



ISO 9001:2015

## TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY

No. 3, 2A Street, Bien Hoa II Industrial Zone, Long Hung Ward, Dong Nai Province.

Tel: 0251 383 6688

Fax: 0251 383 6552 / 383 6553

Email: [tungkuang@tungkuang.com.vn](mailto:tungkuang@tungkuang.com.vn)

Website: [www.tungkuang.com.vn](http://www.tungkuang.com.vn)

*Dong Nai, day 30 month 03 year 2026*

# INVITATION TO THE MEETING

## Annual General Meeting of Shareholders 2026

The Board of Directors of Tung Kuang Industrial Joint Stock Company respectfully announces and cordially invites all shareholders to attend the 2026 Annual General Meeting of Shareholders as follows:

**1. Time: 08:30 AM, April 24, 2026**

**2. Location:** Tung Kuang Company Headquarters (No. 3, 2A Street, Bien Hoa II Industrial Park, Long Hung Ward, Dong Nai Province).

**3. Content of the Congress:**

- Report on business performance in 2025 and plan for 2026.
- Report of the Supervisory Board on operational control in 2025.
- Through the financial report, profit distribution, and fund allocation for 2025.
- Continue with the supplementary listing of all shares held by the major shareholder.
- Election of the Board of Directors and the Supervisory Board
- Amendments and additions to the Company's charter
- Selecting an auditing firm for the 2026 fiscal year.
- Other matters falling under the authority of the General Meeting of Shareholders.

**4. Participants:**

- All shareholders whose names are on the list as of March 24, 2026 are eligible to attend. Shareholders unable to attend the General Meeting may authorize another person to attend on their behalf using the provided form. The authorized representative may not further authorize a third party.
- Shareholders attending the General Meeting are requested to bring their Citizen Identification Card or Passport. If attending by proxy, please bring the original power of attorney form (All travel and accommodation expenses are the responsibility of the shareholder).
- To ensure the successful organization of the General Meeting, shareholders are requested to confirm their attendance by sending a letter, making a phone call, or sending a fax to the Company Office before April 14, 2026.

**5. Congress documents:** Published on the Company's website ([www.tungkuang.com.vn](http://www.tungkuang.com.vn)). All comments and suggestions regarding the content of the General Meeting should be submitted in writing to the Company before April 14, 2026.

On behalf of the Board of Directors  
**GENERAL MANAGER**

  
**LIU CHIEN HUNG**





**TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY**

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....., day month year 2026

**AUTHORIZATION CERTIFICATE**

**ATTEND**

**THE 2026 ANNUAL SHAREHOLDER MEETING**

**Dear: The Organizing Committee of the General Shareholders' Meeting of Tung Kuang Industrial Corporation**

Name of shareholder: .....

Legal representative (for organizations) : .....

Citizen Identification Card/Business Registration Certificate No: ..... Issued on .../.../..... at .....

Address: .....

Phone: ..... Fax: .....

As the owner and owner's representative ..... (In word : ..... ) Shares of Tung Kuang Industrial Corporation as of March 24, 2026.

Based on the announcement regarding the organization of the 2026 Annual General Meeting, I would like to respond

Etc : Please attend the Congress at 8:30 AM on April 24, 2026 as follows:

1/ Attend directly:

2/ With this authorization, I authorize:

Mr/(Mrs): .....

Date of birth: ..... / ..... / ..... at : .....

Citizen Identification Card: ..... Issued on ...../...../..... at .....

Permanent address: .....

Is authorized to represent me to attend the 2026 Annual General Meeting of Shareholders of Tung Kuang Industrial Joint Stock Company, to discuss and vote on matters presented at the Meeting..

**Authorized Representative**  
(Sign and print full name)

**Authorizing Person**  
(Sign and print full name)



## **NOTIFICATION**

V/v: Nomination and candidacy for election of members of the Board of Directors and Supervisory Board of Tung Kuang Industrial Joint Stock Company for the term (2026-2030)

Dear Shareholders of Tung Kuang Industrial Corporation

- Based on the 2020 Enterprise Law and Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance regulating corporate governance for public companies;
- Based on the amended and supplemented charter of Tung Kuang Industrial Joint Stock Company dated April 26, 2024
- The Board of Directors respectfully informs shareholders about the nomination and candidacy of candidates for election to the Board of Directors and the Supervisory Board for the term (2026-2030);

1/ Expected number of members to be elected: 09 (nine) members of the Board of Directors and 03 (three) members of the Supervisory Board.

2/ Conditions for nominating and running for the position of member of the Board of Directors and Supervisory Board:

- *Nomination of Board of Directors Candidates:* Shareholders holding at least 10% of the voting shares for a continuous period of at least six months have the right to combine their individual voting rights to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the voting shares for a continuous period of at least six months may nominate one candidate; from 20% to less than 40% may nominate two candidates; from 40% to less than 65% may nominate three candidates; if holding 65% or more, they may nominate the full number of candidates (excerpt from Clause 2, Article 24 of the Company Charter)
- *Nomination of candidates for the Supervisory Board:* Shareholders holding at least 10% of the voting shares for a continuous period of at least six months





- Members of the supervisory board must not be managers or employees of the auditing firm currently auditing the company's financial statements.

4/ Documents for candidacy and nomination for election to the Board of Directors and Supervisory Board:


The application and nomination documents include:

- Application for candidacy or nomination to the Board of Directors or Supervisory Board (attached form)
- Candidate's self-filled resume (using the attached template)
- Certified copies of household registration/passport and professional qualifications.
- The Board of Directors respectfully requests that eligible shareholders or groups of shareholders submit their nomination/candidate documents to Tung Kuang Industrial Joint Stock Company before 4:00 PM on April 14, 2026 (documents can be submitted in person or by mail).
- After the above period, if shareholders do not nominate or recommend a sufficient number of candidates, or if the candidates do not meet the required qualifications and conditions, the incumbent Board of Directors and Supervisory Board, within their authority, will nominate other candidates.
- Application submission location: Tung Kuang Industrial Joint Stock Company, address: No. 3, 2A Street, Bien Hoa II Industrial Park, Long Hung Ward, Dong Nai Province, to complete the procedures as required.
- Phone: 02513.836688      Fax: 02513.836553/552

**The Board of Directors of Tung Kuang Industrial Joint Stock Company respectfully announces.**

**CHAIRMAN OF THE BOARD OF DIRECTORS**

*(Signature, seal, and full name)*

  
  
  
**LIU CHENG MIN**



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**APPLICATION FORM**

**JOIN THE BOARD OF DIRECTORS**

**TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY**

**At the Annual General Meeting of Shareholders in 2026**

**Respectfully report to: ORGANIZING COMMITTEE OF THE 2026 ANNUAL GENERAL  
MEETING OF SHAREHOLDERS**

I am a shareholder: .....

Citizen ID card number: ..... Date of issue: ..... Place of issue:.....

Permanent address:.....

Contact phone: .....

Number of shares owned: ..... share, occupy .....% Total number of common  
shares of the Company.

Education level:.....Specialized:.....

Current job title: .....

Current workplace:.....

Having met all the conditions stipulated in the Enterprise Law and the Company's Charter, I  
hereby nominate myself as a candidate for the Board of Directors of Tung Kuang Industrial Joint  
Stock Company for the term (2026-2030).

Sincerely thank you./.

....., day ..... month..... year 2026

Attached profile:

**SHAREHOLDERS**

*(Sign and write your full name)*

- Copy of Citizen Identity Card/Passport
- Copies of diplomas/certificates
- Candidate's resume

**Note:** Applications for candidacy must be submitted to the Congress Organizing Committee  
before 4:00 PM on April 14, 2026, at the following address: Tung Kuang Industrial Joint Stock  
Company - No. 3, Road 2A, Bien Hoa II Industrial Zone, Long Hung Ward, Dong Nai Province.



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**NOMINATION APPLICATION**  
**JOIN THE BOARD OF DIRECTORS !**  
**TUNG KUANG INDUSTRIAL JOIN STOCK COMPANY**  
**At the Annual General Meeting of Shareholders in 2026**

**Respectfully report to: ORGANIZING COMMITTEE OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

I am a shareholder/representative of a group of shareholders: .....

(Minutes of the shareholder meeting are attached in the case of a group of shareholders)

Citizen ID card number: ..... Date of issue: ..... Place of issue:.....

Permanent address:.....

Contact phone: .....

Number of shares owned: ..... share, occupy .....% Total number of common shares of the Company.

Having met all the conditions stipulated in the Enterprise Law and the Company's Articles of Association, the shareholder/group of shareholders wishes to nominate (in case of nominating 2 or more members, please prepare a list):

Mr (Mrs): .....

Citizen ID card number: ..... Date of issue: ..... Place of issue:.....

Permanent address:.....

Contact phone: .....

Educational background:.....Specialized:.....

Current job title: .....

Current workplace:.....

To be a candidate for the Board of Directors of Tung Kuang Industrial Join Stock Company for the term (2026-2030).

Sincerely thank you./.

