review and approval../.

Recipients:

- Shareholders;
- Archive: BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Lam Nhi Thuy

**TAY NINH TOURIST – TRADING
JOINT STOCK COMPANY**

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

No.: 21 /TTr-HĐQT

Tay Ninh, May 13, 2025

PROPOSAL

**Re: Resignation Letter of the Chairwoman of the Board of Directors
Term of 2022–2026**

To: The General Meeting of Shareholders of Tay Ninh Tourist –
Trading 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 Tay Ninh Tourist
– Trading Joint Stock Company;

Pursuant to the resignation letter of the Chairwoman of the Board of
Directors (attached),

The Board of Directors respectfully submits to the 2025 Annual General
Meeting of Shareholders for approval of the resignation letter of the Chairwoman of
the Board of Directors for the 2022–2026 term as follows:

1. Ms. Nguyen Lam Nhi Thuy – Chairwoman of the Board of Directors.

We respectfully request the General Meeting of Shareholders to review and
approve the above resignation../.

Recipients:

- Shareholders;
- Archive: BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Lam Nhi Thuy

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

LETTER OF RESIGNATION

To: - **The Annual General Meeting of Shareholders 2025.**
 - **The Board of Directors of the Company.**

- Pursuant to the Charter on Organization and Operation of Tay Ninh Tourism – Trading Joint Stock Company, amended and supplemented for the eighth time on June 20, 2023,

- I, the undersigned: **Nguyen Lam Nhi Thuy**

- Citizen ID No.: 052173000266; issued on: May 15, 2019; by: Department of Administrative Management of Social Order.

- Permanent address: 28 Ton That Thiep Street, Ben Nghe Ward, District 1, Ho Chi Minh City.

- Current position: Chairwoman of the Board of Directors, term 2022 – 2026.

I am writing this letter to respectfully submit my resignation from the position of Chairwoman of the Board of Directors for the term 2022 – 2026 of Tay Ninh Tourism – Trading Joint Stock Company.

Reason for resignation: Personnel restructuring..

I respectfully request the Annual General Meeting of Shareholders 2025 and the Board of Directors of Tay Ninh Tourism – Trading Joint Stock Company to consider and approve my resignation.

Sincerely yours,

Recipients:

- As above;
- Archive: BOD.

Tay Ninh, May 06, 2025
Applicant

Nguyen Lam Nhi Thuy



**TÂY NINH TOURIST – TRADING
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Tay Ninh, May 13, 2025

VOTING INSTRUCTION
ON APPROVAL OF THE AGENDA MATTERS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Dear Delegates and Shareholders attending the Meeting.

On behalf of the Voting Committee, I would like to provide instructions for the voting process to approve the contents of the Annual General Meeting of Shareholders 2025 as follows:

1. Voting Method:

Each shareholder or group representative will be given one voting ballot by the Voting Committee.

The ballot will include the name of the shareholder or group representative, the number of shares held, and the total number of voting rights.

Under each agenda item, there will be three voting options: Approve; Disapprove; and Abstain.

- The shareholder or group representative shall mark an “X” in one of the three boxes to indicate their choice;

- If more than one box is marked “X”, or if none of the boxes are marked, the vote on that item shall be considered invalid;

- After completing the ballot, the shareholder or group representative must sign and clearly print their full name.

2. Voting Procedure:

Voting shall begin with the Presidium and the Meeting Secretary, followed by shareholders seated in the first row, second row, and subsequently in order until the last shareholder has completed voting.

This instruction is provided to ensure the orderly and accurate voting process for the Annual General Meeting of Shareholders 2025. Kindly request all shareholders to strictly follow the above instructions../.

ON BEHALF OF THE COUNTING COMMITTEE
HEAD OF THE COMMITTEE

NGUYEN TRONG LINH



**TÂY NINH TOURIST – TRADING
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Tay Ninh, June , 2025

BALLOT CARD
At the Annual General Shareholder Meeting 2025
(Individual)

Name Full name of shareholder / shareholder representative:

Shareholder Code:.....

Number of owned shares (1):.....

Number of authorized shares (2):.....

Total number of voting shares (1 + 2):

I hereby vote on the following matters:

1. Reports submitted at the Annual General Meeting 2025, including:

1.1. Approve the Report by the General Director on the Company's operations in 2024 and business plan for 2025; The abridged financial plan for 2025:

☐ Approve ☐ Disapprove ☐ Abstain

1.2. Approval of Report of the Board of Directors's activitie in 2024 and orientations for 2025:

☐ Approve ☐ Disapprove ☐ Abstain

1.3. Approve the Report of the Board of Supervisors's activities in 2024 and plans for 2025:

☐ Approve ☐ Disapprove ☐ Abstain

1.4. Approve the audited separate and consolidated financial statements for 2024:

☐ Approve ☐ Disapprove ☐ Abstain

2. Approve the Proposal on selection of the auditing firm for the separate and consolidated financial statements for 2025:

☐

Approve

☐

Disapprove

☐

Abstain

3. Approve the Proposal on profit distribution and dividend payment for 2024:

☐

Approve

☐

Disapprove

☐

Abstain

4. Approve the salary of the Chairwoman of the Board of Directors, General Director, Head of the Board of Supervisor, remuneration for members of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2025:

☐

Approve

☐

Disapprove

☐

Abstain

5. Approve the Proposal on the resignation letter of the Chairwoman of the Board of Directors, term 2022 – 2026:

☐

Approve

☐

Disapprove

☐

Abstain

** Note: Please mark "X" in your selected option.*

**SHAREHOLDER / SHAREHOLDER'S
REPRESENTATIVE**
(Signature and Full Name)



**TÂY NINH TOURIST – TRADING
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Tay Ninh, June , 2025

BALLOT CARD
At the Annual General Shareholder Meeting 2025
(Legal Entity)

