



THÀNH DAT INVESTMENT DEVELOPMENT
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 01/2026/BC-HĐQT

Ninh Binh, April 22, 2026

**REPORT OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN
2026**

**Activities of the Board of Directors and Executive Board summarized in 2025
and direction for 2026.**

In 2025, the Board of Directors (BOD) of Thanh Dat Investment Development Joint Stock Company (DTD) effectively fulfilled its roles and responsibilities in accordance with applicable laws and the Company's Charter. The BOD carried out management activities, developed business strategies, and supervised the operations of the Executive Board. The key achievements in 2025 are as follows:

I. RESULTS OF IMPLEMENTATION IN 2025

Under the direction of the Board of Directors and the efforts of the Executive Board and all employees, in 2025 the Company strived to achieve and achieve the following results:

- Business results in the parent company's financial statements in 2025:

Unit: VND

Target (Separate report)	Plan year 2025	Perform year 2025	Completion level (%)
Revenue	420.000.000.000	391.407.436.970	93,19%
Profit after tax	170.000.000.000	95.530.612.413	56,19%
Dividend payment for 2024 (to be completed in 2025)	16%	16%	100%

- Business results in Consolidated Financial Statements 2025:

Unit: VND

Target (Consolidated report)	Plan year 2025	Perform year 2025	Completion level (%)
Revenue	700.000.000.000	824.950.821.459	117,85%
Profit after tax	260.000.000.000	369.751.655.663	142,21%
Dividend payment for 2024	16%	16%	100%

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(to be completed in 2025)			
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Remuneration of the Board of Directors (BOD) and the Supervisory Board (SB):

In 2025, the Company paid remuneration to the BOD and SB in accordance with the levels approved at the 2025 Annual General Meeting of Shareholders (AGM).

Selection of the auditing firm for the Company's 2025 financial statements:

Based on the actual situation, the BOD approved the appointment of International Auditing and Valuation Co., Ltd. – Hanoi Branch as the firm to review the 2025 semi-annual financial statements and audit the 2025 annual financial statements. The Company has duly disclosed this information in accordance with legal regulations.

Implementation of share issuance for dividend payment for 2024:

The Company successfully issued 9.197.270 shares at a ratio of 16% under the share dividend issuance plan (completed on June 2, 2025), increasing the Company's charter capital to VND 666.860.550.000.

The Company also amended its Charter and completed procedures for updating its business registration in line with the new charter capital with the competent authorities. Additionally, the Company completed the registration of additional shares with the Vietnam Securities Depository and Clearing Corporation (VSDC) and listed the additional shares on the Hanoi Stock Exchange (HNX).

II. ACTIVITIES OF THE BOARD OF DIRECTORS AND EXECUTIVE BOARD IN 2025

1. On the personnel structure of the Board of Directors in 2025

The Company's Board of Directors consists of 05 members, with Mr. Nguyen Huy Cuong as Chairman, and 01 members working concurrently at the Company and 01 independent member of the Board of Directors, specifically:

ST T	Full name	Position in Board of Directors	Date of appointm ent	Dismissal Date	Position in Company
1	Mr. Nguyen Huy Cuong	Chairman of the Board	April 18, 2025		Are not
2	Mr. Tran Viet Duc	Board Member	April 18, 2025		General Director
3	Mr. Nguyen Manh Hai	Board Member	April 18, 2025		Are not

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4	Mrs. Nguyen Thanh Tam	Board Member		April 18, 2025	Accountant
5	Mr. Nguyen Huu Thuyet	Board Member	April 18, 2025		Are not
6	Mr. Tran Van Thang	Independent Board Member	April 18, 2025		Are not

2. About the structureExecutive Board Personnel 2025

The Company's Executive Board consists of 03 members with Mr. Tran Viet Duc as General Director. Specifically:

STT	Full name	Position in Board of Directors	Other positions	Date of appointment
1	Mr. Tran Viet Duc	General Director	Board Member	March 28, 2022
2	Mr. Nguyen Quang Tri	Deputy General Manager	Are not	July 17, 2021
3	Mr. Tran Duc Dung	Deputy General Manager	Are not	April 15, 2025

3. ActivityThe Board of Directors' activities in 2025 are in accordance with the provisions of the Enterprise Law and the Company's Charter of Organization and Operation.