Attached profile:

- Copy of Citizen Identity Card/Passport

- Copies of diplomas/certificates

- Candidate's resume

....., day ..... month..... year 2026

**SHAREHOLDERS REPRESENTING A  
GROUP OF SHAREHOLDERS**

(Sign and write your full name)

**Note:** Applications for candidacy must be submitted to the Congress Organizing Committee before 4:00 PM on April 14, 2026, at the following address: Tung Kuang Industrial Joint Stock Company - No. 3, Road 2A, Bien Hoa II Industrial Zone, Long Hung Ward, Dong Nai Province.





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**APPLICATION FORM**  
**JOIN THE SUPERVISORY BOARD**  
**TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY**  
**At the Annual General Meeting of Shareholders in 2026**

**Respectfully report to: ORGANIZING COMMITTEE OF THE 2026 ANNUAL GENERAL  
MEETING OF SHAREHOLDERS**

I am a shareholder: .....

Citizen ID card number: ..... Date of issue: ..... Place of issue:.....

Permanent address:.....

Contact phone: .....

Number of shares owned: ..... share, occupy .....% Total number of common shares of the Company.

Education level:.....Specialized:.....

Current job title: .....

Current workplace:.....

Having met all the conditions stipulated in the Enterprise Law and the Company's Charter, I hereby nominate myself as a candidate for the Supervisory Board of Tung Kuang Industrial Joint Stock Company for the term (2026-2030).

Sincerely thank you./.

....., day ..... month..... year 2026

Attached profile:

**SHAREHOLDERS**

*(Sign and write your full name)*

- Copy of Citizen Identity Card/Passport
- Copies of diplomas/certificates
- Candidate's resume

**Note:** Applications for candidacy must be submitted to the Congress Organizing Committee before 4:00 PM on April 14, 2026, at the following address: Tung Kuang Industrial Joint Stock Company - No. 3, Road 2A, Bien Hoa II Industrial Zone, Long Hung Ward, Dong Nai Province.





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# NOMINATION APPLICATION

## JOIN THE SUPERVISORY BOARD

### TUNG KUANG INDUSTRIAL JOIN STOCK COMPANY

#### At the Annual General Meeting of Shareholders in 2026

**Respectfully report to: ORGANIZING COMMITTEE OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

I am a shareholder/representative of a group of shareholders: .....

(Minutes of the shareholder meeting are attached in the case of a group of shareholders)

Citizen ID card number: ..... Date of issue: ..... Place of issue:.....

Permanent address:.....

Contact phone: .....

Number of shares owned: ..... share, occupy .....% Total number of common shares of the Company.

Having met all the conditions stipulated in the Enterprise Law and the Company's Articles of Association, the shareholder/group of shareholders wishes to nominate (in case of nominating 2 or more members, please prepare a list):

Mr (Mrs): .....

Citizen ID card number: ..... Date of issue: ..... Place of issue:.....

Permanent address:.....

Contact phone: .....

Educational background:..... Specialized:.....

Current job title: .....

Current workplace:.....

To be a candidate for the Supervisory Board of Tung Kuang Industrial Join Stock Company for the term (2026-2030).

Sincerely thank you./.

Attached profile: ..... day ..... month.....year 2026

- Copy of Citizen Identity Card/Passport **Shareholders representing a group of shareholders**

- Copies of diplomas/certificates (Sign and write your full name)

- Candidate's resume

**Note:** Applications for candidacy must be submitted to the Congress Organizing Committee before 4:00 PM on April 14, 2026, at the following address: Tung Kuang Industrial Joint Stock Company - No. 3, Road 2A, Bien Hoa II Industrial Zone, Long Hung Ward, Dong Nai Province.



**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

**CURRICULUM VITAE**

Full name: .....

Sex: .....

Date of birth: .....

Place of birth: .....

Citizen ID card number: ..... Date of issue: ..... Place of issue:.....

Nationality: .....

Nation: .....

Permanent address:.....

Contact phone: .....

Professional qualifications: ... ..

Work process:.....

.....

.....

.....

.....

Current position at the listed organization: ... ..

.....

Current job titles at other organizations:.....

.....

Number of shares owned: ... share (occupy:..... %) charter capital

Debts owed to the company: . .....

Related benefits for the company.....

I hereby declare that the above statements are completely true, and I will be held fully responsible under the law if they are found to be false.

**Confirmation from a local authority  
or government**

....., day ..... month..... year 2026

**Declarant**

*(Sign and write your full name)*



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# PROGRAMME

## ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

| TIME                        | CONTENT  | PERFORM              |
|-----------------------------|--|----------------------|
| <b>I – Ritual part</b>      |  |                      |
| 08:30 – 09:00               | Welcoming delegates and shareholders.  | Organizing Committee |
| 09:00 – 09:10               | Shareholder eligibility verification report.   | Organizing Committee |
| 09:10 – 09:15               | Opening speech at the Congress.  | Organizing Committee |
| 09:15 – 09:25               | Introducing the Regulations for the Congress.  | Organizing Committee |
| 09:25 – 09:30               | Introducing the Presidium and the Secretariat  | Organizing Committee |
| <b>II – Content section</b> |  |                      |
| 09:30 – 09:45               | Report of the Board of Directors on operations in 2025 and the plan for 2026.                                    | Board of Directors   |
| 09:45 – 09:55               | Report of the Supervisory Board on oversight activities in 2025.   | Control Board        |
| 09:55 – 10:05               | Approve the financial statements, profit distribution, and fund allocations for 2025.                            | Board of Directors   |
| 10:05 – 10:15               | Approve the proposal to continue implementing the additional listing of all shares held by the major shareholder | Board of Directors   |
| 10:15 – 10:30               | Elect the Board of Directors and the Supervisory Board.  | Organizing Committee |
| 10:30 – 10:35               | Take a break.  |                      |
| 10:35 – 10:40               | Announcing the election results.   | Organizing Committee |
| 10:40 – 10:45               | Approve the proposal to amend and supplement the Company's Charter.  | Board of Directors   |
| 10:45 – 10:50               | Approve the proposal on the selection of the auditing firm for 2026.   | Control Board        |
| 10:50 – 10:55               | Approve the Meeting Minutes and the Resolution of the General Meeting.   | Organizing Committee |
| 10:55 – 11:00               | Closing of the Congress  | Board of Directors   |

## ORGANIZING COMMITTEE





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**REPORT OF THE BOARD OF DIRECTORS  
ON THE RESULTS OF PRODUCTION AND BUSINESS OPERATIONS IN 2025  
AND THE PRODUCTION AND BUSINESS PLAN FOR 2026**

**Respectfully report to: Annual General Meeting of Shareholders 2026**

First of all, the Company's Management would like to sincerely thank our esteemed shareholders for taking the time to attend today's General Meeting of Shareholders. In 2025, the Company's Board of Directors fulfilled its responsibilities and exercised its authority in managing the Company's production and business operations. We hereby present the report on the results of production and business activities in 2025 and the plan for 2026 as follows :

**I. RESULTS OF BUSINESS OPERATIONS IN 2025**

In 2025, despite ongoing volatility in the business environment, the Company continued to implement its strategies in a stable manner and maintained sustainable business growth.

First, regarding favorable factors, the Company's achieved results were mainly driven by the following conditions:

**I) Favorable Conditions**

**1. Support from the Board of Directors and management capability**

The Company's business operations have consistently received close attention and direction from the Board of Directors; at the same time, all employees have worked in close coordination and effectively carried out their assigned tasks.

**2. Vietnam's economy continued to grow steadily.**

In 2025, Vietnam's socio-economic situation continued to develop positively, with an improved investment environment, creating favorable conditions for business operations.

**3. Market demand remained stable.**

Amid shifts in the global supply chain, some orders moved to the Southeast Asia region, helping the Company maintain customer demand.

#### 4. Stable customer relationships

The Company has maintained strong partnerships with existing customers, ensuring a stable order flow, while gradually expanding and developing new customer relationships.

#### 5. Improving production and management efficiency

By optimizing production processes and improving management practices, the Company has enhanced operational efficiency and competitiveness.

#### 6. Local cost advantage

Labor and operating costs in Vietnam remain competitive compared to many other countries, contributing to the Company's enhanced competitiveness in the international market.

#### 7. Supply chain gradually stabilizing

Compared to previous years, the supply of raw materials has improved, with more stable delivery times.

## **II) Challenges and Difficulties**

Alongside the favorable factors, the Company also faced numerous challenges in 2025:

#### 1. Unstable international situation

Conflicts and wars in certain regions of the world have affected energy prices and the global economic environment

#### 2. Fluctuations in raw material prices

Prices of raw materials and metals in the international market fluctuated sharply, creating challenges in cost control.

#### 3. Rising oil prices creating cost pressures

Rising oil prices have led to higher transportation and logistics costs, directly impacting the Company's profits.

#### 4. Unstable market demand

Customers have become more cautious in placing orders, reducing the ability to forecast demand and creating challenges for production planning.

#### 5. Foreign exchange risk

Exchange rate fluctuations affect the Company's selling prices and financial performance.