Name of Entity:

Legal Representative:

Position:

Shareholder Code:

Number of shares owned (1):

Number of shares authorized (2):

Total voting shares (1) + (2):

I hereby vote on the following matters:

1. Reports submitted at the Annual General Meeting 2025, including:

1.1. Approve the Report by the General Director on the Company's operations in 2024 and business plan for 2025; The abridged financial plan for 2025:

☐

Approve

☐

Disapprove

☐

Abstain

1.2. Approval of Report of the Board of Directors's activities in 2024 and orientations for 2025:

☐

Approve

☐

Disapprove

☐

Abstain

1.3. Approve the Report of the Board of Supervisors's activities in 2024 and plans for 2025:

☐

Approve

☐

Disapprove

☐

Abstain

1.4. Approve the audited separate and consolidated financial statements for 2024:

☐

Approve

☐

Disapprove

☐

Abstain

2. Approve the Proposal on selection of the auditing firm for the separate and consolidated financial statements for 2025:

☐

Approve

☐

Disapprove

☐

Abstain

3. Approve the Proposal on profit distribution and dividend payment for 2024:

☐

Approve

☐

Disapprove

☐

Abstain

4. Approve the salary of the Chairwoman of the Board of Directors, General Director, Head of the Board of Supervisor, remuneration for members of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2025:

☐

Approve

☐

Disapprove

☐

Abstain

5. Approve the Proposal on the resignation letter of the Chairwoman of the Board of Directors, term 2022 – 2026:

☐

Approve

☐

Disapprove

☐

Abstain

** Note: Please mark "X" in your selected option.*

**SHAREHOLDER / SHAREHOLDER'S
REPRESENTATIVE**
(Signature and Full Name)

**REGULATION ON NOMINATION, CANDIDACY, AND ELECTION
MEMBER OF THE BOARD OF DIRECTORS, TERM 2022– 2026**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, issued by the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter on the organization and operation of Tay Ninh Tourist – Trading Joint Stock Company, as amended and supplemented in the 8th revision dated June 20, 2023,

These Regulations govern the nomination, self-nomination, and election of members of the Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company with the following contents:

Article 1. Subjects of the Election:

Shareholders who hold voting shares and authorized representatives of shareholders holding voting shares in the Company shall be eligible to participate in the election.

Article 2. Conditions for Nomination, Self-nomination, and Qualifications of Members of the Board of Directors:

1. Shareholders or groups of shareholders holding at least 10% of the total ordinary shares have the right to nominate candidates for the Board of Directors in accordance with the Law on Enterprises and the Company's Charter, specifically as follows:

- Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares may nominate 01 candidate;

- Shareholders or groups of shareholders holding from 20% to less than 30% of the total voting shares may nominate up to 02 candidates;

- Shareholders or groups of shareholders holding from 30% to less than 40% of the total voting shares may nominate up to 03 candidates;

- Shareholders or groups of shareholders holding from 40% to 50% of the total voting shares may nominate up to 04 candidates;

- Shareholders or groups of shareholders holding more than 50% of the total voting shares may nominate up to 05 candidates;

In the event that the number of candidates nominated through nomination or self-nomination is insufficient, the incumbent Board of Directors may nominate additional candidates to ensure the required number.

3. Number and Qualifications of Board Members:

a) The number of members of the Board of Directors as prescribed in Clause 1, Article 26 of the Company's Charter is 05 members. The term of office for a Board member is 05 years, and members may be re-elected for unlimited terms..

b) A Board member must satisfy the following qualifications and conditions:

- Possess professional qualifications and experience in business administration or in the business sector/industry of the Company, and is not necessarily required to be a shareholder, unless otherwise specified in the Charter;

- A Board member of the Company may concurrently be a Board member of another company;

- Other qualifications and conditions as prescribed in Clause 1, Article 155 of the Law on Enterprises.

c) An independent Board member must meet the following conditions:

- Must not be a person currently working for the Company, its parent company, or its subsidiaries; and must not have worked for the Company, its parent, or its subsidiaries for at least the previous three consecutive years;

- Must not be a person receiving salary or remuneration from the Company, except for allowances entitled to Board members in accordance with regulations;

- Must not be a person whose spouse, biological parents, adoptive parents, biological children, adopted children, or siblings are major shareholders or are managers of the Company or its subsidiaries;

- Must not directly or indirectly own at least 1% of the total voting shares of the Company;

- Must not have previously served as a Board member or a Supervisor of the Company for at least five consecutive years, unless reappointed for two consecutive terms;

- Must meet other conditions as prescribed in Clause 2, Article 155 of the Law on Enterprises.

Article 3. Application Documents for Nomination and Candidacy to the Board of Directors:

- Application for nomination or self-nomination to the Board of Directors (*using the prescribed form*)

- Curriculum vitae (*self-declared, using the prescribed form*);

- Certified true copies of: Citizen ID card, household registration book, and degrees/certificates relating to professional qualifications.

- In the case of self-nomination: an additional document confirming the number of shares held by the shareholder or group of shareholders (*based on the list of shareholders eligible to attend the General Meeting of Shareholders*).

Article 4. Submission Time and Address for Nomination Applications:

To facilitate the organization of the General Meeting, candidates are kindly requested to submit their nomination applications to the address below so that they are received no later than May 26, 2025.

- Tay Ninh Tourist – Trading Joint Stock Company - Human Resources & Administration Department.