In 2025, the Board of Directors managed and directed the Company in compliance with the provisions of the Enterprise Law, the Company's Charter of Organization and Operation, and organized the implementation of the Resolution of the General Meeting of Shareholders.

a. Board of Directors Meetings

ST T	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Nguyen Huy Cuong	11/11	100%	
2	Mr. Tran Viet Duc	11/11	100%	
3	Mr. Nguyen Huu Thuyet	11/11	100%	
4	Mr. Tran Van Thang	11/11	100%	
5	Mrs. Nguyen Thanh Tam	03/03	100%	Dismissed on April 18, 2025

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6	Mr. Nguyen Manh Hai	08/08	100%	Appointed on April 18, 2025
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b. Supervisory activities of the Board of Directors over the Executive Board

The Board of Directors' (BOD) supervision of the Executive Board in 2025 focuses on important contents to ensure effective, transparent operations, compliance with internal regulations, laws and the company's strategy. The Board of Directors has implemented various forms to ensure that the Executive Board complies with regular supervision and direction of the following activities:

- Participate in regular and extraordinary meetings of the Executive Board: The Board of Directors often participates in strategic meetings, business situation reports, or regular meetings to grasp and monitor the operating situation;

- Review and approve plans: The Board of Directors reviews financial, business, and strategic plans proposed by the Executive Board, ensuring that these plans are consistent with the company's overall goals;

- Advice and support: The Board of Directors provides opinions, advice and support to the Executive Board in making important decisions;

- Remind and urge: When detecting problems or delays, the Board of Directors will remind and urge the Executive Board to perform work according to schedule and goals;

- Performance evaluation: The Board of Directors evaluates the performance of the Executive Board based on indicators, reports and actual results;

- Risk management: The Board of Directors supervises the Executive Board in identifying and handling risks to ensure the stability and development of the company;

- Financial monitoring and supervision: Monitor financial reports to ensure that all financial activities are carried out transparently and in compliance with regulations.

c. Activities of subcommittees under the Board of Directors: None.

d. Resolutions/Decisions of the Board of Directors:

ST T	Resolution/Decision Number	Day	Content	Passage Rate
1	09/2025/NQ-HĐQT	06/02/2025	Resolution of the Board of Directors approving the execution of economic contracts between Thanh Dat	100%

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			Investment and Development Joint Stock Company and related parties in 2025	
2	16/2025/NQ-HĐQT	28/02/2025	Resolution of the Board of Directors approving the organization of the 2025 Annual General Meeting of Shareholders	100%
3	26/2025/NQ-HĐQT	15/04/2025	Resolution of the Board of Directors on the appointment of the Deputy General Director of the Company	100%
4	31/2025/NQ-HĐQT	19/04/2025	Resolution of the Board of Directors on the election of the Head of the Supervisory Board	100%
5	33/2025/NQ-HĐQT	19/04/2025	Resolution of the Board of Directors on the election of the Chairman of the Board of Directors of the Company	100%
6	37/2025/NQ-HĐQT	25/04/2025	Resolution of the Board of Directors on the reappointment of the General Director	100%
7	55/2025/NQ-HĐQT	12/05/2025	Resolution of the Board of Directors approving the implementation of the plan to issue shares for dividend payment in 2024	100%
8	61/2025/NQ-HĐQT	20/05/2025	Resolution of the Board of Directors approving the record date for exercising the right to receive dividends in shares for 2024	100%
9	75/2025/NQ-HĐQT	13/06/2025	Resolution of the Board of Directors approving the amendment of the Business Registration Certificate	100%
10	85/2024/NQ-HĐQT	30/06/2025	Resolution of the Board of Directors on the selection of the auditing firm to review the Financial Statements	100%
11	112/2025/NQ-HĐQT	11/08/2025	Resolution of the Board of Directors approving the	100%

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			amendment to the Certificate of Business Registration due to the update and addition of the registered business address	
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III. PLANPLAN, ORIENTATION OF ACTIVITIES OF THE BOARD OF DIRECTORS AND EXECUTIVE BOARD IN 2026

1. Human resource structure in 2026

In 2026, the Company has no plans to change its senior management personnel.

2. Production and business plan for 2025

Based on the current business situation, the Board of Directors submits to the General Meeting of Shareholders for approval the 2026 production and business plan as follows:

Investment in Subsidiaries/Associates.

❖ Dong Van III Industrial Park Infrastructure Development Investment Joint Stock Company:

- Site clearance and construction investment: Substantially completed; however, there remain several households whose site clearance has not been finalized due to a lack of resettlement arrangements.
- Land leasing progress in Industrial Park: The occupancy rate reached 99% in 2025.
- **Development focus:** Accelerating the exploitation of Dong Van III Commercial and Service Area, including commercial-service facilities and housing for lease to experts.
- **Outlook:** From 2026 onwards, Dong Van III is expected to generate annual revenue of approximately VND 100 billion from commercial and service activities.