#### 6. Increasingly intense competition



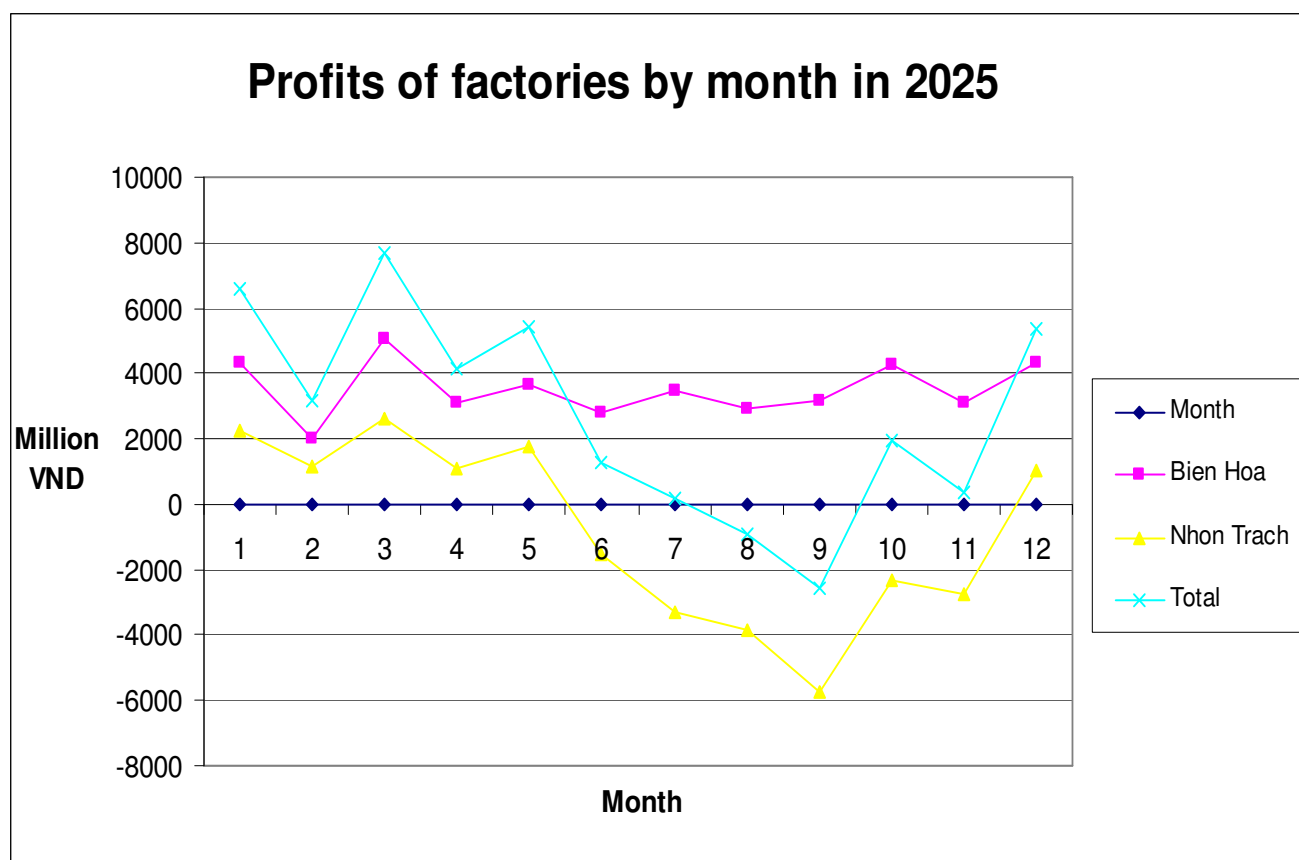
Competitive pressure from industry peers is intensifying, requiring the Company to continuously improve the quality of its products and services.

#### 7. Rising labor costs

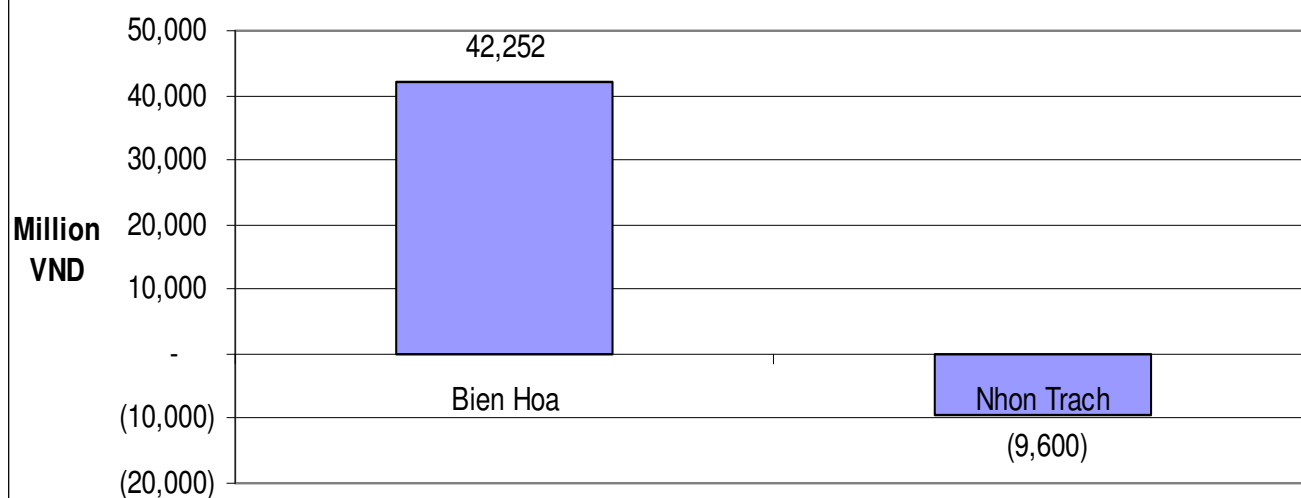
Economic growth has led to higher labor costs, impacting the Company's long-term cost structure.

### III) Business and Production Situation in 2025

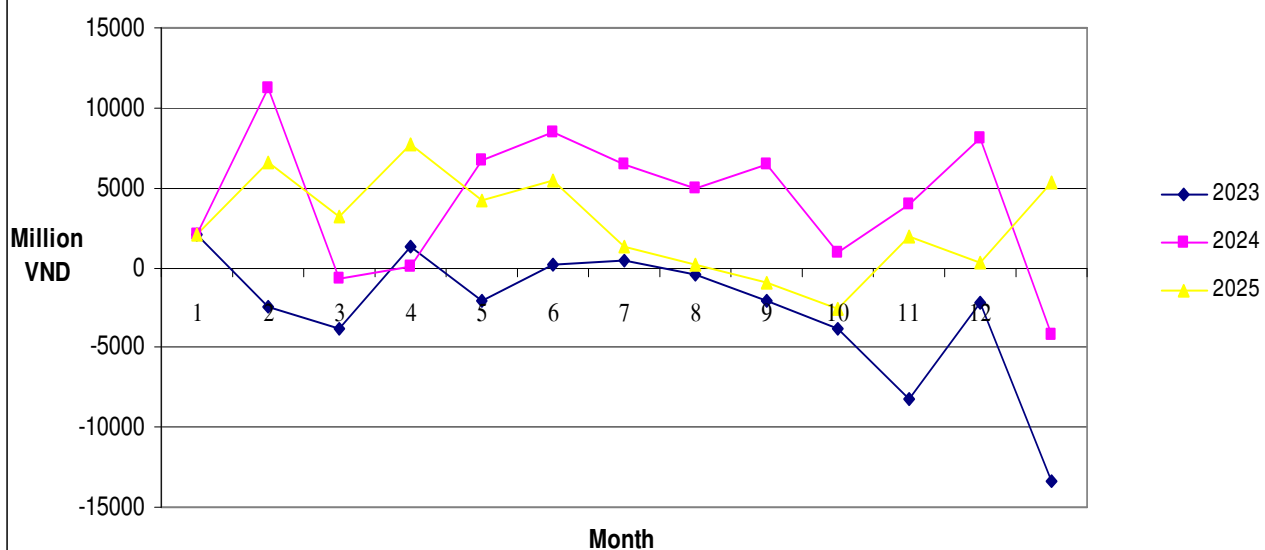
Below is the financial report of the Company's two manufacturing plants in Vietnam (Bien Hoa and Nhon Trach). The profit and loss situation is as follows (see attached diagram).