- Address: Ba Ba Den Mountain Tourist Area, Ninh Phu Quarter, Ninh Son Ward, Tay Ninh City, Tay Ninh Province - Telephone: (84-276) 3822376 - 3822538

In the event that candidates are nominated by a group of shareholders during the General Meeting itself, please submit the complete application documents to the Secretary of the Meeting prior to the voting session.

Article 5. Election Procedures:

1. Shareholders may vote independently based on the number of voting shares they own, or may form a group and authorize a representative to vote on their behalf. The power of attorney must clearly state the list of shareholders, the number of shares held, and the signatures of all shareholders named therein. This authorization must be submitted to the Election Committee prior to the commencement of the voting session.

2. Institutional and individual shareholders must present a valid power of attorney in order for their representatives to be eligible to vote.

3. Election Committee:

a) The Election Committee shall consist of 03 members introduced by the Presidium and approved by the General Meeting of Shareholders. Members of the Election Committee must not be candidates nominated or running for election to the Board of Directors;

b) The Election Committee is responsible for organizing the election of members to the Board of Directors in accordance with this Regulation;

c) The Election Committee shall include a Head and members, who shall perform their duties as assigned by the Head.

4. Voting method:

a) The election of members to the Board of Directors shall be conducted by secret ballot using cumulative voting. Each shareholder shall have a total number of

votes equal to the number of voting shares they own multiplied by the number of Board members to be elected;

b) Shareholders may allocate all or part of their total votes to one or more candidates on the list of candidates for election to the Board of Directors.

5. Ballots for Election of the Board of Directors:

a) The ballot for the election of the Board of Directors shall be printed on blue paper and issued by the Vote Counting Committee.

b) Contents of the ballot include:

- Name of the shareholder or the representative of the shareholder group;
- Number of shares held;
- Total number of votes;
- List of candidates for election to the Board of Directors, presented in alphabetical order (A, B, C...).

c) In case of any errors or mistakes in the ballot, shareholders may request a replacement ballot from the Election Committee.

6. Valid Ballots:

a) A valid ballot is one issued by the Election Committee, formatted in accordance with Clause 5 of this Article, fully filled in as prescribed, and bearing the Company's seal;

b) The ballot must only include the names of candidates who appear on the official list of nominees for the Board of Directors approved by the General Meeting, and must not contain any erasures or corrections to printed content;

c) The ballot may contain votes for the full or fewer than the required number of Board members;

d) The total number of votes allocated to all candidates must be equal to the total number of votes recorded on the ballot for election to the Board of Directors (*Total votes = Number of owned shares + number of shares authorized (if any) × number of Board members to be elected*).

7. Invalid Ballots:

a) A ballot shall be considered invalid if it does not meet the conditions stated in Clause 6 of this Article;

b) A ballot shall be invalid if It does not cast votes for any candidate, or It casts votes for more than the required number of Board members to be elected, or It includes unauthorized additions of names not included in the approved list of nominees;

c) A ballot shall also be invalid if the total number of votes allocated to candidates does not match the total number of votes stated on the ballot.

Article 6. Principles of Voting and Vote Counting:

1. The Election Committee shall inspect the ballot box in the presence of the General Meeting before the voting begins.

2. Voting shall commence upon receiving the signal from the Chairperson.

3. The voting sequence shall begin with the Presidium and the Secretary of the Meeting, followed by shareholders in rows one, two, three, and so forth until the last shareholder casts their vote into the ballot box.

4. Vote counting must be conducted immediately at the Meeting after the voting is concluded.

Article 7. Principles of Election Results:

1. The elected members of the Board of Directors shall be the candidates receiving the highest number of votes, in descending order, until the required number of members is fulfilled in accordance with this Regulation.

2. In the event of a tie in the number of votes among two or more candidates where only one or some of them can be elected in order to meet the required number of Board members, the candidate holding a greater number of shares shall be elected. If the number of shares held is also equal, a re-vote shall be conducted among those candidates to determine the elected member(s).

Article 8. Preparation of Minutes and Announcement of Voting Results

Upon completion of the vote counting, the Election Committee shall prepare the Minutes of the Vote Counting and announce the election results of the Board of Directors to the General Meeting of Shareholders.

Article 9. Settlement of Complaints During the Election:

Any complaints regarding the election and vote counting process shall be handled by the Presidium and recorded in the Minutes of the Meeting.

This Regulation consists of 09 Articles and is hereby submitted to the Annual General Meeting of Shareholders 2025 for approval../.

Recipients:

- Shareholders;
- Archives: BOD Office..

ON BEHALF OF THE BOARD OF DIRECTORS

Chairwoman



Nguyễn Lam Nhi Thuy

**ELECTION RULES FOR THE BOARD OF DIRECTORS
TERM 2022–2026**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 issued by the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter on the organization and operation of Tay Ninh Tourist – Trading Joint Stock Company, amended and supplemented in the 8th revision dated June 20, 2023,

In order to ensure that the supplementary election of members to the Board of Supervisors is conducted in a fair, transparent, and democratic manner, safeguarding the legal rights and interests of all shareholders and in compliance with current Vietnamese laws, the 2025 Annual General Meeting of Shareholders of Tay Ninh Tourist – Trading Joint Stock Company hereby unanimously adopts the following Election Rules:

Article 1. Eligible Voters:

Eligible voters are shareholders holding voting shares and authorized representatives of shareholders holding voting shares, based on the list of shareholders finalized on May 5, 2025.

Article 2. Eligible Candidates for Supplementary Election to the Board of Directors:

Candidates eligible for nomination or self-nomination for the supplementary election to the Board of Directors shall be determined in accordance with the Regulations on Nomination, Self-Nomination, and Election of Members of the Board of Directors, as adopted by the General Meeting of Shareholders.

