

**RESOLUTIONS OF THE BOARD OF DIRECTORS
TNG INVESTMENT AND TRADING JOINT STOCK COMPANY**
*Approving the distribution of shares issued under the Employee Stock Ownership Plan
2025 (ESOP)*

**BOARD OF DIRECTORS
TNG INVESTMENT AND TRADING JOINT STOCK COMPANY**
*- Pursuant to the Resolution of the Annual General Meeting of Shareholders No.
162/2025/NQ-ĐHDCĐ dated 20/04/2025;*
- Pursuant to the Charter of TNG Investment and Trading Joint Stock Company;
- Regulation on issuance of shares under the option program for employees in 2025;
*- Pursuant to the Minutes of the meeting of the Board of Directors of TNG
Investment and Trading Joint Stock Company on the same day.*

RESOLUTION

Article 1. Approving the results of the stock issuing under the 2025 Employee Stock Ownership Plan (ESOP) as follows:

1. Total number of shares offered: 6.130.060 shares.
2. Number of employees distributed: 368 people.
3. The total number of shares registered and paid by the employee for purchase: 5.681.742 shares accounting for 92,69% of the total number of shares offered.
4. The remaining number of shares that have not been distributed: 448.318 shares
5. Plan to handle undistributed shares:

Pursuant to the ESOP 2025 regulation issued together with Resolution No. 505/NQ-HDQT dated 03/09/2025 of the Board of Directors of the Company on the promulgation of the regulation on the issuance of shares under the option program for employees, the remaining number of shares that have not been fully purchased can be distributed to other employees simultaneously meets the following criteria:

+ Individuals who are the Chairman of the Board of Directors, Vice Chairmen of the Board of Directors, members of the Board of Directors (except for independent members of the Board of Directors), General Directors, Deputy General Directors.

+ Individuals wishing to buy the remaining shares that have not been fully distributed (according to the application form, application form attached to this resolution).

- In case the number of shares registered for purchase exceeds the number of shares that have not been distributed, the shares will be distributed to individuals corresponding



to the subscription rate of each individual (according to the principle of rounding down to the unit rows). The remaining number of shares that have not been fully distributed after the redistribution will not continuously to be offered.

- Time to submit an application to buy and pay for the purchase of undistributed shares: From 13/10/2025 to 15/10/2025.

Accounts receiving money to buy shares that have not been distributed:

+ Account holder: TNG Investment and Trading Joint Stock Company

+ Account number: 3900698958

+ Open at: Joint Stock Commercial Bank for Investment and Development of Vietnam – Thai Nguyen Branch

Article 2. Assign the Chairman of the Board of Directors - the legal representative to direct the implementation of necessary tasks, decide on the addition and adjustment of relevant contents to complete the stock registration dossier under the Employee Stock Ownership Plan in 2025, in accordance with the provisions of law and the Company's regulations.

Article 3. The Resolution takes effect from the date of signing.

The Internal Audit Department and the Board of Directors shall be responsible for implementing this Resolution and organizing the implementation according to their operational functions in accordance with the provisions of law and the Charter of organization and operation of the TNG Investment and Trading Joint Stock Company.

Recipients:

- As in Articles 2 and 3
- Archiving

ON BEHALF OF THE BOD
CHAIRMAN OF THE BOARD OF
DIRECTORS



CHỦ TỊCH
NGUYỄN VĂN THỜI



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, day month.... Year 2025

APPLICATION TO PURCHASE SHARES ISSUED UNDER THE EMPLOYEE STOCK OWNERSHIP PLAN IN 2025

To: TNG Investment and Trading Joint Stock Company

My name is:

- Address:
- Telephone: Email:
- ID card Number:
- Date of issuance of ID card:
- Place of issuance of ID card:
- Position at the Company:

Registration to buy shares issued under the employees stock ownership plan in 2025 after redistribution according to Resolution No 1310/NQ-HDQT dated 13/10/2025 is as follows:

- Stock Name : Shares of TNG Investment and Trading Joint Stock Company.
- Type of stock : Common shares.
- Issue price : 10.000 VND/share.
- Number of shares registered for purchase:shares.

(In words:)

- Total amount expected to be paid: VND.

(In words:)

I commit to:

- Purchase of a sufficient number of registered shares;
- Make the payment to buy shares from 13/10/2025 to 15/10/2025.
- Take responsibility before law for the legality of capital sources for the purchase of shares.
- Fully comply with the regulations on registration to buy shares of the Company and take full responsibility for the above contents.

Registering person

(Sign, specify full name)

No: 1310A/BB-DDB

Thai Nguyen, October 13, 2025

**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. on October 13, 2025.

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

II. INGREDIENTS

- 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 distribution of shares issued under the Employee Stock Ownership Plan 2025 (ESOP 2025) as follows:

- Approving the results of the stock offering under the Employee Stock Ownership Plan in 2025 (ESOP 2025) as follows:

1. Total number of shares offered: 6.130.060 shares.
2. Number of employees distributed: 368 people.
3. The total number of shares registered and paid by employees for purchase: 5.681.742 shares, accounting for 92,69% of the total number of shares offered.
4. The remaining number of shares that have not been distributed: 448.318 shares
5. Plan to handle undistributed shares:

Pursuant to the ESOP 2025 regulation issued together with Resolution No. 505/NQ-HDQT dated 03/09/2025 of the Board of Directors of the Company on the promulgation of the regulation on the issuance of shares under the option program for employees, the remaining number of shares that have not been fully purchased can be distributed to other employees simultaneously meets the following criteria:

+ Individuals who are the Chairman of the Board of Directors, Vice Chairmen of the Board of Directors, members of the Board of Directors (except for independent members of the Board of Directors), General Directors, Deputy General Directors.

+ Individuals wishing to buy the remaining shares that have not been fully distributed (according to the application form, application form attached to this resolution).

- In case the number of shares registered for purchase exceeds the number of shares that have not been distributed, the shares will be distributed to individuals corresponding to the subscription rate of each individual (according to the principle of rounding down to the unit rows). The remaining number of shares that have not been fully distributed after the redistribution will not continuously to be offered.

- Time to submit an application to buy and pay for the purchase of undistributed shares: From 13/10/2025 to 15/10/2025.

Accounts receiving money to buy shares that have not been distributed:

- + Account holder: TNG Investment and Trading Joint Stock Company
- + Account number: 3900698958
- + Open at: Joint Stock Commercial Bank for Investment and Development of Vietnam – Thai Nguyen Branch



- Approving the assignment of the Chairman of the Board of Directors - the legal representative to direct the implementation of necessary tasks, deciding on the addition and adjustment of relevant contents to complete the stock registration dossier under the Employee Stock Ownership Plan 2025, in accordance with the provisions of law and the Company's regulations.

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 APPROVED

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

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 reads 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

NGUYEN VAN THOI

SECRETARY

A blue ink signature of the Secretary.

NGUYEN THUY NGAN