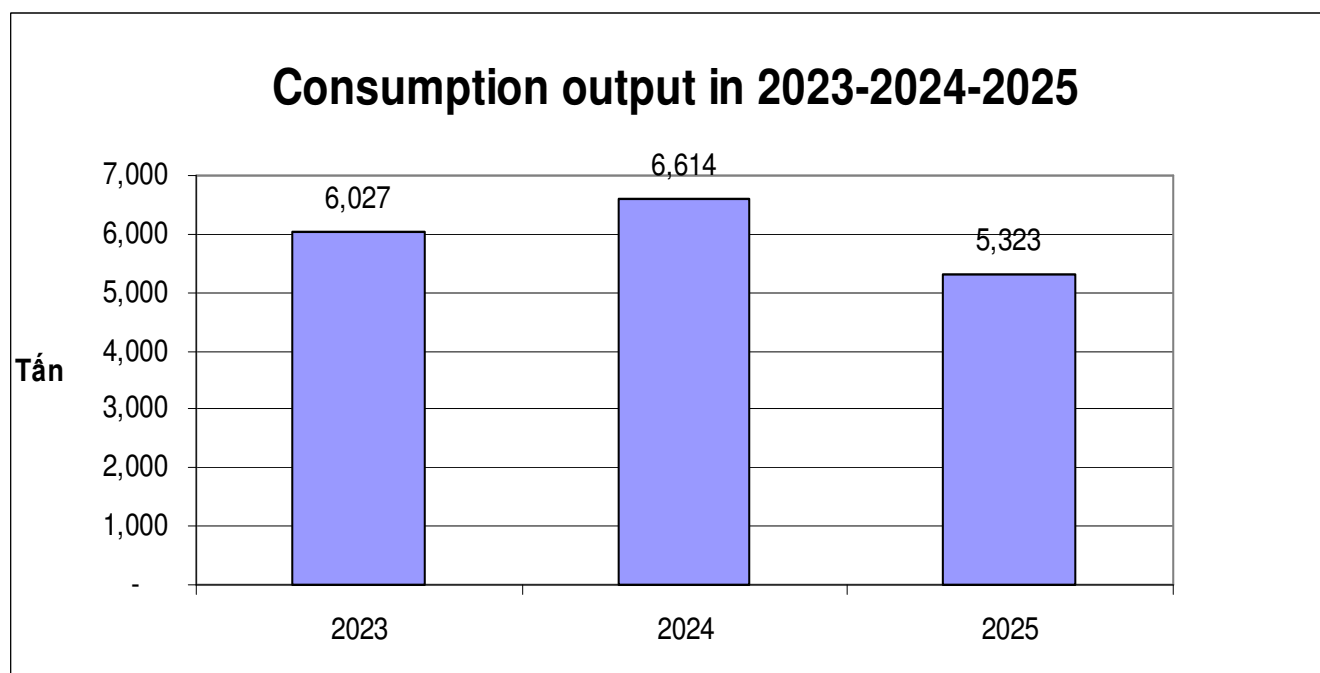
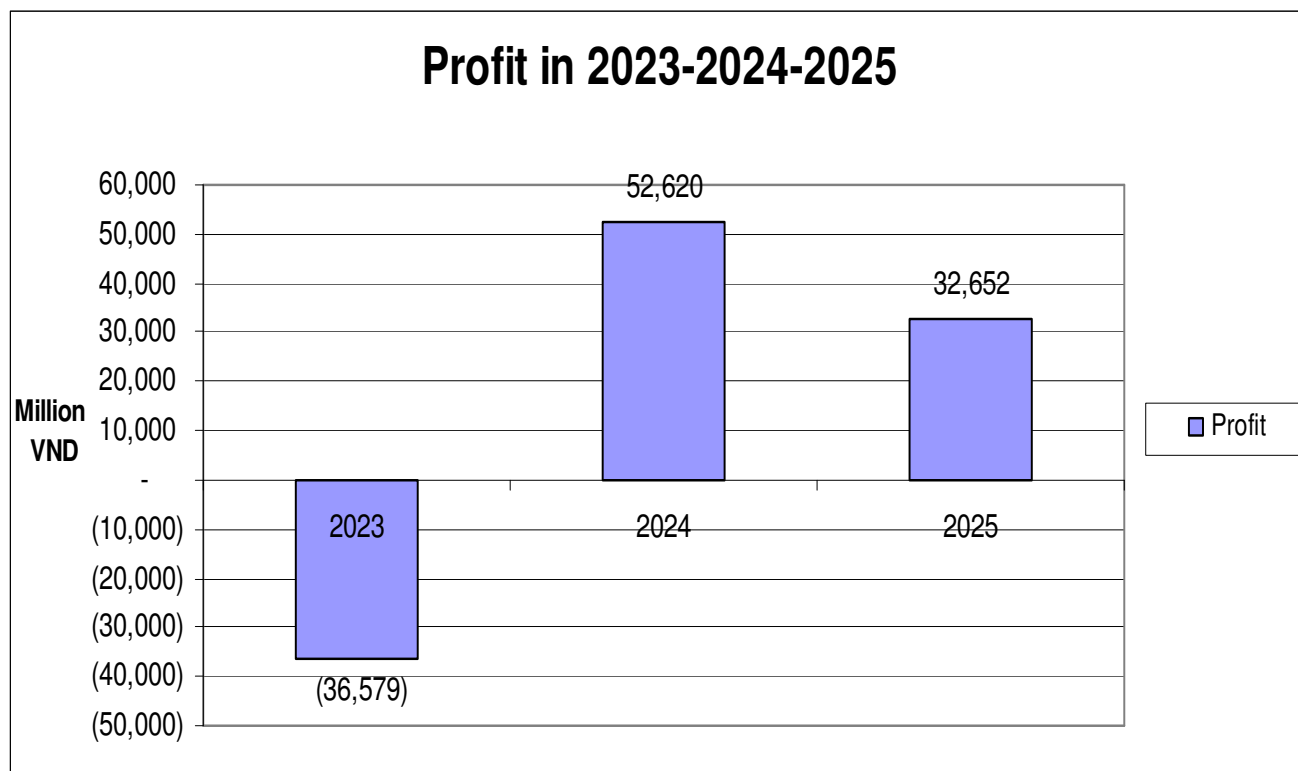
## Profit in 2025