Article 3. Election Method:

1. The supplementary election of members to the Board of Directors shall be conducted by secret ballot using the cumulative voting method..

2. Each shareholder shall have a total number of votes equivalent to the number of voting shares they own (including both directly owned and authorized shares) multiplied by the number of Board members to be electe.

3. Shareholders may allocate all or part of their total votes to one or more candidates, provided that the number of candidates voted for does not exceed the number of Board members to be elected. The total number of votes cast must not exceed the total voting rights as specified above.

4. The number of votes assigned to each candidate may vary depending on the shareholder's level of trust in each candidate.

Article 4. Ballots and Ballot Marking Instructions:

1. Election ballots shall be uniformly printed, distributed by the Election Committee, and bear the Company's seal in the top left corner of the ballot.

2. The list of candidates shall display full names and be arranged in alphabetical order (A, B, C, ...).

3. Ballots for electing members of the Board of Directors shall be printed on blue-colored paper.

4. Each shareholder or authorized representative shall receive one ballot for electing Board members, corresponding to the number of shares registered (including owned and authorized shares).

Article 5. Election Committee:

1. The Election Committee shall consist of 03 members, nominated by the Presidium and approved by the General Meeting. These members must not be included in the list of candidates nominated for election to the Board of Directors.

2. The Election Committee shall include a Head and members, who shall perform their duties as assigned by the Head of the Committee.

Article 6. Voting Procedures:

1. Before voting begins, the Election Committee shall inspect the ballot box in the presence of the shareholders.

2. The voting process shall commence after instructions are provided, with the approval of the Presidium. Voting concludes when the last shareholder casts their ballot into the ballot box.

Article 7. Valid and Invalid Ballots:

1. Valid ballots:

a) A valid ballot is one that is issued by the Election Committee and follows the content and format stipulated in Clause 5, Article 5 of the Regulations on Nomination, Self-Nomination, and Election of Members of the Board of Directors, Term 2022–2026;

b) The ballot must be cast for candidates listed in the approved list of nominees for the Board of Directors and must not contain any erasures or alterations to the printed content;

c) The ballot may include votes for the full or fewer than the number of members to be elected. As approved by the General Meeting, the maximum number of candidates to be elected is 01;

d) The total number of votes allocated to the candidates must equal the number of votes stated on the ballot for election to the Board of Directors:
Total votes = (Number of owned shares + authorized shares) × number of members to be elected to the Board of Supervisor.

2. Invalid ballots:

a) A ballot is considered invalid if it does not meet the conditions specified in Clause 1 of this Article;

b) The ballot is invalid if: It does not cast votes for any candidate, or It casts votes for more than the number of members allowed to be elected, or It includes names not included in the approved list of nominees;

c) The total number of votes assigned to candidates differs from the total number of votes stated on the ballot.

Article 8. Vote Counting and Principles of Election:

1. The vote counting shall be conducted by the Election Committee, and the results shall be announced immediately at the General Meeting.

2. Principles of Election:

a) The candidates elected to the Board of Directors shall be those who receive the highest number of votes, ranked in descending order, until the number of members to be elected, as approved by the General Meeting, is fulfilled (Board of Directors: 01 person)

b) In the event that two or more candidates receive an equal number of votes, and only one can be elected based on the total number approved by the General Meeting and the Company's Charter, the candidate holding more shares shall be elected. If the number of shares held is equal, a re-vote shall be conducted among those candidates to determine the elected member.

3. After vote counting, the Election Committee shall prepare the Minutes of Vote Counting as evidence for the election of members to the Board of Directors. The Minutes shall include: Total number of shareholders attending the General Meeting, Total number of shareholders casting votes, Ratio of voting shares to total voting shares present, Number of valid ballots and their ratio, Number of invalid ballots and their ratio, Number of blank ballots and their ratio, Number of votes and vote percentages for each candidate for election to the Board of Supervisors, Final list of elected members of the Board of Directors.

Article 9. Complaints and Resolution of Complaints:

Any complaints related to the election or vote counting process shall be handled by the Presidium and recorded in the Minutes of the General Meeting.

These Election Rules consist of 09 Articles and are hereby submitted to the Annual General Meeting of Shareholders 2025 for consideration and approval../.

Recipients:

- Shareholders;
- Archives: BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**


Nguyễn Lam Nhi Thuy

GUIDELINES
ON THE METHOD OF CUMULATIVE VOTING
FOR ELECTING MEMBERS OF THE BOARD OF DIRECTORS

1. Regulations on cumulative voting:

The additional election of members to the Board of Directors at the Annual General Meeting of Shareholders 2025 shall be conducted according to the principle of cumulative voting. Shareholders may allocate all or part of their total votes to one or more candidates. The total number of votes allocated to all candidates must not exceed the total number of votes the shareholder is entitled to cast.

2. Voting procedures:

2.1. Determining total number of votes:

The total number of votes that a shareholder or shareholder representative is entitled to shall be calculated using the following formula:

Total votes = (Number of shares owned + Number of authorized shares, if any) × Number of members to be elected

2.2. Voting instructions:

Shareholders may allocate all or part of their total votes to one or more candidates. The number of votes given to each candidate may vary depending on the shareholder's confidence in the candidate.

Example: Electing 01 member among 02 candidates for the Board of Directors:

The shareholder or group of shareholders holds 10,000 voting shares. Thus, **the total number of votes is 10,000 votes** (10,000 shares × 1).