❖ Tan Cang Dong Van Joint Stock Company – Ha Nam:

Saigon Newport Corporation has announced that its first divestment attempt was unsuccessful and is currently awaiting guidance from the Ministry of National Defence. Thanh Dat Company (DTD) will continue to closely follow the roadmap and complete divestment procedures in accordance with regulations which was approved at the 2025 Annual General Meeting of Shareholders.

Construction and Infrastructure Development

With the advantage of a highly qualified and experienced technical team that has previously executed large-scale projects, the Company continues to focus on construction and infrastructure development its core strength. In 2026, several projects were implemented, create employment opportunities for a large number of workers,

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contributing to revenue growth. Accordingly, the Company has been complying with regulations by fully fulfilling its tax obligations to the state budget, while ensuring retained earnings and safeguarding the interests of its shareholders. In 2026, the Company intends to continue maintaining its operations while proactively seizing opportunities to further leverage its strengths in the construction and installation segment. The specific plan is as follows:

Social housing project for workers and employees at Dong Van III Industrial Park.

Bach Mai Hospital and Viet Duc Hospital Facility 2 Project: In 2026, Thanh Dat Company will complete acceptance procedures for Phase 1 and hand over the project to the investor. However, progress is currently pending the resolution of issues between the Ministry of Health and the Ministry of Construction cost estimate.

The Company will continue implementing Phase 2 of the project in 2026.

- *Housing in Van Xa – Cho Luong:* Land has been allocated by the Ninh Binh Provincial People's Committee; technical infrastructure is expected to be operation and capital recovery in Q2–Q3 2026 for acceptance and operation.
- *Connecting road from Hoa Mac intersection to DH05 road:* Documentation is expected to be completed in 2026.
- *Thanh Dat residential project:* The Technical Infrastructure Project for Thanh Dat Commercial and Residential Area, developed by Thanh Dat, covers 8.7 hectares in Liem Tuyen Ward. Upon completion, it will provide an additional 6.2 hectares of residential and service land, meeting urban development demands. The project has been allocated land by Ninh Binh Province and will continue implementation to generate revenue in 2026–2027.

Other value added services

- The commercial-service center and housing for lease to experts are being implemented on schedule and have been put into operation, has been achieving positive results
- Yen Lenh Bac Port: Currently operating at full designed capacity, with estimated revenue reaching VND 60 billion.
- Liem Tuyen Commercial Center Project: Currently in the final stage of completion.
- Enhancing operational efficiency of supporting and business units such as Thanh Dat Plaza Commercial Center, Thanh Dat Commercial–Hotel Complex, Thanh Dat Bus Station, etc., in order to improve business performance, strengthen reputation, and move toward sustainable development goals.

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The expected 2025 plan targets are as follows:

Target	Unit of measure	Plan (Private)	Plan (Consolidation)
Revenue	Dong	400.000.000.000	660.000.000.000
Profit after tax	Dong	100.000.000.000	290.000.000.000
Dividend	%	15	

Above is the report of the Board of Directors and the Executive Board of the Company in 2025, the plan and direction of operation for 2026, respectfully submitted to the General Meeting of Shareholders for study, consideration and approval.

Respectfully report to the 2026 Annual General Meeting of Shareholders./.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

NGUYEN HUY CUONG

Ninh Binh, April 22, 2026

APPENDIX 01

(Attached to Report No. 01/2026/BC-HĐQT dated April 22, 2026)

REPORT OF INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
Review of the Board of Directors' performance in 2025

To: General Meeting of Shareholders of Thanh Dat Investment Development Joint Stock Company

The independent member of the Board of Directors would like to report to the General Meeting of Shareholders (GMS) on the Evaluation of the Board of Directors' performance in 2025 as follows:

I. Information on Independent Members of the Board of Directors

As of the reporting date, the composition of the Board of Directors of Thanh Dat Investment Development Joint Stock Company has 1/5 independent members, in accordance with the provisions of the Enterprise Law No. 59/2020/QH14 issued on June 17, 2020 and also in accordance with the provisions of Clause 4, Article 276 of Decree 155/2020/ND-CP guiding the Law on Securities.

