

RESOLUTION

To reorganize the personnel of the Sustainability Subcommittee

BOARD OF DIRECTORS

TNG INVESTMENT AND TRADING JOINT STOCK COMPANY

Based on the Charter of TNG Investment and Trading Joint Stock Company;

Pursuant to the Law on Enterprises 2020;

Pursuant to Resolution No. 169/NQ-HĐQT dated April 21, 2025 of the Board of Directors regarding the dismissal and appointment of members of the Audit Committee and other Subcommittees under the Board of Directors;

Pursuant to the resignation letter of Mr. Nguyen Manh Linh, dated August 27, 2025, from his position as a member of the Board of Directors;

Pursuant to Resolution No. 487/NQ-HĐQT dated August 29, 2025 of the Board of Directors approving the resignation of Mr. Nguyen Manh Linh from his position as a member of the Board of Directors;

Based on the Minutes of the Board of Directors' Meeting No. 610A/BB-HĐQT dated October 31, 2025 of TNG Investment and Trading Joint Stock Company;

Upon the proposal of the Nomination, Compensation and Remuneration Subcommittee.

RESOLVES

Article 1. Dismissal of the incumbent member – Head of the Sustainability Subcommittee

Mr. Nguyen Manh Linh is hereby dismissed from his positions as Head of the Sustainability Subcommittee and Member of the Sustainability Subcommittee, effective November 1, 2025.

Article 2. Appointment of a new member to replace the dismissed member of the Sustainability Subcommittee

Mr. Dao Duc Thanh is hereby appointed as a Member of the Sustainability Subcommittee (Term 2025–2026), effective November 1, 2025.

The term of office of Mr. Dao Duc Thanh as a member of the Sustainability Subcommittee shall be the remaining term of the member dismissed under Article 1 of this Resolution.



Mr. Dao Duc Thanh shall have the rights and obligations of a member of the Sustainability Subcommittee in accordance with the provisions of law, the Company's Charter, relevant internal regulations, and the assignment of the Board of Directors.

Article 3. Appointment of the Head of the Sustainability Subcommittee

Mr. Nguyen Duc Manh is hereby appointed as Head of the Sustainability Subcommittee, effective November 1, 2025.

Mr. Nguyen Duc Manh shall have the rights and obligations of the Head of the Sustainability Subcommittee in accordance with the provisions of law, the Company's Charter, relevant internal regulations, and the assignment of the Board of Directors.

After the dismissal and appointment of members and Head of the Subcommittee, the Sustainability Subcommittee (Term 2025–2026) shall consist of the following members:

1. Mr. Nguyen Duc Manh – Standing Vice Chairman of the Board of Directors:
Head of the Subcommittee

2. Ms. Doan Thi Thu – Member of the Board of Directors (Term 2024–2029):
Member of the Subcommittee

3. Mr. Dao Duc Thanh – Member of the Board of Directors (Term 2025–2030):
Member of the Subcommittee

Article 4. Implementation provisions

This Resolution shall take effect from the date of signing.

The Members of the Board of Directors, Mr. Nguyen Manh Linh, Mr. Dao Duc Thanh, Mr. Nguyen Duc Manh, the Sustainability Subcommittee, the Nomination – Compensation – Remuneration Subcommittee, and all relevant departments and individuals shall be responsible for implementing this Resolution.

Receive:

- As Article 4
- Save in office



ON BEHALF OF BOD

CHỦ TỊCH
NGUYỄN VĂN THỜI

**TNG INVESTMENT AND
TRADING JOINT STOCK
COMPANY**

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No: 610A/BB-HĐQT

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

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Thai Nguyen, October 31, 2025

***MEETING MINUTE OF BOD OF
TNG INVESTMENT AND TRADING JOINT STOCK COMPANY***

Name of Company: TNG Investment and Trading Joint Stock Company

Tax code: 4600305723

Address: No 434/1, Bac Kan Street, Phan Dinh Phung Ward, Thai Nguyen Province, Viet Nam.

I. TIME, ADDRESS

- Time: 14h30 on October 31, 2025

- Address: At head office of the Company (No 434/1 Bac Kan street, Phan Dinh Phung Ward, Thai Nguyen Province).

II. PURPOSE AND CONTENT OF THE MEETING

The Board of Directors (hereinafter referred to as the “Board”) of TNG Investment and Trading Joint Stock Company convened a meeting to approve the reorganization of the personnel of the Sustainability Subcommittee under the Board of Directors of the Company.