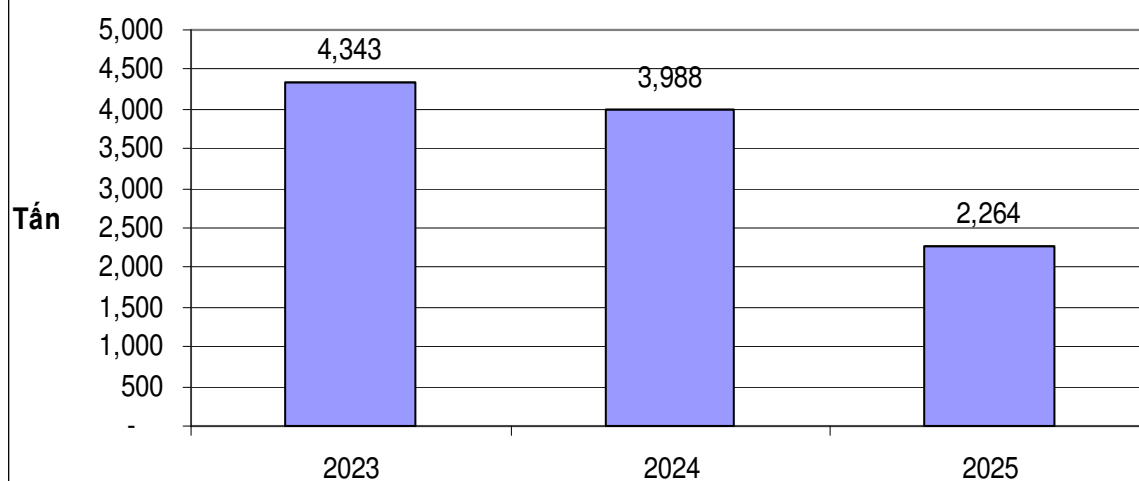
## Profit in 2023-2024-2025 by month



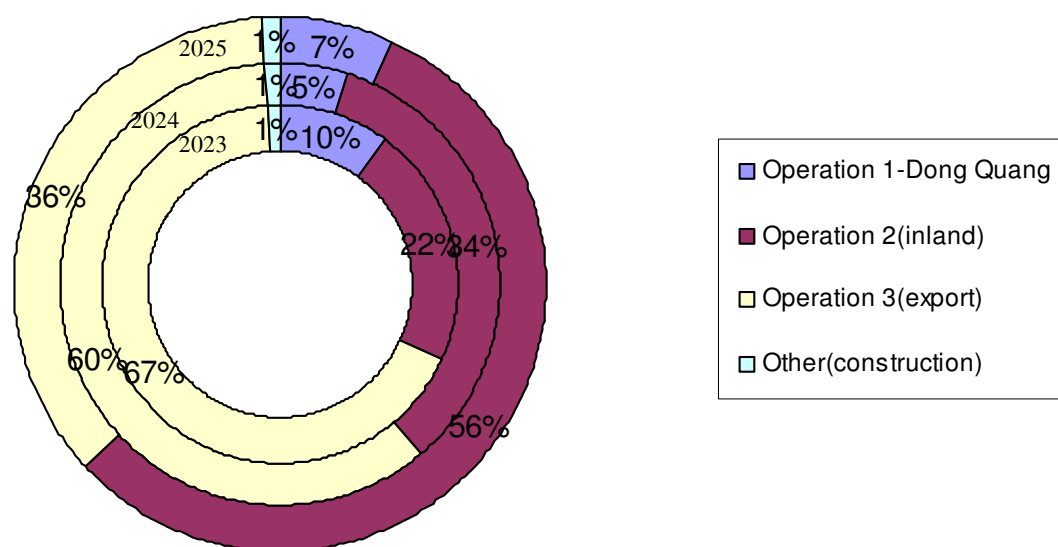




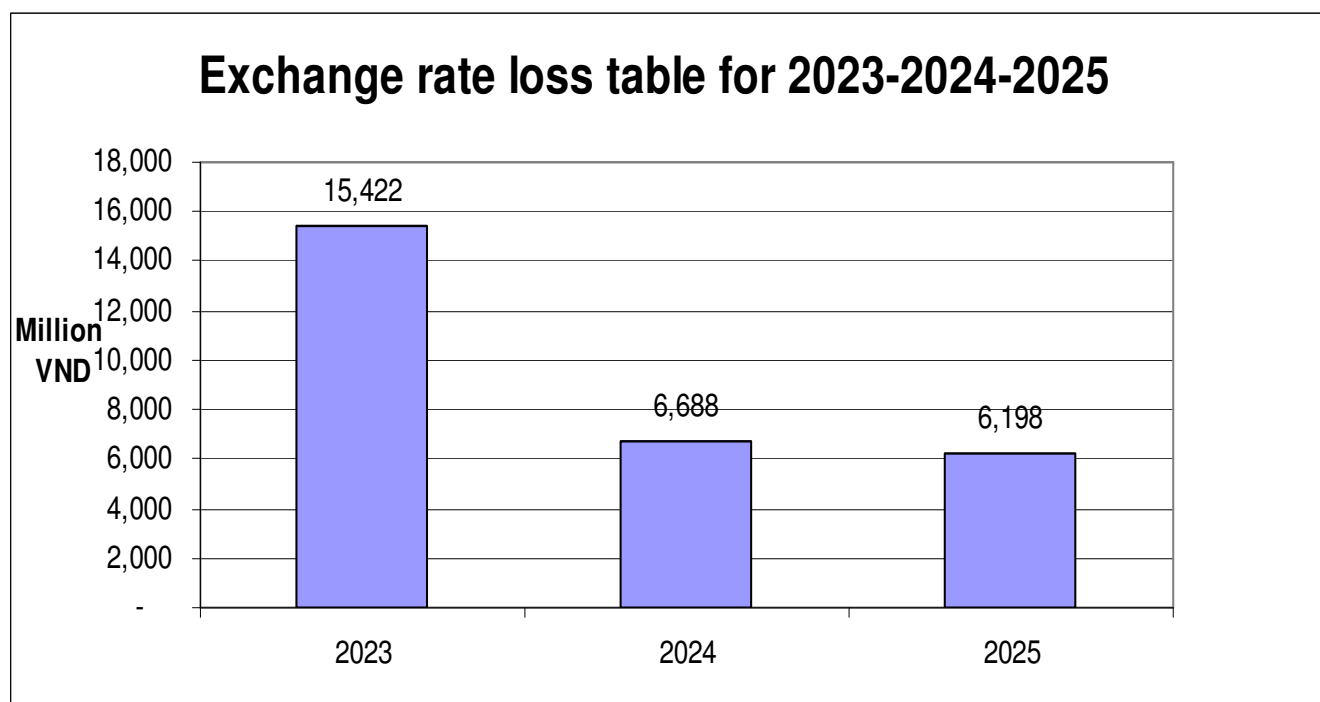
## Export output in 2023-2024-2025



## Consumption output in 2023-2024-2025







2. Strengthen inventory management, together with coordination between the production and sales departments, to minimize slow-moving stock and reduce delays in shipment.

3. Continue actively pursuing foreign customer orders to reduce foreign exchange losses, diversify the customer base, and expand the market beyond the heavily concentrated construction materials sector, while maintaining a competitive stance against other aluminum industry players in Vietnam.

4. Actively maintain promotion across media channels and newspapers, especially by strengthening the visibility of the Tung Kuang logo on main roads and bus routes in the Mekong Delta region, while collaborating with local dealers to add more signage featuring the TK logo. This helps consumers better understand and adopt Tung Kuang branded aluminum products. At the same time, enhance communication with major local dealers to gain deeper insights into customer preferences and market demand (see attached images of advertising boards and dealer locations).

#### 5. Other Activities

Each year, the Company provides a scholarship worth VND 80,000,000 to the University of Architecture (see attached images).

#### IV) Business and Production Results in 2025

##### 1. Summary of Results

| No | Indicators        | Unit        | Actual 2024 | Actual 2025 | So sánh (%) |
|----|-------------------|-------------|-------------|-------------|-------------|
| 1  | Production Output | Ton         | 6.870       | 5.341       | -22.25%     |
| 2  | Sales Volume      | Ton         | 6.614       | 5.323       | -19.52%     |
| 3  | Export Volume     | Ton         | 3.988       | 2.264       | -43.22%     |
| 4  | Export Value      | USD         | 20.847.587  | 12.540.529  | -39.85%     |
| 5  | Net Revenue       | Billion VND | 818         | 691         | -12.68%     |
| 6  | Profit After Tax  | Billion VND | 52          | 32          | -37.21      |

##### 2. Detailed Results by Unit

| No | Indicators        | Unit        | Bien Hoa Plant | Nhon Trach Branch |
|----|-------------------|-------------|----------------|-------------------|
| 1  | Production Output | Ton         | 2.593          | 2.748             |
| 2  | Sales Volume      | Ton         | 2.526          | 2.797             |
| 3  | Export Volume     | Ton         | 936            | 1.328             |
| 4  | Export Value      | USD         | 4.943.027      | 7.597.502         |
| 5  | Net Revenue       | Billion VND | 351            | 363               |
| 6  | Profit After Tax  | Billion VND | 42             | -10               |

##### 3. Conclusion

Overall, in 2025, the Company maintained stable business operations despite facing numerous external challenges. Moving forward, the Company will continue to strengthen internal management, improve production efficiency, consolidate customer relationships, and adapt flexibly to market fluctuations to ensure sustainable growth and increase value for our esteemed shareholders.

## II. PRODUCTION AND BUSINESS PLAN FOR 2026

Entering 2026, the business environment is expected to continue presenting a mix of opportunities and challenges. Alongside signs of economic recovery, uncertainties remain and may significantly impact the Company's operations.

### I) Expected Challenges in 2026

#### 1. Fluctuations in raw material prices

Prices of raw materials, especially metals and key production inputs, are expected to remain highly volatile due to international market influences, creating challenges in cost control.

#### 2. Rising oil prices and logistics costs

Ongoing global political instability may continue to drive oil prices higher, leading to sustained high transportation and logistics costs..

#### 3. Risks from international trade policies

Export activities, especially to the U.S. market, continue to face barriers such as tariffs and trade protection policies, affecting the Company's competitiveness.

#### 4. Exchange rate fluctuations (VND/USD)

Foreign exchange rates may continue to fluctuate, impacting export revenue as well as the cost of imported raw materials.

#### 5. Changes in Vietnamese government policies

In the context of adjustments and improvements in the governmental apparatus, administrative, tax, customs policies, and related regulations may change, creating additional adaptation pressures for businesses..

#### 6. Compliance pressure from regulatory authorities (tax, customs, etc.)

Increasingly stringent regulations and higher transparency requirements from the authorities will require the Company to enhance its governance and compliance capabilities.

#### 7. Competition in the industry continues to intensify

Domestic and foreign enterprises continue to expand their operations, creating significant pressure on product pricing and quality.

#### 8. Labor and operational costs are rising

Minimum wages and labor costs tend to rise, affecting long-term business performance.

### II) Company-wide production and business plan for 2026

| No | Indicators        | Unit | Plan 2025 | Plan 2026 |
|----|-------------------|------|-----------|-----------|
| 1  | Production Output | Ton  | 5.362     | 5.380     |



|   |                  |             |            |            |
|---|------------------|-------------|------------|------------|
| 2 | Sales Volume     | Ton         | 5.160      | 5.170      |
| 3 | Export Volume    | Ton         | 2.993      | 2.480      |
| 4 | Export Value     | USD         | 15.148.688 | 12.552.203 |
| 5 | Net Revenue      | Billion VND | 650        | 700        |
| 6 | Profit After Tax | Billion VND | 28         | 33         |

### **III) Main work content for 2026**

#### **1. Business Operations:**

Continue strengthening the regional distribution system, with particular focus on the Southwest market.

Develop corporate clients with projects in Vietnam and comprehensively promote Tung Kuang's engineering design products.

Develop a comprehensive marketing plan, strengthen existing customers, and expand to acquire both domestic and international clients.

Strongly promote the TK brand, adjust business policies based on the company's situation, and ensure customer satisfaction.

Control inputs and practice cost savings.

Focus resources on developing a product introduction dossier and technical standards documentation for Tung Kuang aluminium.

#### **2. Technical Operations:**

Develop chemical management regulations in accordance with the requirements of the Provincial People's Committee and the Department of Chemicals, following Government Decrees.

Establish a Research and Development (R&D) Department to study and stabilize the quality of produced and sold products, and to improve technical expertise in production, aiming to better meet customer requirements.

### **3. Accounting and Statistics Operations:**

Perform financial accounting functions correctly and review the Company's financial regulations to ensure that all accounting transactions and expenditures comply with principles and are properly recorded.

Leverage the role and tools of managerial accounting to reduce operational costs, particularly bank interest expenses.

### **4. Basic Construction Electromechanical Work:**

Strictly enforce electrical safety regulations, advise and propose management measures for electrical safety at both Bien Hoa and branch locations. Maintenance and servicing of equipment must be practical and effective, minimizing breakdowns except in cases of unavoidable circumstances.

All incidents related to the electrical system, machinery, or safety issues arising from equipment operation must be documented in a report, with corrective and preventive actions implemented or safety regulations issued.