The list of Independent members of the Board of Directors is as follows:

STT	Full name	Appointment period	Position at the Company
1	Tran Van Thang	April 18, 2025	Independent Board Member

II. General assessment of the Board of Directors' performance

The independent Board members have assessed the Board's performance in 2025 as follows:

- In 2025, the Board of Directors operated effectively and in full compliance with the legal regulations and internal regulations of the company. Board meetings were held regularly and irregularly with full participation of members, ensuring proper discussion and decision on important issues of the company.
- The Board of Directors has been responsible for supervising and checking the company's business strategies, financial plans, major projects and development activities. The Board of Directors' decisions are always made after careful discussion and consultation with experts, with the aim of

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protecting the interests of shareholders and ensuring the sustainable development of the company.

- The members of the Board of Directors have a high sense of responsibility, perform their work well, fully perform their representative functions of the owners in supervising the Company's operations, provide appropriate orientation and timely direction to ensure effective use of resources in an effort to complete the targets assigned by the General Meeting of Shareholders, on the basis of compliance with the provisions of law and the Company's Charter.
- The Resolutions passed by the General Meeting of Shareholders and the Board of Directors have fully implemented them in accordance with the provisions of law and the Company Charter.

III. Evaluation of the supervision of the General Director and the Executive Board

- Over the past year, the supervision of the General Director (GD) and the Board of Management (BOM) has been carried out fully and effectively. The Board of Directors has closely monitored the operations of the CEO and the BOM, especially in matters related to the implementation of the company's strategy, business plan and financial management.
- The independent members of the Board of Directors have participated in monitoring the financial reports and the performance of the CEO, ensuring that financial targets and strategic objectives are implemented on schedule and with quality. The Board of Directors has also held meetings and worked directly with the CEO and members of the Executive Board to grasp the situation and discuss measures to improve management and operations.
- The supervision work has been carried out objectively and transparently, to ensure that all decisions of the CEO and the Board of Management are directed towards the common interests of the company and shareholders, while complying with legal regulations and corporate governance standards.

IV. Conclude

- In summary, in 2025, the Board of Directors performed well in its role of supervising and deciding on important issues related to the company's development strategy, finance, human resources and investment projects. The

supervision of the CEO and the Executive Board was also carried out seriously, ensuring that executive decisions were always correct and transparent.

- Under the leadership of the Board of Directors, the company has achieved many remarkable achievements. Although in 2025, due to objective factors, the operating results were not as expected, but with the guidance and decisions of the Board of Directors, the company will continue to develop sustainably in the following years.

Above is the Report of the Independent members of the Board of Directors on the Assessment. Board of Directors activities in 2025.

Thank you very much./.

INDEPENDENT BOARD MEMBER

Tran Van Thang



No: 02/2026/BC-BKS

Ninh Binh, April 22, 2026

**REPORT OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN
2026
ACTIVITIES OF THE SUPERVISORY BOARD IN 2025
AND DIRECTIONS FOR 2026**

The Supervisory Board (SB) respectfully reports to the 2026 Annual General Meeting of Shareholders on its operational results for 2025 and its plan for 2026 as follows:

A. RESULTS OF SUPERVISORY BOARD ACTIVITIES IN 2025

1. Organizational structure of The Board of Supervisors

The Company's Board of Supervisors consists of 03 members. Of which:

- Head of the Board: Mr. Pham Van Ha;
- Member: Mr. Nguyen Dinh Thuan;
- Member: Ms. Nguyen Thi Thuy Van.

2. In 2025, the Board of Supervisors carried out the following activities:

- Monitor the management results and implementation of the 2025 profit plan of the Board of Directors and the Executive Board, check the legality and reasonableness of business activities in 2025 according to the resolutions of the 2025 General Meeting of Shareholders.
- Check and supervise the issuance of resolutions and decisions of the Board of Directors and Executive Board.
- Assess the reasonableness, legality, honesty and prudence in accounting, statistics and financial reporting. Review the Company's 6-month financial statements and 2025 financial statements that have been reviewed and audited.
- In 2025, the Board of Supervisors held meetings, including evaluating the Company's accounting, financial, business, management and operational activities in the first 6 months and the whole year of 2025.

3. Results of supervision of Board of Directors members, Executive Board members and managers

- In 2025, the Board of Directors and the Executive Board demonstrated responsibility and prudence in managing and operating production and business, always

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putting the company's interests first. The Board of Directors fully complied with legal regulations, properly performed its functions and duties according to the Enterprise Law, the Company's Charter and the resolutions of the General Meeting of Shareholders.

- The resolutions of the Board of Directors were issued validly, based on the meeting minutes and within the authority of the Company Charter. The Board of Directors focused on implementing the resolutions of the General Meeting of Shareholders in a timely manner and in accordance with its management functions. The Executive Board closely followed the resolutions, was flexible in making decisions and implemented many solutions to achieve the set goals.