The shareholder or authorized representative may distribute votes as follows:

No.	Name of Candidate	Option 1	Option 2	Option 3	Option 4
1	Nguyen Van A	5,000	6,000	2,000	0
2	Nguyen Van B	5,000	4,000	8,000	10,000
	Total	10,000	10,000	10,000	10,000

*** Note:** Shareholders or authorized representatives may allocate their votes only to one or several candidates they trust, provided the total allocated votes must equal the total number of votes stated on the ballot. Any deviation will render the ballot invalid;

- Each ballot will indicate the total number of votes the shareholder is entitled to cast. This number varies depending on the number of voting shares owned or represented. The sum of votes allocated to all candidates must match the total number of votes indicated on the ballot;

- Valid and invalid ballots shall be determined in accordance with the Election Regulations approved by the General Meeting of Shareholders.

This guideline is issued to instruct shareholders on the cumulative voting method for electing additional members to the Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company for the 2022–2026 term.

We kindly request shareholders to conduct the election in accordance with these instructions../.

Recipients:

- Shareholders;
- Archive: BOD.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Lam Nhi Thuy



THE SOCIALIST REPUBLIC OF VIETNAM
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CURRICULUM VITAE
(For candidates for the Board of Directors)

1. Full name:
2. Gender:
3. Date of Birth:	.....
4. Place of Birth:	.....
5. ID card No./Passport:	-----, date of issue -----, place of issue: -----
6. Nationality:	.....
7. Ethnicity:	.....
8. Permanent Address:	.....
9. Contact number:	.....
10. Qualification:	.....
11. Work Experience:	
- From to ..... :	.....

- From to ..... :	.....

- From to ..... :	.....

12. Current positions held at the listed organization:	.....
13. Positions held at other organizations:	.....
14. Number of shares held:	..... shares, accounting for % of charter capital
+ Representing ownership:	..... shares, accounting for % of charter capital
+ Personal ownership:	..... shares, accounting for % of charter capital
15. Commitments on Shareholding (If any):	
16. Related Persons Holding Shares of the Listed Organization:	

No.	Full Name	Relationship with Declarant	Number of Shares Held
1			
2			

I hereby certify that all the information provided above is true and accurate. I shall bear full responsibility before the law for any false declaration and commit to perform the duties with integrity if elected as a member of the Board of Directors.

.....,May,....., 2025

Declarant

(Signature and full name)



TAY NINH TOURIST - TRADING JOINT STOCK COMPANY

Address: 1253 CMT8 Street, Ninh Phuoc Quarter, Ninh Thanh Ward, Tay Ninh City, Tay Ninh Province

Tel: (0276) 3822376

Website: www.tanitour.com.vn

Email: tanitour.tayninh@gmail.com

**SELF-NOMINATION FORM
FOR MEMBER OF THE BOARD OF DIRECTORS**

To: *The General Meeting of Shareholders Tay Ninh Tourist – Trading Joint Stock Company*

My name is:.....

Date of birth:

ID/Citizen ID/Passport/Business Registration No.:.....

Date of issue:.....Place of issue:

Permanent address:

Educational level:.....

Major:.....

Number of shares currently held:.....(shares)

Total nominal value of shares held: (VND)

I respectfully request the General Meeting of Shareholders of Tay Ninh Tourist – Trading Joint Stock Company to allow me to self-nominate as a candidate for the Board of Directors, term 2022-2026.

If elected by the shareholders to serve as a member of the Board of Directors, I commit to devoting my full capacity, dedication, and enthusiasm to contribute to the development of Tay Ninh Tourist – Trading Joint Stock Company.

Sincerely,

Attached Documents:

- Certified copy of the candidate's ID/passport;
- Certified copies of the candidate's academic degrees;
- Curriculum vitae of the candidate.

.....,May, ..., 2025

Applicant

(Signature and full name)



TAY NINH TOURIST - TRADING JOINT STOCK COMPANY

Address: 1253 CMT8 Street, Ninh Phuoc Quarter, Ninh Thanh Ward, Tay Ninh City, Tay Ninh Province
Tel: (0276) 3822376 Website: www.tanitour.com.vn Email: tanitour.tayninh@gmail.com

**NOMINATION FORM
FOR MEMBER OF THE BOARD OF DIRECTORS**

**To: *The General Meeting of Shareholders Tay Ninh Tourist – Trading Joint
Stock Company***

Name of Shareholder:
ID/Passport/Business Registration No.:..... Date of Issue:.....
Place of Issue:
Legal Representative (if applicable):
Number of shares currently held:(shares)
Total nominal value of shares held:(VND)

I/We hereby nominate the following individual as a candidate for the Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company for the 2022–2026 term:

Mr./Ms.:.....
ID/Passport No.:..... Date of Issue:.....
Place of Issue:
Permanent Address:
Educational Level:.....Major:
Number of shares currently held:..... (shares)
Total nominal value of shares held:(VND)

We respectfully submit this nomination for consideration by the General Meeting of Shareholders.

Sincerely,

Attached Documents:

- Certified copy of the candidate's ID/passport;
- Certified copies of the candidate's academic degrees;
- Curriculum vitae of the candidate.