### **5. Production Operations:**

According to customer and dealer requirements, ensure production quality and on-time delivery, avoid repeating errors such as over- or under-weighing, or not following technological procedures, and minimize mistakes as much as possible.

Implement management measures for factories, machinery, equipment, vehicles, tools, and instruments in accordance with 5S standards. Comply with labor protection, fire safety, and environmental protection requirements to prevent accidents.

Practice material conservation, ensuring no spillage or leftover pouring of liquid raw materials.

### **6. Organizational Operations:**

Maintain political security and safety order inside and outside the company. Uphold company regulations and safety rules, emphasizing inspection and supervision to build a disciplined, orderly, and safe working environment.

Arrange labor efficiently to meet production and professional requirements. Continue recruiting to fulfill the company's workforce needs. At the same time, terminate employment contracts for employees who are lazy or fail to meet the company's standards.

Participate in reviewing the Salary Regulations, Financial Regulations, and Collective Labor Agreement. Develop and issue the Personnel Management Regulations, Confidentiality Regulations, etc

Encourage employees to propose reasonable suggestions regarding operational management and to provide feedback on shortcomings, aiming to improve the company's economic efficiency.

## **7. Other Activities:**

Strengthen fire prevention measures and maintain absolute factory safety; focus on environmental protection, occupational health and safety, and prevent workplace accidents.

ISO Work: Gradually improve ISO and 5S activities to make them more effective and practical.

Departments and workshops must develop plans and organize annual refresher training for their employees, covering operational and production scopes. External training follows separate regulations, depending on each unit's needs or as proposed by the Administrative Management Department.

Continue implementing charitable activities to support people in difficult circumstances.

The Board of Directors and Executive Management must be thorough and specific in operational management to make timely and accurate decisions in directing business and production.

The Supervisory Board should fully exercise and properly perform its monitoring responsibilities to ensure that all company production and business activities comply with the Charter and legal regulations.



#### **IV) CONCLUSION**

The production and business plan for 2026 is set against a backdrop of potential difficulties and challenges that may affect the company's operations. While we have established objectives and implementation measures to overcome limitations and difficulties, it is impossible to fully anticipate all unforeseen events and risks that may arise during the execution of production and business activities.

To successfully implement the 2026 production and business plan, the Board of Directors and the company's Executive Management earnestly seek: the strong unity and consensus of our esteemed shareholders; the collective responsibility and dedication of all employees in performing their assigned tasks; the support of the Board of Directors; and, in particular, the guidance, feedback, and support of the shareholders of Tung Kuang Industrial Joint Stock Company.

The Board of Directors, Executive Management, and all employees of Tung Kuang Industrial Joint Stock Company are determined to strive, overcome difficulties, and successfully complete the 2026 production and business plan.

Wishing all distinguished delegates and shareholders good health, happiness, and success; and wishing our General Meeting a great success!.

Sincerely thank you!.

*Dong Nai, day 24 month 04 year 2026*

**On behalf of the Board of Directors**

**CHAIRMAN OF THE BOARD**

**LIU CHENG MIN**



**TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY**

No. 3, 2A Street, Bien Hoa II Industrial Zone, Long Hung Ward, Dong Nai Province.

Tel: 0251 383 6688

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Website: [www.tungkuang.com.vn](http://www.tungkuang.com.vn)

No: /2026/TK-DHCD

**REPORT OF THE SUPERVISORY BOARD  
ON SUPERVISORY ACTIVITIES IN 2025**

**Respectfully report to: Annual General Meeting of Shareholders 2026**

- Pursuant to the Enterprise Law No. 59/2020/QH14, effective from January 1, 2021.
- Pursuant to the Charter on Organization and Operation of Tung Kuang Industrial Joint Stock Company.
- Pursuant to the Audit Report No. 26.05.1.6/25/BCTC/NVA.CNHN dated March 23, 2026, of the Branch of NVA Auditing Company Limited.

In 2025, the Supervisory Board fulfilled its responsibilities and exercised its authority. On behalf of all shareholders, supervising the company's production and business activities, the Supervisory Board hereby reports to the shareholders on its activities in 2025 as follows:

**I. FINANCIAL REPORT FOR 2025**

- The production and business indicators for 2025 are as follows:
- Revenue for 2025: VND 691 billion
- Net profit after tax for 2025: VND 32 billion
- Average income: VND 8,000,000/person/month

**II. COMMENTS AND EVALUATION OF THE MANAGEMENT AND  
OPERATIONAL PERFORMANCE OF THE BOARD OF DIRECTORS AND  
GENERAL DIRECTOR**

**1. Regarding the Board of Directors:**

Has managed and directed the company's activities in accordance with the law, the Company Charter, and the Resolutions of the General Meeting of Shareholders. The Board of Directors holds regular quarterly meetings to discuss and decide on the company's key issues based on democratic, open, and transparent principles. It proposes and promptly resolves difficulties in production and business operations.

## **2. Regarding the Executive Board (General Director)**

Has complied with current legal regulations, the Company Charter, and the Resolutions and Decisions of the Company's Board of Directors, specifically as follows:

Production and business activities: Directed the company's production and business operations to achieve fairly good results. In addition, Tung Kuang has focused on its core production and business activities with the goal of long-term stable development, avoiding investments in financial activities or other sectors that could pose risks,...

Financial and accounting activities: The calculation, recording, circulation, use, storage, and preservation of documents have ensured legality, reasonableness, and validity.

### **Implementation of policies and benefits for employees:**

- Employee policies and benefits are implemented in accordance with the Labor Law and the Company Charter. Monthly salaries, salary advances, and business expenses are paid timely, fully, and in compliance with regulations.

- The signing of labor contracts between the Company and employees is carried out in compliance with legal regulations. Social insurance and health insurance are fully and properly provided for employees in accordance with the law.

The above summarizes the results of the Supervisory Board's monitoring of the Company's activities in 2025, submitted to the General Meeting of Shareholders for review and approval.

Wishing good health to the distinguished delegates and shareholders, and a successful General Meeting.

*Dong Nai, day 24 month 04 year 2024*

**ON BEHALF OF THE SUPERVISORY BOARD**

**NGO THI NGOC QUYEN**

**TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY**

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No: /2026/TK-DHCD

**PROPOSAL****Re: Approval of the 2025 Financial Statements, Profit Distribution, and Appropriation of Funds****Respectfully report to: Annual General Meeting of Shareholders 2026***- Pursuant to the Charter of Tung Kuang Industrial Joint Stock Company.**- Pursuant to the 2025 audited consolidated financial statements of Tung Kuang Industrial Joint Stock Company.***I. FUND APPROPRIATION PLAN**

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 financial statements and fund appropriation as follows:

| NO | CONTENT   | AMOUNT (VND)    |
|----|---|-----------------|
| 01 | Charter Capital   | 468.813.980.000 |
| 02 | Undistributed after tax profits brought forward                         | 18.655.242.304  |
| 03 | Undistributed after tax profits for the current year                    | 32.652.346.829  |
| 04 | Allocation to Development Investment Fund (10% of Net Profit After Tax) | 3.265.234.683   |
| 05 | Allocation to Other Equity Funds (5% of Net Profit After Tax)           | 1.632.617.341   |
| 06 | Allocation to Bonus and Welfare Fund (5% of Net Profit After Tax)       | 1.632.617.341   |
| 07 | Cash Dividend Payment (5% of Charter Capital)                           | 23.440.699.000  |
| 08 | Remaining Profit  | 2.681.178.464   |

**II. RECOMMENDATIONS AND PROPOSALS**

The Board of Directors proposes the payment of the 2025 cash dividend, which is expected to be made in July 2026.

The above proposal on the approval of the 2025 financial statements, profit distribution, and fund appropriation of the Company is submitted to the General Meeting of Shareholders for review and approval.

Dong Nai, day 24 month 04 year 2026

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD****LIU CHENG MIN**





**TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY**

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No.:...../2026/.....

Dong Nai,...../2026

**SUBMISSION**

**Re: Additional listing of all shares held by founding shareholders on the Hanoi Stock Exchange (HNX)**

**Respectfully report to: Annual General Meeting of Shareholders 2026**

Pursuant to Article 4 of the Resolution of the 2016 Annual General Meeting of Shareholders No. 01/2016/NQĐHĐCĐ dated April 26, 2016, Tung Kuang Industrial Joint Stock Company (“Company” or “Tung Kuang”) has completed and submitted the full listing dossier to the competent state authorities in accordance with the laws of Vietnam. However, up to now, the dossier has not yet been reviewed or processed due to certain issues arising from current legal provisions.

Currently, relevant state authorities have been studying and considering amendments to several regulations in order to create more favorable conditions for the legitimate listing needs of foreign-invested enterprises (FDI) operating in Vietnam.