4. Report assessing the coordination of activities between the Supervisory Board, the Board of Directors, the Executive Board and shareholders

- In 2025, the coordination between the Board of Supervisors, the Board of Directors, the Executive Board and shareholders took place effectively, ensuring transparency, compliance with the law and achieving the company's common goals.

- The Board of Supervisors has supervised and contributed opinions to the decisions of the Board of Directors, ensuring compliance with resolutions and legal regulations.

- The Board of Directors has provided full information and closely coordinated with the Supervisory Board in implementing decisions and supervising operations.

- The Supervisory Board protects shareholders' rights, provides transparent information and participates in answering questions at shareholder meetings. In 2025, there were no documents sent by shareholders or groups of shareholders to the Supervisory Board requesting an inspection of issues related to the management and operation of the Board of Directors, the Executive Board, and the Company's Financial Reports.

5. The practice Implement State policies and regulations, the Company's organization and operation charter.

In April 2025, the Company held the Annual General Meeting of Shareholders in accordance with the provisions of the Enterprise Law 2020.

The Company's Charter Capital is 666.860.550.000 VND, divided into 66.686.055 common shares with a par value of 10.000 VND/share.

The shareholder structure according to the list of shareholders as of March 24, 2026 prepared by Vietnam Securities Depository and Clearing Corporation (VSDC) is as follows:

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STT	Category	Number of shareholders	Number of shares	Rate (%)
1	Domestic shareholders	4.176	66.444.877	99.64%
2	Foreign shareholders	35	241.178	0,36%
	Total:	4.211	66.686.055	100%

6. Audited financial statements review

6.1. Financial indicators as of December 31, 2025

Summary of the Company's financial situation as of December 31, 2025

Unit: VND

STT	Item	Private	Merge
1	Charter capital	666.860.550.000	666.860.550.000
2	Net revenue	391.407.436.970	824.944.802.932
3	Total profit before tax	108.031.161.965	464.684.184.196
4	Profit after tax	95.530.612.413	369.751.655.663

Asset:

Unit: VND

Target	Private	Merge
I. Current assets	463.969.103.352	949.099.487.876
1. Cash and cash equivalents	211.404.745.736	369.925.116.345
2. Short-term financial investment	80.351.851.916	430.119.941.866
2. Short-term receivables	82.202.618.816	51.760.599.117
3. Inventory	79.857.372.988	79.857.372.988
4. Other current assets	10.152.513.896	17.436.457.560
II. Long-term assets	653.065.760.914	1.715.450.220.320
1. Long-term receivables	55.908.707.155	569.975.502.483
1. Fixed assets	305.017.683.564	922.809.035.683
2. Long-term unfinished assets	47.711.176.826	47.711.176.826
1. Investment real estate	-	127.210.160.025

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4. Long-term financial investments	244.428.193.369	16.753.293.369
5. Other long-term assets	-	30.991.051.934
Total Assets:	1.117.034.864.266	2.664.549.708.196

Source of capital:

Unit: VND

Target	Private	Merge
I. Liabilities	170.103.811.461	1.003.489.177.586
1. Short-term debt	116.639.742.432	440.581.685.332
2. Long-term debt	53.464.069.029	562.907.492.254
II. Equity	946.931.052.805	1.661.060.530.610
1. Owner's equity	666.860.550.000	666.860.550.000
2. Development investment fund	-	203.027.725.621
3. Undistributed earnings	280.070.502.805	459.089.122.806
2.Non-controlling interest	-	332.083.132.183
Total Capital:	1.117.034.864.266	2.664.549.708.196

(Financial statements have been audited by International Auditing and Valuation Company Limited)

6.2. Financial management

- Regarding financial spending regime: The Company has complied with financial spending regime according to current regulations;
- Reconciliation of receivables, payables, and advances in full;
- Regarding the initial recording regime, accounting books and financial reporting: The Company is applying the accounting method of Journal vouchers, accounting books and financial reports are prepared and stored fully according to current regulations of the State;
- Fund allocation: Implemented according to current financial regulations;
- Regarding management of fixed assets and labor tools: The Company has conducted an inventory of fixed assets and labor tools at 0:00 on January 1, 2025 and 0:00 on January 1, 2026, established fixed asset and labor tools books and cards, kept records and calculated depreciation of fixed assets and labor tools in accordance with current regulations;
- Fulfillment of obligations to the State Budget: The Company has fully declared and paid all relevant taxes.