.....,May, ..., 2025

Nominator

(Signature and full name)



TAY NINH TOURIST - TRADING JOINT STOCK COMPANY

Address: 1253 CMT8 Street, Ninh Phuoc Quarter, Ninh Thanh Ward, Tay Ninh City, Tay Ninh Province

Tel: (0276) 3822376

Website: www.tanitour.com.vn

Email: tanitour.tayninh@gmail.com

MINUTES OF GROUP MEETING NOMINATION OF CANDIDATE FOR THE BOARD OF DIRECTORS TAY NINH TOURIST – TRADING JOINT STOCK COMPANY

- Pursuant to the Charter on the Organization and Operation of Tay Ninh Tourist – Trading Joint Stock Company
- Pursuant to the Regulations on the Nomination of Members to the Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company

oday, on at, we, the undersigned shareholders of Tay Ninh Tourist – Trading Joint Stock Company, collectively holding shares (in words: shares), accounting for% of the Company's total voting shares, whose details are listed below:

No.	Name of Shareholder	ID/Passport/ Business Reg. No.	Permanent address	No. of Shares Held/ Represented	Signature and Full Name
	
	Total				

We unanimously agree to **nominate** the following individual as a candidate for election to the Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company at the 2025 Annual General Meeting of Shareholders:

Mr. (Ms.):

ID/Passport No.:Date of issue:Place of issue:

Permanent address:

Education Level:Major:

Furthermore, agree to nominate the following individual as a candidate for election to the Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company at the 2025 Annual General Meeting of Shareholders, as follows:

Mr. (Ms.):.....

ID/Passport No.:Date of issue:Place of issue:.....

Permanent

address:.....

Education Level:..... Major:

.....

To act as the representative of the group in carrying out nomination procedures in accordance with the applicable Regulations on Board of Directors nominations of Tay Ninh Tourist – Trading Joint Stock Company.

These minutes were prepared at hours, on the day of, 2025 at
.....
.....

.....,, 2025

SHAREHOLDER

(Authorized Representative of the Group)

(Signature and full name)¹

¹For Institutional Shareholders:

- The legal representative shall sign and affix the official seal (if applicable); or
- In case the institution appoints a capital contribution representative (authorized representative), such representative shall sign and attach the official documents of appointment in accordance with the regulations.



**TÂY NINH TOURIST – TRADING
JOINT STOCK COMPANY**

No. 2025/NQ-ĐHCĐ/TTT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Tay Ninh, June , 2025

Draft

RESOLUTION
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the Charter of Organization and Operation of Tay Ninh Tourist – Trading Joint Stock Company (“the Company”), amended and supplemented for the 8th time on June 20, 2023;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Tay Ninh Tourist – Trading Joint Stock Company held on June 4, 2025.

RESOLUTION:

Article 1: Approval of Report by the General Director on the Company’s operations in 2024 and business plan for 2025 of the Company.

The General Meeting of Shareholders (GMS) approved the Report by the General Director on the Company’s operations in 2024 and business plan for 2025 with the following key targets:

Unit: VND

No.	INDICATOR	PLAN 2025
1	Consolidated Plan	
	- Total revenue	157,069,327,978
	- Profit before tax	32,761,960,000
2	Tay Ninh Tourist – Trading Joint Stock Company	
	- Total revenue	111,000,000,000
	- Profit before tax	19,823,000,000
	- Dividend (%)	20

Article 2: Approval of the financial statements for 2024

The GMS approved the separate and consolidated financial statements for 2024 audited by AASC Auditing Firm Company Limited.

Article 3: Approval of Report of the Board of Directors’s activitie in 2024 and orientations for 2025.

Article 4: Approval of the Report of the Supervisory Board on supervision of the Company’s business activities, and the performance of the Board of Directors and the Board of Management in 2024, along with the proposed plan for 2025.

Article 5: Approval of the Proposal on selection of the auditing firm for the separate and consolidated financial statements for 2025.

Article 6: Agreement on profit distribution and dividend payment for 2024.

No.	Content	Actual 2024	Plan 2025
01	Charter capital	45,702,100,000	45,702,100,000
02	Profit before tax	22,641,422,151	19,823,000,000
03	Profit after tax	18,726,623,614	16,472,208,000
04	Dividend payout ratio	20%	20%

Article 7: Approval of salary, remuneration/allowance for the Board of Directors, General Director, Board of Supervisors, Secretary of the Board of Directors in 2025, specifically as follows:

7.1. Salary for Dedicated Chairman of the Board of Directors, General Director, Head of the Board of Supervisors:

No .	Position	Monthly salary	Number of months	Annual salary
1	Dedicated Chairwoman of the Board of Directors	46,000,000	12	552,000,000
2	General Director	46,000,000	12	552,000,000
3	Head of the Board of Supervisors	27,600,000	12	331,200,000

7.2. Remuneration/allowance for Members of the Board of Directors, Board of Supervisors, and Secretary of the Board of Directors:

No .	Position	Level of Allowances / Remunerations 2025	Members x Months	Total level remuneration 2025
I	Board of Directors			252.000.000
1	Vice Chairman of the Board of Directors	6,000,000	01 x 12 months	72.000.000
2	Member of the Board of Directors	5,000,000	02 x 12 months	120.000.000
3	Independent members of the Board of Directors	5,000,000	01 x 12 months	60.000.000
II	Member of the Board of Supervisors	4,000,000	02 x 12 months	96.000.000
III	Secretary of the Board of Directors	4,000,000	01 x 12 months	48.000.000
TOTAL				396,000,000

Article 8: Approval of the resignation letter of the Chairwoman of the Board of Directors, term 2022 – 2026.

- Ms. Nguyen Lam Nhi Thuy – Chairwoman of the Board of Directors.

Article 9: Election of Additional Member of the Board of Directors, Term 2022–2026.

Mr./Ms. was elected by the Annual General Meeting of Shareholders 2025 as a member of the Board of Directors for the 2022–2026 term.

Article 10. The Board of Directors elects the Chairman of the Board of Directors, term 2022 - 2026:

Mr./Ms. was elected by the Board of Directors to serve as the Chairperson of the Board of Directors of Tay Ninh Tourism – Trading Joint Stock Company for the 2022–2026 term.

