

*No. 070802/NQ-HDQT*

*Thai Nguyen, August 7, 2025*

## **RESOLUTION**

*Regarding approving in detail the plan to ensure that the issuance of shares under the Employee Stock Ownership Plan in 2025 meets the regulations on foreign ownership ratio*

### **BOARD OF DIRECTORS**

#### **TNG INVESTMENT AND TRADING JOINT STOCK COMPANY**

*Pursuant to the Law on Enterprises No. 59/2020/QH14;*

*Pursuant to the Law on Securities No. 54/2019/QH14;*

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

*Pursuant to Resolution No. 162/2025/NQ-DHDCD dated 20/04/2025 of the 2025 Annual General Meeting of Shareholders of TNG Investment and Trading Joint Stock Company;*

*Based on the actual situation of the Company's capital demand;*

*Pursuant to the Minutes of the Board of Directors No. 070802A/BB-HDQT dated 07/08/2025 of the Board of Directors of TNG Investment and Trading Joint Stock Company*

## **RESOLUTION**

**Article 1.** Approving in detail the Plan to issue shares under the Employee Stock Ownership Plan in 2025 to meet the regulations on foreign ownership ratio as follows:

- Number of shares issued to employees who are foreign investors in the issuance of shares under the employee option program in 2025: 0 (None) shares;
- Plan to handle non-fully offered shares: The company only distributes non-fully offered shares in the issuance of shares under the Employee Stock Ownership Plan to domestic investors, not to foreign investors.
- TNG Investment and Trading Joint Stock Company is committed to strictly implementing the above plan to ensure that the issuance of shares under the Employee Stock Ownership Plan in 2025 meets the regulations on foreign ownership ratio.

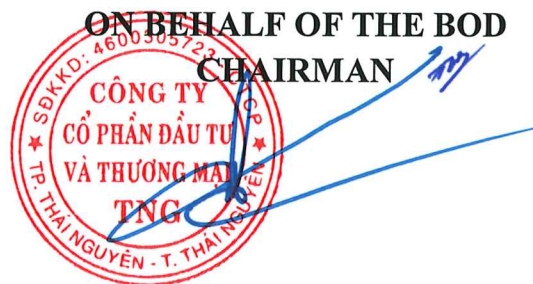


**Article 2.** The Board of Directors, the Board of General Directors, the Accounting Department and relevant units and individuals shall be responsible for the implementation of this Resolution.

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

**Recipient:**

- As in Article 2;
- Save:office



**CHỦ TỊCH  
NGUYỄN VĂN THỜI**



*No.: 070802A/BB-HDQT*

*Thai Nguyen, August 7, 2025*

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

**Company:** TNG Investment and Trading Joint Stock Company (hereinafter referred to as the "Company")

**Address:** No. 434/1 - Bac Kan Street - Hoang Van Thu Ward - Thai Nguyen City - Thai Nguyen Province.

Enterprise Registration Certificate No. 4600305723 issued by the Department of Planning and Investment of Thai Nguyen province for the first time on 02/01/2003.

**I. TIME AND PLACE**

- Time: 15:30 p.m. on August 7, 2025.
- Location: No. 434/1 - Bac Kan Street - Phan Dinh Phung Ward - Thai Nguyen Province.
- The purpose, agenda and contents of the meeting are as follows:
  - Approve Detail plan to issue shares under the Employee Stock Ownership Plan in 2025 to meet the regulations on foreign ownership ratio, specifically:
    - + Number of shares issued to employees who are foreign investors in the issuance of shares under the Employee Stock Ownership Plan in 2025: 0 (None) shares;
    - + Plan for handling non-fully offered shares: The company only distributes non-fully offered shares in the issuance of shares under the Employee Stock Ownership Plan to domestic investors, not to foreign investors.
  - + TNG Investment and Trading Joint Stock Company commits to strictly implement the above plan to ensure that the issuance of shares under the Employee Stock Ownership Plan in 2025 meets the regulations on foreign ownership ratio.

**II. PARTICIPANTS**

No	Member of the Board of Directors	Position
1	Mr. Nguyen Van Thoi	Chairman of the BOD
2	Mr. Nguyen Duc Manh	Vice Chairman of the BOD
3	Mr. Nguyen Manh Linh	Member of the BOD
4	Mr. Nguyen Hoang Giang	Member of the BOD
5	Ms. Doan Thi Thu	Member of the BOD
6	Ms. Ha Thi Tuyet	Member of the BOD



No	Member of the Board of Directors	Position
7	Mr. Dao Duc Thanh	Member of the BOD

- The chairman of the meeting: **Mr Nguyen Van Thoi- Chairman of the BOD**
- Secretary: **Ms Nguyen Thuy Ngan - Company Secretary**
- Absences: 0

Members attending the meeting reached 7/7 members of the Board of Directors, eligible to conduct the meeting.

### **III. ISSUES TO BE DISCUSSED AND VOTED ON AT THE MEETING**

#### **1. Discussion issues:**

- The Board of Directors of the company meets and votes to approve the details of the plan to issue shares under the Employee Stock Ownership Plan in 2025 meets the regulations on foreign ownership ratio as follows:

+ Number of shares issued to employees who are foreign investors in the issuance of shares under the Employee Stock Ownership Plan in 2025: 0 (None) shares;

+ Plan for handling non-fully offered shares: The company only distributes non-fully offered shares in the issuance of shares under the Employee Stock Ownership Plan to domestic investors, not to foreign investors.

+ TNG Investment and Trading Joint Stock Company commits to strictly implement the above plan to ensure that the issuance of shares under the Employee Stock Ownership Plan in 2025 meets the regulations on foreign ownership ratio.

#### **2. Vote to approve the issue:**

- Voting results:

+ Approve: 7/7 members have voting rights, reaching the rate of 100% of the total number of voting votes

+ Disapprove: 0/7 members have voting rights, reaching the rate of 0% of the total number of voting votes

+ No opinion: 0/7 members have voting rights, reaching the rate of 0% of the total voting votes

### **IV. ISSUES PASSED AND CORRESPONDING VOTING RATES**

- Approve Detail plan to issue shares under the Employee Stock Ownership Plan in 2025 to meet the regulations on foreign ownership ratio, specifically:

+ Number of shares issued to employees who are foreign investors in the issuance of shares under the Employee Stock Ownership Plan in 2025: 0 (None) shares;

+ Plan for handling non-fully offered shares: The company only distributes non-fully offered shares in the issuance of shares under the Employee Stock Ownership Plan to domestic investors, not to foreign investors.



+ TNG Investment and Trading Joint Stock Company commits to strictly implement the above plan to ensure that the issuance of shares under the Employee Stock Ownership Plan in 2025 meets the regulations on foreign ownership ratio.

Approval rate passed: 7/7 members voted in favor, reaching 100% of the total voting votes of members attending the meeting.

This minute was made at 16:00 on the same day, the Secretary of the meeting read it again to the members.

**CHAIRMAN OF THE BOD**



**NGUYEN VAN THOI**

**SECRETARY**

**NGUYEN THUY NGAN**