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7. Organization, Labor, Compensation, and Employee Benefits

7.1. Organization

- At present, in addition to the Board of Directors (BOD), the Supervisory Board (SB), and the Board of Management, the Company has the following functional departments: Organization and Administration Department, Investment Planning Department, Technical Department, and Finance and Accounting Department. The Company is also organized into construction teams for civil works, transport infrastructure works, MEP (mechanical, electrical, and plumbing) installation, mechanical works, transportation, and construction machinery operations.

- The establishment and assignment of functions and duties of departments are carried out in compliance with the Enterprise Law and the Company's Charter on organization and operation.

- The appointment and rotation of personnel in existing positions are implemented in accordance with applicable regulations.

7.2. Labor and Compensation

- Labor: As of December 31, 2025, the Company had a total workforce of 118 employees, including long-term, short-term, and seasonal/daily workers. The Company has executed labor contracts in full compliance with the prevailing Labor Law.

- Compensation: Currently, the Company applies:

Base salary coefficients for employees: In accordance with Government Decree No. 145/2020/ND-CP dated December 14, 2020.

Position-based salary coefficients: The Company has been developing and implementing salary and bonus regulations applicable across the Company, in compliance with internal policies and applicable laws.

B. SPECIFIC PLAN FOR 2026

To complete the control task according to the Enterprise Law and the Company Charter, the Board of Supervisors submits to the Congress the 2026 work plan as follows:

- Continue to improve and innovate the activities of the Board of Supervisors, the control system, and internal audit on the basis of inheriting and promoting the achievements and overcoming the limitations of the Board of Supervisors.

- Closely coordinate with the Board of Directors and Executive Board in implementing tasks on the basis of unifying the working mechanism between the Board of Supervisors and the Board of Directors and Executive Board.

- Prepare reports on the activities of the Board of Supervisors according to the Charter and submit them to the General Meeting of Shareholders.

- Monitor the audit of financial statements for 2026, coordinate with independent auditors to review the impact of accounting errors.

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- Control production and business management, financial management according to State regulations, rules and regulations of the Company.

- Conduct special inspections and controls on a thematic basis upon request of the Board of Directors, shareholders or groups of shareholders in accordance with Article 115 of the 2020 Enterprise Law.

C. SUPERVISORY BOARD'S PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

Based on the performance of the Board of Supervisors, the Board of Supervisors recommends the following:

- Maintain the reputation and brand of the Enterprise in Ha Nam province, while expanding business activities in neighboring areas;

- Effective risk management in projects, to minimize possible incidents and damages;

- Improve the quality of staff, implement human resource development policies and meet the increasing needs of production and business activities;

- Improve forecasting capacity and long-term strategic planning in line with construction industry development trends and market needs.

Above is the entire report on the activities of the Board of Supervisors in 2025, and the direction of activities for 2026, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Respectfully report to the 2026 Annual General Meeting of Shareholders./.

**TM. BOARD OF SUPERVISION
PREFECT**

PHAM VAN HA

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THANH DAT INVESTMENT
DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No. 03/2026/TTr-HDQT

Ninh Binh, April 22, 2026



PROPOSAL

Re: To approve the 2025 Audited Financial Statements

To: The 2026 Annual General Meeting of Shareholders
Thanh Dat Investment Development Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to the Charter of Thanh Dat Investment Development Joint Stock Company.

Implementing the Resolution of the 2025 Annual General Meeting of Shareholders regarding the authorization for the Board of Directors to select the auditing firm for 2025, the Board of Directors decided to select the **International Auditing and Valuation Company Limited – Hanoi Branch** as the auditing firm to conduct the audit of the financial statements for the 2025 fiscal year.

The Board of Directors of Thanh Dat Investment Development Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2025 Audited Separate and Consolidated Financial Statements, which have been audited by the International Auditing and Valuation Company Limited – Hanoi Branch.

The Company's audited financial statements for 2025 have been published on the Company's website via the following link www.thanhdatahanam.vn

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

NGUYEN HUY CUONG

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No.: 04/2026/TTr-HDQT

Ninh Binh, April 22, 2026

DRAFT

PROPOSAL

Re: The plan for profit distribution and appropriation of funds for the 2025 financial year

To: The 2026 Annual General Meeting of Shareholders

Thanh Dat Investment Development Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of Thanh Dat Investment Development Joint Stock Company;
- Pursuant to the 2025 business performance results of Thanh Dat Investment Development Joint Stock Company..