Article 11: The General Meeting of Shareholders authorizes the Board of Directors to review, revise, and incorporate shareholder comments to finalize the reports presented at the Meeting and to implement the approved targets and tasks.

Article 12: This resolution of the Annual General Meeting of Shareholders 2025 was approved with shares, equivalent to% of the total voting shares.

Article 13: Implementation Provisions

- Members of the Board of Directors, Board of Management, and relevant departments of the Company are responsible for implementing this Resolution.

- This Resolution shall take effect from the date of signing../.

Recipients:

- Shareholders;
- Archive: BOD.

**ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRWOMAN OF THE BOARD OF
DIRECTORS**

Nguyen Lam Nhi Thuy



**TAY NINH TOURIST – TRADING
JOINT STOCK COMPANY**

No: /2025/BB-ĐHCĐ/TTT

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

Tay Ninh, June , 2025

Draft

MINUTES ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Company name: Tay Ninh Tourist – Trading Joint Stock Company.

Address: 1253 CMT8 Street, Ninh Phuoc Quarter, Ninh Thanh Ward, Tay Ninh City, Tay Ninh Province.

Enterprise Registration Certificate No.: 3900244068; First registration: February 5, 2007; 15th amendment: July 14, 2023, issued by Tay Ninh Department of Planning and Investment – Business Registration Division.

Time: 08:00 a.m., June 4, 2025

Venue: Hall of Ba Den Mountain Cable Car Joint Stock Company.

I. Opening Ceremony:

1. Introduction of participants:

1.1. Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company includes: Ms. **Nguyen Lam Nhi Thuy** – Chairwoman of the Board of Directors, Members of the Board of Directors; Mr. **Nguyen Van Quang** – Head of the Board of Supervisors and Members of the Board of Supervisors.

1.2. Mr. **Tran Trung Kien** – Director of Tay Ninh Cable Car Tour Company.

2. Shareholders:

- Total: 185 shareholders; owning 4,570,210 shares

- Present: shareholders; owning: shares

- Absent: shareholders; owning shares

3. Introduction of the Presidium:

The General Meeting of Shareholders unanimously (100%) voted to approve the Presidium consisting of the following individuals:

3.1. Ms. **Nguyen Lam Nhi Thuy** – Chairwoman of the Board of Directors

3.2. Mr. **Trinh Van Ha** – Vice Chairman of the Board of Directors

3.3. Ms. **Tran Thi Hien** – Member of the Board of Directors, General Director

4. Approval of the Working Regulations of the General Meeting:

The General Meeting of Shareholders voted with% in favor to approve the Working Regulations of the General Meeting.

5. Opening of the General Meeting:

After verifying all statutory conditions, the Presidium reported to the General Meeting as follows:

- Total: 185 shareholders; owning: 4,570,210 shares

- Present: shareholders, holding shares, accounting for% of the total shares with voting rights. All present shareholders were qualified to attend the 2025 Annual General Meeting of Shareholders.

Pursuant to Clause 1, Article 19 of the Company's Charter as amended and supplemented for the 8th time on June 20, 2023, the condition for convening the Annual General Meeting of Shareholders is that shareholders attending the meeting must represent more than 50% of the total voting shares.

The Presidium officially declared the opening of the Annual General Meeting of Shareholders 2025 of Tay Ninh Tourist – Trading Joint Stock Company, having fully met all legal conditions for convening. Shareholders/authorized representatives present at the meeting are eligible to vote based on the number of ordinary shares they own.

6. Approval of the Agenda of the General Meeting:

Ms. Tran Thi Hien, on behalf of the Presidium, presented the Agenda of the Annual General Meeting of Shareholders 2025. The General Meeting voted with% in favor to approve the Agenda.

7. Introduction of the Secretary of the Meeting:

On behalf of the Presidium, Ms. Tran Thi Hien introduced the Secretary of the Meeting. The General Meeting voted with% in favor to appoint Mr. Phan Thanh Trung as the Secretary of the Meeting.

8. Introduction of the Vote Counting Committee, concurrently the Election Committee:

The Presidium introduced the Vote Counting Committee, which was unanimously approved (100%) by the General Meeting, consisting of the following members:

8.1. Mr. Nguyen Trong Linh – Head of Business – Service – Operations Department
– Not a shareholder – Head of Committee

8.2. Ms. Tran Thi Phuong – Chief Accountant – A shareholder – Member

8.3. Mr. Nguyen Tan Tai – Human Resources Officer – Not a shareholder – Member

II. Content of the Annual General Meeting of Shareholders 2025:

1. The General Meeting approved the following contents:

1.1. Reports, including:

- a. Report by the General Director on the Company's operations in 2024 and business plan for 2025;
- b. Financial Plan for 2025.
- c. Report of the Board of Directors's activities in 2024 and orientations for 2025.
- d. Report of the Board of Supervisors's activities in 2024 and plans for 2025;
- e. The audited separate and consolidated financial statements for 2024.

1.2 Approval of Proposal on selection of the auditing firm for the separate and consolidated financial statements for 2025.

1.3 Approval of Proposal on profit distribution and dividend payment for 2024.

1.4 Proposal on the salary of the Chairwoman of the Board of Directors, remuneration for members of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2025.

1.5. Approval of the resignation letter of the Chairwoman of the Board of Directors.

2. After approving the above contents, the General Meeting proceeded with discussion and received the following contributions:

Comment 1:

.....

Comment 2:

.....

Comment 3:

.....

3. Explanations by the Presidium before the General Meeting:

Response to Comment 1:

.....

Response to Comment 2:

.....

Response to Comment 3:

.....