On such basis, the Board of Directors (“BOD”) respectfully submits to the Annual General Meeting of Shareholders (“AGMS”) for consideration and approval the continued implementation of the procedures and dossier for listing Tung Kuang shares when the relevant legal regulations are amended and supplemented, with the following contents:

**Article 1. Approve the implementation of the additional listing of all shares held by the founding shareholders, currently major foreign shareholders, on the Hanoi Stock Exchange (“HNX”).**

- Share name: Shares of Tung Kuang Industrial Joint Stock Company
- Ticker symbol: TKU
- Type of shares: Common shares
- Par value: VND 10,000 per share
- Number of shares registered for listing changes: 39,625,654 shares (*Thirty-nine million, six hundred twenty-five thousand, six hundred fifty-four shares*)

- Value of shares registered for listing changes (at par value): VND 396,256,540,000 (*Three hundred ninety-six billion, two hundred fifty-six million, five hundred forty thousand Vietnam dong*)

**Article 2. Approve the delegation/authorization to the Board of Directors to decide on all matters (including but not limited to) related to the additional listing of shares, including the following principal contents:**

- To prepare and approve the dossier for additional listing registration of the Company's shares and other relevant documents and materials in compliance with current legal regulations;
- To proactively handle other matters related to the additional listing in accordance with applicable laws and/or at the request of competent authorities, including the supplementation, amendment and explanation of relevant contents in order to complete the additional listing of TKU shares;
- To ensure that the additional listing registration complies with regulations on foreign ownership ratio of the Company in accordance with applicable laws;
- To carry out procedures as required by HNX and Vietnam Securities Depository and Clearing Corporation (VSDC) and relevant agencies, ensuring compliance with current regulations on changes to the listing registration of TKU shares.

**Article 3. Effectiveness and responsibility for implementation.**

- This submission was approved by the AGMS and is effective from the date of signing.
- The BOD, the Management Board, and relevant departments/units are responsible for implementing the content approved by the AGMS, ensuring the interests of shareholders and the Company, and complying with the law and the Company's charter.

The BOD respectfully submits to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted!

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD OF DIRECTORS**

**LIU CHENG MIN**



**TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY**

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ISO 9001:2015

No: /2026/TK-DHCD

**PROPOSAL**

**Re: Regarding the Amendment and Supplementation of the Company's Charter**

**Respectfully report to: Annual General Meeting of Shareholders 2026**

*- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, effective from January 1, 2021.*

*- Pursuant to the Charter on Organization and Operations of Tung Kuang Industrial Joint Stock Company.*

Based on the Charter of Tung Kuang Industrial Joint Stock Company, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration the amendments and supplements to ensure compliance with the 2020 Enterprise Law and its guiding documents, while also aligning with corporate governance and management requirements.

The detailed contents of the points to be amended and supplemented in the Company's Charter are presented in the attached appendix. The provisions of the Company's Charter that are amended and supplemented will take effect from the date they are approved by the 2026 Annual General Meeting of Shareholders.

Best regards.

The following points are amended and supplemented:

**TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY**  
**SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE COMPANY CHARTER**  
(Attached appendix to the proposal for amending and supplementing the Company's Charter)

| <b>Current Charter</b>  | <b>Amended and Supplemented Charter</b>   | <b>Basis for Implementation</b>                    |
|---|---|--|
| <p><b>Article 1: Definitions</b></p> <p>1. In this Charter, the following terms shall be understood as follows:</p> <p>b. "Enterprise Law" refers to Enterprise Law No. 59/2020/QH14 dated June 17, 2020 ;</p> <p>c. "Securities Law" refers to Securities Law No. 54/2019/QH14 dated November 26, 2019;</p>  | <p><b>Article 1: Definitions</b></p> <p>1. In this Charter, the following terms shall be understood as follows:</p> <p>b. "Enterprise Law" refers to Enterprise Law No. 59/2020/QH14 dated June 17, 2020, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022, and Law No. 76/2025/QH15 dated June 17, 2025.</p> <p>c. "Securities Law" refers to Securities Law No. 54/2019/QH14 dated November 26, 2019, as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024.</p>                | <p>In accordance with the law.</p>                 |
| <p><b>Article 2: Name, Form, Headquarters, Branches, Representative Offices, and Duration of the Company's Operation</b></p> <p>3. The registered office of the Company is located at:</p> <p><b>3.1. Headquarters:</b></p> <p>Address: No. 3, Street 2A, Bien Hoa II Industrial Park, Bien Hoa City, Dong Nai Province, Vietnam.</p> <p><b>3.2. Nhon Trach Branch of Tung Kuang Industrial Joint Stock Company:</b></p> <p>Address: Road 25B, Nhon Trach I Industrial Zone, Nhon Trach District, Dong Nai Province, Vietnam.</p> | <p><b>Article 2: Name, Form, Headquarters, Branches, Representative Offices, and Duration of the Company's Operation</b></p> <p>3. The registered office of the Company is located at:</p> <p><b>3.1. Headquarters:</b></p> <p>Address: No. 3, Street 2A, Bien Hoa II Industrial Park, Long Hung Ward, Dong Nai Province, Vietnam.</p> <p><b>3.2. Nhon Trach Branch of Tung Kuang Industrial Joint Stock Company:</b></p> <p>Address: Road 25B, Nhon Trach I Industrial Zone, Nhon Trach Commune, Dong Nai Province, Vietnam.</p> | <p>Adjust to match reality</p>                     |
| <p><b>Article 3. Objectives of the Company's Operations</b></p> <p>1. The Company's business sectors include:</p>   | <p><b>Article 3. Objectives of the Company's Operations</b></p> <p>1. The Company's business sectors include:</p>   | <p>Due to the production and business needs of</p> |



|   |   |                     |
|---|---|---------------------|
| <ul style="list-style-type: none"> <li>· Manufacture aluminum products in the form of aluminum bars, aluminum tubes, aluminum sheets, aluminum mesh, and aluminum wires, and provide design, repair, and assembly services for aluminum products;</li> <li>· Manufacture accessories for the installation of aluminum products (rubber gaskets, plastic sliding wheels, handles and locks, door hinges);</li> <li>· Aluminum products and accessories for the medical sector (aluminum canes for people with disabilities, wheelchairs, hospital beds, medicine cabinets); aluminum products and accessories for the sports and fitness sector (multi-functional exercise machines, aluminum bicycles, tennis rackets, and other equipment); surface treatment of aluminum metal products (electrostatic painting);</li> <li>· Manufacture of aluminum sheets and aluminum composite panels for the construction sector;</li> <li>· Engage in other business lines in compliance with the provisions of the law.</li> <li>· Engage in real estate business, including land use rights owned, leased, or held by the Company.</li> </ul> | <ul style="list-style-type: none"> <li>· Manufacture aluminum products in the form of aluminum bars, aluminum tubes, aluminum sheets, aluminum mesh, and aluminum wires, and provide design, repair, and assembly services for aluminum products;</li> <li>· Manufacture accessories for the installation of aluminum products (rubber gaskets, plastic sliding wheels, handles and locks, door hinges);</li> <li>· Aluminum products and accessories for the medical sector (aluminum canes for people with disabilities, wheelchairs, hospital beds, medicine cabinets); aluminum products and accessories for the sports and fitness sector (multi-functional exercise machines, aluminum bicycles, tennis rackets, and other equipment); surface treatment of aluminum metal products (electrostatic painting);</li> <li>· Manufacture of aluminum sheets and aluminum composite panels for the construction sector;</li> <li>· Engage in other business lines in compliance with the provisions of the law.</li> <li>· Engage in real estate business, including land use rights owned, leased, or held by the Company.</li> <li>· Wholesale of other construction materials and installation equipment.</li> <li>· Manufacture of metal components.</li> <li>· General wholesale trade:</li> </ul> <p>Detail: - To exercise the rights of export, import, and wholesale distribution (not associated with establishing a wholesale facility) of goods that are not on the list of prohibited exports, prohibited imports, goods not allowed to be distributed under Vietnamese law, and are not subject to restrictions under international commitments in treaties to which Vietnam is a</p> | <p>the Company.</p> |
|---|---|---------------------|

|   |  |  |
|---|--|--|
|   | <p>party.</p> <ul style="list-style-type: none"> <li>· Leasing of machinery, equipment, and other tangible goods without operators..</li> </ul>  |  |
| <p><b>Article 12. General Meeting of Shareholders</b></p> <p>3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>d. A shareholder or a group of shareholders specified in Clause 3, Article 10 of these Charter may request the convening of a General Meeting by a written petition. The petition to convene must clearly state the reasons and objectives of the meeting and bear the signatures of the relevant shareholders (the petition may be made in multiple copies to obtain the signatures of all relevant shareholders);</p> | <p><b>Article 12. General Meeting of Shareholders</b></p> <p>3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases:</p> <p>d. A shareholder or a group of shareholders specified in Clause 3, Article 10 of this Charter who requests the convening of a General Meeting of Shareholders must do so in writing, clearly stating the reasons and objectives of the meeting, and including the signatures of all relevant shareholders, or the request may be prepared in multiple copies and gather the signatures of all relevant shareholders. The request to convene the meeting must be accompanied by documents and evidence regarding violations by the Board of Directors, the extent of such violations, or decisions exceeding their authority. The shareholder or group of shareholders shall bear full legal responsibility for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of the General Meeting of Shareholders.</p> | <p>Pursuant to Clause 18, Article 1 of Law No. 76/2025/QH15</p>                                |
| <p><b>Article 19: Adoption of Decisions by the General Meeting of Shareholders</b></p> <p>1. A resolution on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting shares of all shareholders attending the meeting.</p> <p>2. Other resolutions shall be adopted if approved by shareholders representing at least 51% of the total voting shares of all shareholders attending the meeting, except in cases specified in Clauses 1 and 3 of this Article;</p>  | <p><b>Article 19: Adoption of Decisions by the General Meeting of Shareholders</b></p> <p>1. A resolution on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting shares of all shareholders attending and voting at the meeting.</p> <p>2. Other resolutions shall be adopted if approved by shareholders holding more than 50% of the total voting shares of all shareholders attending and voting at the meeting, except in cases specified in Clauses 1 and 3 of this Article;</p>   | <p>Amended pursuant to Clause 5, Article 7 of Law No. 03/2022/QH15 dated January 11, 2022.</p> |

