

**RESOLUTION**

*Approve the results of the issuance of shares under the  
Employee Stock Ownership Plan 2025*

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Law No. 56/2024/QH15 amending and supplementing a number of articles of the Law on Securities, the Law on Accounting, the Law on Independent Auditing, the Law on State Budget, the Law on Management and Use of Public Assets, the Law on Tax Administration, the Law on Personal Income Tax, the Law on National Reserves, and the Law on Handling of Administrative Violations adopted by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities and Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP;
- Pursuant to the Charter of TNG Investment and Trading Joint Stock Company ("the Company");
- Pursuant to Resolution of the Annual General Meeting of Shareholders No. 162/NQ-ĐHĐCĐ dated April 20, 2025 of TNG Investment and Trading Joint Stock Company;
- Pursuant to Resolution of the Board of Directors No. 520/NQ-HĐQT dated September 15, 2025 of TNG Investment and Trading Joint Stock Company;
- Pursuant to the actual situation of the ESOP share purchase by employees;
- Pursuant to the Minutes of the Board of Directors' Meeting on the same day.



**RESOLVES**

**Article 1:** Approving the results of the issuance of shares under the Employee Stock Ownership Plan (ESOP) of TNG Investment and Trading Joint Stock Company as follows:

1. Number of shares before the time of issuance:

- Total number of shares issued: 122,601,206 shares.
- Number of shares outstanding: 122,601,206 shares.
- Number of treasury shares: 0 shares.

2. Number of shares expected to be issued: 6,130,060 shares, equivalent to 5% of outstanding shares.

3. Issue price: 10,000 VND/share

4. Issuance end date: 15/10/2025

5. Release Results

- Number of shares distributed: 6,130,060 shares, equivalent to 100% of shares expected to be issued.

- Number of employees distributed: 368 people

- Total number of shares after the issuance (15/10/2025): 128,731,266 shares, of which:

+ Number of outstanding shares: 128,731,266 shares;

+ Number of treasury shares: 0 shares.

- Charter capital after issuance: 1,287,312,660,000 VND

**Article 2:** This Resolution shall take effect from the date of signing. The members of the Board of Directors, the General Director, and all relevant departments and individuals shall be responsible for the implementation of this Resolution.

**Receipts:**

- As Article 2

**ON BEHALF OF THE BOD  
CHAIRMAN**



**NGUYEN VAN THOI**



**MINUTES OF BOARD OF DIRECTORS MEETINGS**  
**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 - Phan Dinh Phung Ward - Thai Nguyen Province.

The Certificate of Business Registration No. 4600305723 was 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: 10:00 a.m. 16 October 2025.

- Location: No. 434/1 - Bac Kan Street - Phan Dinh Phung Ward - Thai Nguyen Province.

**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 Hoang Giang	Member of the BOD
4	Ms. Doan Thi Thu	Member of the BOD
5	Ms. Ha Thi Tuyet	Member of the BOD
6	Mr. Dao Duc Thanh	Member of the BOD

- Chairman of the meeting: **Mr Nguyen Van Thoi - Chairman of the Board of Directors**

-Secretary: **Ms Nguyen Thuy Ngan - Company Secretary**

-Absent: **Mr Nguyen Manh Linh - Member of the Board of Directors**

Members attending the meeting reached 6/7 of the members of the Board of Directors, eligible to conduct the meeting.

**III. ISSUES DISCUSSED AND VOTED AT THE MEETING**

**1. Issues discussed:**

The Board of Directors of the company met and voted to approve the results of the issuance of shares under the Employee Stock Ownership Plan 2025.

- Approving the results of the issuance of shares under the Employee Stock Ownership Plan (ESOP) of TNG Investment and Trading Joint Stock Company as follows:

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  - Total number of shares issued: 122,601,206 shares.
  - Number of shares outstanding: 122,601,206 shares.
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2. Number of shares expected to be issued: 6,130,060 shares, equivalent to 5% of of outstanding shares.
3. Issue price: 10,000 VND/share
4. Issuance end date: 15/10/2025
5. Release Results
  - Number of shares distributed: 6,130,060 shares, equivalent to 100% of shares expected to be issued.
  - Number of employees distributed: 368 people
  - Total number of shares after the issuance (15/10/2025): 128,731,266 shares, of which:
    - + Number of outstanding shares: 128,731,266 shares;
    - + Number of treasury shares: 0 shares.
    - Charter capital after issuance: 1,287,312,660,000 VND

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

- Voting results:
  - + Approve: 6/6 members with voting rights, reaching 100% of the total votes with voting rights
  - + Disapprove: 0/6 members with voting rights, reaching 0% of the total votes with voting rights
  - + No opinions: 0/6 members have the right to vote, reaching 0% of the total votes with voting rights

## **IV. ISSUES ADOPTED**

The Board of Directors has approved the issues stated in Section (III) of this Minutes



Voting rate approved: 6/6 members attending the meeting approved, reaching 100% of the total votes of members attending the meeting.

## **V. CLOSING OF THE MEETING**

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

The meeting ended at 10:30 a.m. on the same day. The minutes were read again for everyone to hear and unanimously approved.

**CHAIRMAN**

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**NGUYEN VAN THOI**

**SECRETARY**



**NGUYEN THUY NGAN**