4. The General Meeting voted on the following resolutions:

4.1. The General Meeting voted shares / shares, reaching, to approve the Report by the General Director on the Company's operations in 2024 and business plan for 2025, and the abridged financial plan for 2025.

* Key performance indicators for 2025:

Unit: VND

No.	INDICATORS	KH 2025	NOTE
I	Consolidation plan		
	Total revenue	157,069,327,978	
	Profit before tax	32,761,960,000	
II	Tay Ninh Tourist – Trading JSC		
	Total revenue	111,000,000,000	
	Profit before tax	19,823,000,000	
	Dividends	20%	

4.2. The General Meeting voted shares / shares, reaching, to approve the Report of the Board of Directors's activities in 2024 and orientations for 2025.

4.3. The General Meeting voted shares / shares, reaching, to approve the Report of the Board of Supervisors's activities in 2024 and plans for 2025.

4.4. The General Meeting voted shares / shares, reaching, to approve the audited separate and consolidated financial statements for 2024.

4.5. The General Meeting voted shares / shares, reaching, to approve the selection of the auditing firm for the separate and consolidated financial statements for 2025.

4.6. The General Meeting voted shares / shares, reaching, to approve the profit distribution and dividend payment for 2024, specifically as follows:

Unit: VND

No	Content	Share	Note
01	Charter capital	45,702,100,000	
02	Profit before tax	22,641,422,151	
03	Profit after tax	18,726,623,614	
04	Dividend 20%	9,140,420,000	

4.7. The General Meeting voted shares / shares, reaching, to approve the salary of the Chairwoman of the Board of Directors, remuneration for members of the Board of Directors, the Board of Supervisors, and the Secretary of the Board of Directors in 2025, to be implemented from January 1, 2025, as follows:

a. Salaries of the Chairwoman of the Board of Directors, General Director, and Head of the Board of Supervisors:

No.	Position	Monthly salary	Number of months	Salary for 2024
1	Dedicated Chairwoman of the Board	46,000,000	12	552,000,000
2	General Director	46,000,000	12	552,000,000
3	Head of Supervisory Board	27,600,000	12	331,200,000

b. Allowances / Remunerations for the Board of Directors, Board of Supervisors, and Secretary of the Board:

No.	Position	Level of Allowances / Remunerations 2024	Level of Allowances / Remunerations 2025	Members x Months	Total level remuneration 2025
I	Board of Directors				252,000,000
1	Vice Chairman of Board of	6,000,000	6,000,000	01x12 months	72,000,000

	Directors				
2	Board Member	5,000,000	5,000,000	02x12 months	120,000,000
3	Independent Board Member	5,000,000	5,000,000	01x 12 months	60,000,000
II	Member of Board of Supervisors	4,000,000	4,000,000	02x12 months	96,000,000
III	Secretary of the Board of Directors	4,000,000	4,000,000	01x12 months	48,000,000
TOTAL					396,000,000

4.8. The General Meeting voted shares / shares, reaching, to approve the resignation letter of the Chairwoman of the Board of Directors.

5. Election of Additional Member of the Board of Directors, Term 2022–2026:

5.1. Approval of the Nomination, Self-nomination Regulations and Election Rules for Member of the Board of Directors.

The General Meeting voted shares / shares, reaching% to approve the Regulations on Nomination, Self-nomination, and Election Rules for electing an additional member of the Board of Directors, term 2022–2026.

5.2. Nomination and self-nomination of candidates for the Board of Directors election.

After the Presidium requested opinions from the General Meeting on whether to elect via fixed number (round vote) or surplus voting, the Meeting unanimously agreed at% to elect the Board member via round vote. Accordingly, the General Meeting nominated 01 candidate for the Board of Directors for election.

*** Election of Members of the Board of Directors:**

- Candidacy: None.

- Nomination of candidates for election to the Board of Directors:

Based on the Regulations on Nomination and Election of Additional Members of the Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company,

The Meeting unanimously agreed at% to nominate 01 candidate for election as member of the Board of Directors:

No.	Full name	Shareholder Status	Number of Shares Owned	Note
1	Not a shareholder	0	

- The list of shortlisted candidates for election to the Board of Directors of the Company was approved;

- The Election Committee distributed ballots for electing members to the Board of Directors and the General Meeting conducted the election;

- Vote counting results:

+ Number of ballots issued: ballots

+ Number of ballots collected: ballots

+ Number of valid ballots: ballots

+ Number of invalid ballots: ballots

No.	Full Name	Vote Count Result	Percentage of total votes
01	.....	.....	.....%
	Total		

Based on the ballot counting results, the following individual(s) have been elected to the Board of Directors for the 2022–2026 term

1. Mr./Ms.

5. Election of the Chairperson of the Board of Directors, Term 2022 - 2026:

The Board of Directors of the Company convened a meeting to elect the Chairperson of the Board of Directors.

Result: Mr./Ms. was elected as Chairperson of the Board of Directors of Tay Ninh Tourist – Trading Joint Stock Company, term 2022–2026.

III. Conclusion of the General Meeting

1. Approval of the General Meeting Resolution.

The General Meeting voted% to approve the Resolution of the Meeting.

2. Approval of the Meeting Minutes.

The General Meeting voted% to approve assigning the Secretariat to finalize the Meeting Minutes and submit to the Presidium for ratification.

3. Ms. Nguyen Lam Nhi Thuy, on behalf of the Presidium, delivered the closing remarks of the Meeting..

The Meeting Minutes were completed at 11:40 a.m. on the same day./.

SECRETARY

ON BEHALF OF THE PRESIDIUM

Phan Thanh Trung

Nguyen Lam Nhi Thuy