III. PARTICIPANTS:

- Member of Board of Directors

STT	Member of BOM	Title
1	Mr Nguyen Van Thoi	Chairman
2	Mr. Nguyen Duc Manh	Deputy Chairman
3	Mr. Nguyen Hoang Giang	Member of BOD
4	Mrs. Ha Thi Tuyet	Member of BOD
5	Mrs. Doan Thi Thu	Member of BOD
6	Mr Dao Duc Thanh	Member of BOD

- Method of attendance: Direct participation and voting at the meeting.

- Number of absent members: 1/7 members (Mr. Nguyen Manh Linh).

- Number of attending members: 6/7 members of the Board of Directors, sufficient to convene the meeting.

- The members unanimously elected:

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This information disclosure is published simultaneously in Vietnamese and English. In case of any discrepancy or misinterpretation between Vietnamese and English information, information in Vietnamese will take precedence

Meeting Chair: Mr. Nguyen Van Thoi – Chairman of the Board of Directors.

Meeting Secretary: Ms. Nguyen Thuy Ngan

IV. MATTERS DISCUSSED, VOTED ON, AND REMARKED UPON DURING THE MEETING

The Board of Directors Meeting was convened to approve matters regarding the reorganization of the personnel of the Sustainability Subcommittee under the Company's Board of Directors, specifically as follows:

1. Dismissal of the incumbent member – Head of the Sustainability Subcommittee

To dismiss Mr. Nguyen Manh Linh from his positions as Head of the Sustainability Subcommittee and Member of the Sustainability Subcommittee, effective November 1, 2025.

Other opinions from each member attending the meeting: None

Voting result:

- Members agree: 6/6 members attending the meeting, accounting for 100% of voting opinions.
- Members do not agree: 0/6 members attending the meeting, accounting for 0% of voting opinions.
- Members with no opinions: 0/6 members attending the meeting, accounting for 0% of voting opinions.

2. Appointment of a new member to replace the dismissed member of the Sustainability Subcommittee

To appoint Mr. Dao Duc Thanh as a Member of the Sustainability Subcommittee (Term 2025–2026), effective November 1, 2025.

The term of office of Mr. Dao Duc Thanh shall be the remaining term of the dismissed member mentioned above.

Mr. Dao Duc Thanh shall have the rights and obligations of a member of the Sustainability Subcommittee in accordance with the provisions of law, the Company's Charter, relevant internal regulations, and the assignment of the Board of Directors.

Other opinions from each member attending the meeting: None

Voting result:

- Members agree: 6/6 members attending the meeting, accounting for 100% of voting opinions.
- Members do not agree: 0/6 members attending the meeting, accounting for 0% of voting opinions.



- Members with no opinions: 0/6 members attending the meeting, accounting for 0% of voting opinions.

3. Appointment of the Head of the Sustainability Subcommittee

To appoint Mr. Nguyen Duc Manh as Head of the Sustainability Subcommittee, effective November 1, 2025.

Mr. Nguyen Duc Manh shall have the rights and obligations of the Head of the Sustainability Subcommittee in accordance with the provisions of law, the Company's Charter, relevant internal regulations, and the assignment of the Board of Directors.

After the dismissal and appointment of members and the Head of the Subcommittee, the Sustainability Subcommittee (Term 2025–2026) shall consist of the following members:

- Mr. Nguyen Duc Manh – Standing Vice Chairman of the Board of Directors: Head of the Subcommittee

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

- Mr. Dao Duc Thanh – Member of the Board of Directors (Term 2025–2030): Member of the Subcommittee

Other opinions from each member attending the meeting: None

Voting result:

- Members agree: 6/6 members attending the meeting, accounting for 100% of voting opinions.

- Members do not agree: 0/6 members attending the meeting, accounting for 0% of voting opinions.

- Members with no opinions: 0/6 members attending the meeting, accounting for 0% of voting opinions.

V. THE PASSED ISSUE AND THE VOTING RATE

The Board of Directors approved all matters regarding the reorganization of the personnel of the Sustainability Subcommittee under the Board of Directors of the Company as specified in Section (IV) of these Minutes, including:

1. Dismissal of the incumbent member – Head of the Sustainability Subcommittee;
2. Appointment of a new member to replace the dismissed member of the Sustainability Subcommittee;
3. Appointment of the Head of the Sustainability Subcommittee.

The voting results for each matter: All 6 out of 6 members attending the meeting voted in favor, accounting for 100% of the total voting rights of the attending members.

VI. CLOSING THE MEETING:



The Meeting Secretary read out the draft Resolution of the Board of Directors for the members to review and unanimously approve.

The meeting was concluded at 15:20 a.m. on the same day. The minutes were read aloud to all participants and unanimously approved.

CHAIRMAN



NGUYEN VAN THOI

SECRETARY



NGUYEN THUY NGAN