To ensure the long-term interests of shareholders and to create conditions for capital accumulation and expanded re-production of the Company in the following years, the Board of Directors hereby develops the 2025 profit distribution plan as follows:

Unit: VND

No.	Content	Separate Financial Statements	Consolidated Financial Statements
1	Post-tax profit achieved in 2025	95.530.612.413	369.751.655.663
2	Accumulated profit as of December 31, 2025	280.070.502.805	459.089.122.806
3	Appropriation of funds	0	0
3.1	Bonus fund	0	0
3.2	Welfare fund	0	0
3.3	Financial reserve fund	0	0
4	Share issuance for dividend payment at the ratio of 8.4%	66.686.050.000	66.686.050.000
5	2025 cash dividend payment at	33.343.027.500	33.343.027.500

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	the ratio of 3.6%		
6	Share issuance under the Employee Stock Ownership Plan (ESOP)	5.590.000.000	5.590.000.000
7	Retained profit after distribution (7)=(2)-(4)-(5)-(6)	174.451.425.305	353.470.045.306

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

NGUYEN HUY CUONG



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THANH DAT INVESTMENT
DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No.: 05/2026/TTr-HĐQT

Ninh Binh, April 22, 2026



DRAFT

PROPOSAL

*Regarding: The Remuneration for the Board of Directors and the Supervisory Board
in 2025 and the Plan for 2026*

To: The 2026 Annual General Meeting of Shareholders
Thanh Dat Investment Development Joint Stock Company

- Pursuant to the Charter of Thanh Dat Investment Development Joint Stock Company;
- Based on the 2025 business results and the 2026 business plan of the Company.

The Board of Directors (BOD) hereby reports on the remuneration payment for the Board of Directors and the Supervisory Board in 2025 as follows: The total remuneration for the Board of Directors and Supervisory Board is **168.000.000 VND**.

The plan for 2026 is expected as follows:

Unit: VND

No.	Content	Monthly Amount	Total Amount for 2026	Note
1	Remuneration for the Chairperson of the Board of Directors	3.000.000	36.000.000	
2	Remuneration for Members of the Board of Directors (04 persons)	2.000.000	96.000.000	
3	Remuneration for Members of the Supervisory Board (03 persons)	1.000.000	36.000.000	
	Total:		168.000.000	

We respectfully submit this to the General Meeting of Shareholders for consideration and approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

NGUYEN HUY CUONG

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THANH DAT INVESTMENT
DEVELOPMENT JOINT STOCK COMPANY

No.: 06/2026/TTr-BKS

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ninh Binh, April 22, 2026

DRAFT

PROPOSAL

Re: Authorization for the BOD regarding the selection of the auditing firm for the 2026 Financial Statements.

To: The 2026 Annual General Meeting of Shareholders
Thanh Dat Investment Development Joint Stock Company.

Pursuant to the Charter of Thanh Dat Investment Development Joint Stock Company;

The Supervisory Board of the Company respectfully proposes that the General Meeting of Shareholders (GMS) authorize the Board of Directors (BOD) to select an auditing firm from the list of auditing firms approved by the State Securities Commission (SSC) to conduct the audit of the 2025 Financial Statements and the review of the 2026 Semi-annual Interim Financial Statements of Thanh Dat Investment Development Joint Stock Company.

The list of proposed auditing firms includes (but is not limited to):

1. ASCO Auditing and Valuation Co., Ltd.;
2. Vietnam AVA Auditing and Valuation Co., Ltd.;
3. UHY Auditing and Consulting Co., Ltd.;
4. International Auditing and Valuation Co., Ltd. – Hanoi Branch.

In the event that an agreement cannot be reached with the aforementioned firms, the BOD shall be authorized to select another auditing firm from the list approved by the State Securities Commission for auditing public companies in 2026.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE BOARD**

PHAM VAN HA

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THANH DAT INVESTMENT
DEVELOPMENT JOINT STOCK COMPANY

No.: 07/2026/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ninh Binh, April 22, 2026

PROPOSAL

Re: The share issuance for 2025 dividend payment

To: The 2026 Annual General Meeting of Shareholders

Thanh Dat Investment Development Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, providing detailed regulations for the implementation of several articles of the Law on Securities;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding the offering and issuance of securities, public tender offers, share repurchases, registration of public companies, and cancellation of public company status;
- Pursuant to the Charter of Thanh Dat Investment Development Joint Stock Company;
- Based on the business operations and capital requirements of the Company.