|   |   |  |
|---|---|--|
| <p><b>Article 20: Authority and Procedure for Obtaining Shareholders’ Written Opinions to Adopt Decisions of the General Meeting of Shareholders</b></p> <p>1. The Board of Directors has the right to obtain shareholders’ opinions in writing to adopt decisions of the General Meeting of Shareholders at any time if deemed necessary in the interest of the Company;</p>   | <p><b>Article 20: Authority and Procedures for Obtaining Shareholders’ Written Opinions to Approve Decisions of the General Meeting of Shareholders</b></p> <p>1. The Board of Directors has the right to obtain shareholders’ opinions in writing to approve decisions of the General Meeting of Shareholders at any time if deemed necessary in the interest of the Company, including cases specified in Clause 2, Article 147 of the Enterprise Law.</p>  | <p>To suit reality.</p>  |
| <p><b>Article 23: Candidacy and Nomination of Members of the Board of Directors</b></p> <p>1. In cases where candidates for the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company’s website, so that shareholders can review the candidates before voting. Board of Directors candidates must provide a written commitment regarding the truthfulness and accuracy of their disclosed personal information and must undertake to perform their duties honestly, diligently, and in the best interest of the Company if elected as a member of the Board of Directors. Information disclosed about Board of Directors candidates includes:</p> <ul style="list-style-type: none"> <li>a. Full name, date of birth (day, month, year);</li> <li>b. Professional qualifications;</li> <li>c. Employment history;</li> <li>d. Other managerial positions (including positions on the Boards of Directors of other companies);</li> <li>đ. Interests related to the Company and the Company’s related parties;</li> <li>e. Other information (if any) as prescribed in the Company’s Charter;</li> </ul> | <p><b>Article 23: Candidacy and Nomination of Members of the Board of Directors</b></p> <p>1. In cases where candidates for the Board of Directors have been identified, the Company must disclose information related to the candidates at least 10 days before the opening date of the General Meeting of Shareholders on the Company’s website, so that shareholders can review the candidates prior to voting. Board of Directors candidates must provide a written commitment regarding the truthfulness and accuracy of their disclosed personal information, their family relationships as defined in Clause 22, Article 4 of the Enterprise Law, and must undertake to perform their duties honestly, diligently, and in the best interest of the Company if elected as members of the Board of Directors. Information disclosed about Board of Directors candidates includes:</p> <ul style="list-style-type: none"> <li>a. Full name, date of birth (day, month, year);</li> <li>b. Professional qualifications;</li> <li>c. Employment history;</li> <li>d. Other managerial positions (including positions on the Boards of Directors or Members’ Councils of other companies);</li> <li>đ. Interests related to the Company and the Company’s related parties;</li> <li>e. Information about companies in which the candidate holds a</li> </ul> | <p>Pursuant to Clause 78, Article 1 of Decree No. 245/2025/ND-CP and the actual circumstances.</p> |

|  |  |                  |
|--|--|------------------|
| <p>g. A public company shall be responsible for disclosing information about the companies in which a candidate holds a position as a member of the Board of Directors, other managerial positions, and any interests related to the Company of the Board of Directors candidate.</p> <p>4. Members of the Board of Directors must meet the standards and conditions prescribed in Clauses 1 and 2, Article 155 of the Enterprise Law and the Company's Charter.</p>   | <p>position as a member of the Board of Directors, other managerial positions, and interests related to the Company of the Board of Directors candidate (if any);</p> <p>4. Members of the Board of Directors must meet the following standards and conditions:</p> <p>a. Not falling within the subjects specified in Clause 2, Article 17 of the Enterprise Law;</p> <p>b. Possess professional qualifications and experience in business management or in the field, sector, or line of business of the Company, and need not necessarily be a shareholder of the Company;</p> <p>c. May concurrently serve as a member of the Board of Directors or Members' Council in a maximum of five other companies.</p> |                  |
| <p><b>Article 28: Meetings of the Board of Directors</b></p> <p>7. ....</p> <p>Meeting invitations shall be sent by postal mail, fax, email, or other means, but must ensure delivery to the address of each Board of Directors member registered with the Company.</p>  | <p><b>Article 28: Meetings of the Board of Directors</b></p> <p>7. ....</p> <p>Notices of Board of Directors meetings may be sent by invitation letter, text message, email, fax, or other electronic means, provided they reach the contact address of each Board member registered with the Company.</p>   | To suit reality. |
| <p><b>Article 54: Resolution of Internal Disputes</b></p> <p>2. In the event that a conciliation decision is not reached within six (06) weeks from the commencement of the conciliation process, or if the decision of the conciliator is not accepted by the parties, either party may submit the dispute to Economic Arbitration or the Economic Court.</p> <p>3. Each party shall bear its own costs related to the negotiation and conciliation procedures. Court costs shall be borne by the party as determined by the Court.</p> | <p><b>Article 54: Resolution of Internal Disputes</b></p> <p>2. In the event that a conciliation decision is not reached within six (06) weeks from the commencement of the conciliation process, or if the decision of the conciliator is not accepted by the parties, either party may submit the dispute to a competent court.</p> <p>3. Each party shall bear its own costs related to the negotiation and conciliation procedures. Payment of court costs shall be made in accordance with the court's decision.</p>  | To suit reality. |

The above constitutes the contents of the Proposal for the amendment of the Charter, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

*Dong Nai, day 24 month 04 year 2026*

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD**

**LIU CHENG MIN**





**TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY**

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ISO 9001:2015

Số: /2026/TK-ĐHCĐ

## **PROPOSAL**

### **Re: Selecting an Auditing Company for the 2026 Fiscal Year**

#### **Respectfully report to: Annual General Meeting of Shareholders 2026**

- *Based on the list of auditing companies approved to audit issuing organizations, listed organizations and securities trading organizations in 2026 of the State Securities Commission;*
- *Pursuant to the Charter of Tung Kuang Industrial Joint Stock Company.*

Pursuant to the Resolution of the 2025 General Meeting of Shareholders on the selection of an auditing company for the 2025 financial year, after contacting a number of auditing companies approved to audit issuers and listed organizations and based on standards of commitment, professionalism, resources and costs, the Supervisory Board has proposed to the General Director to select the Branch of NVA Auditing Company Limited to audit the Company's 2025 financial statements.

According to the Company's Charter, the selection of an auditing company must be approved by the General Meeting of Shareholders. At the same time, to facilitate negotiations with auditing companies, the Board of Supervisors respectfully submits to the General Meeting for consideration and approval the authorization for the Board of Directors to negotiate and sign with one of the auditing companies listed in the list of auditing companies approved to audit issuing organizations, listed organizations and securities trading organizations in 2026 by the State Securities Commission as the independent auditing unit for the Company's fiscal year 2026.

Above is the content of the Company's Proposal on selecting an auditing company for 2026, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

*Dong Nai, day 24 month 04 year 2026*

**ON BEHALF OF THE BOARD OF SUPERVISION**

**NGO THI NGOC QUYEN**



**TUNG KUANG INDUSTRIAL JOINT STOCK COMPANY**

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ISO 9001:2015

No: /2026/TK-DHCD

## **PROPOSAL**

### **Re: Remuneration of the Board of Directors and Supervisory Board in 2026**

#### **Respectfully report to: Annual General Meeting of Shareholders 2026**

- Based on the Charter of Tung Kuang Industrial Joint Stock Company.
- Based on the characteristics of the Company's production and business operations.

In exercising the rights and fulfilling the obligations of the Board of Directors and the Supervisory Board, the Board of Directors respectfully submits to the General Meeting of Shareholders the proposal on remuneration for the Board of Directors and the Supervisory Board for 2026 as follows:

#### **I. FIXED REMUNERATION LEVEL**

Currently, most members of the Board of Directors and the Supervisory Board reside overseas, and the management and supervision of the Company's operations are typically conducted via telephone, fax, email, etc. Therefore, the Board of Directors proposes a remuneration level for members of the Board of Directors and the Supervisory Board of VND 5,000,000/month/member (applicable from April 2026).

#### **II. BONUS FOR EXCEEDING BUSINESS PLAN TARGETS**

The bonus for the Board of Directors and the Supervisory Board is intended to encourage and motivate their management and supervisory work, thereby contributing to improving the Company's operational capacity and business performance in 2026. The Board of Directors proposes that this bonus be reviewed and decided by the Annual General Meeting of Shareholders in 2027.

The above constitutes the Proposal on remuneration for the Board of Directors and the Supervisory Board of the Company for 2026. We respectfully submit it to the General Meeting of Shareholders for consideration and approval.

*Dong Nai, day 24 month 04 year 2026*

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN OF THE BOARD OF DIRECTORS**

**LIU CHENG MIN**