The Board of Directors of Thanh Dat Investment Development Joint Stock Company respectfully submits to the General Meeting of Shareholders for discussion and approval of the following:

❖ Plan for the share issuance for 2025 dividend payment

The Board of Directors submits to the 2026 Annual General Meeting of Shareholders for approval of the share issuance for 2025 dividend payment. The details are as follows:

- Name of share	Share of Thanh Dat Investment Development Joint Stock Company
- Type of share	Ordinary share

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- Par value per share	10.000 VND/share (In words: Ten thousand Vietnamese Dong per share)
- Number of outstanding shares	66.686.055 shares (In words: Sixty-six million, six hundred eighty-six thousand, zero hundred and fifty-five shares)
- Issuance ratio	10%.
- Expected number of additionally issued shares	6.668.605 shares (In words: Six million, six hundred sixty-eight thousand, six hundred five shares)
- Total expected issuance value	66.686.050.000 VND (In words: Sixty-six billion, six hundred eighty-six million, one hundred fifty thousand Vietnamese dong)
- Rights exercise ratio	10:1 (Meaning that on the record date for rights exercise, an existing shareholder owning 01 share will be entitled to 01 right to receive dividends in shares; for every 10 rights, they will receive 01 new share).
- Issuance source	Undistributed post-tax profit as of December 31, 2025, on the 2025 Audited Separate Financial Statements of the Parent Company.
- Form of issuance	Share issuance for 2025 dividend payment
- Targeted participants and Selection criteria	Shareholders named in the list of securities owners prepared by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the record date for the exercise of dividend rights.
- Handling of fractional shares	The number of shares issued will be rounded down to the nearest unit. Any fractional shares (the decimal part) will be canceled and not issued. Example: If shareholder A owns 1.234 shares, they receive 123,4 new shares. Shareholder A receives 123 shares; 0,4 fractional share is canceled.
- Transfer restrictions	Shares issued as dividends to existing shareholders are not subject to transfer restrictions.

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	<p>Shares that are currently subject to transfer restrictions are still entitled to receive shares from the issuance.</p> <p>The right to receive dividends in shares is non-transferable.</p>
- Expected timing of issuance	<p>Expected in Quarter II – Quarter III/2026, after receiving the official dispatch from the State Securities Commission of Vietnam acknowledging the receipt of the complete report documents. The specific timing will be decided by the Board of Directors.</p>

❖ **Additional securities registration and listing**

All additionally issued shares shall be subject to additional securities registration at the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional listing registration at the Hanoi Stock Exchange (HNX) in accordance with the regulations.

❖ **Authorization**

The General Meeting of Shareholders hereby authorizes the Board of Directors to decide on all matters related to the share issuance for 2025 dividend payment:

- To perform all necessary procedures to apply for the share issuance license according to the approved plan, including supplementing, amending, and finalizing the dossier to ensure the share issuance is carried out in compliance with the current laws.
- To select the record date to finalize the list of shareholders entitled to dividend rights after receiving the notification of receipt of complete and valid report documents for the share issuance for dividend payment from the State Securities Commission of Vietnam, ensuring compliance with current legal regulations.
- To perform additional securities registration and additional listing registration for the additionally issued shares at the Vietnam Securities Depository and Clearing Corporation and the Hanoi Stock Exchange upon completion of the issuance in accordance with the regulations.
- To carry out the amendment and supplementation of the Company's Charter regarding the changes in the number of shares and the Charter Capital of the Company after the completion of the issuance based on the actual results of the

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issuance, and to report to the General Meeting of Shareholders at the nearest meeting.

- To perform the procedures to amend the Enterprise Registration Certificate of the Company regarding the changes in the number of shares and Charter Capital according to the actual results of the issuance with the competent State authorities after the completion of the issuance.
- In addition to the above-mentioned authorizations, during the implementation of the issuance plan, the General Meeting of Shareholders authorizes the Board of Directors to supplement, amend, and finalize the issuance plan as required by State management agencies and/or in accordance with the actual situation while complying with the current laws to ensure the interests of the shareholders and the Company.
- To perform other related tasks.

The Board of Directors respectfully submits the above contents to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

NGUYEN HUY CUONG

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THANH DAT INVESTMENT
DEVELOPMENT JOINT STOCK COMPANY

No.: 08/2026/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ninh Binh, April 22, 2026

PROPOSAL

Re: 2025 Cash Dividend Payment

To: The 2026 Annual General Meeting of Shareholders

Thanh Dat Investment Development Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Law on Securities;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, by the Ministry of Finance guiding the offering and issuance of securities, public tender offers, share repurchases, registration of public companies, and cancellation of public company status;
- Pursuant to the Charter of Thanh Dat Investment Development Joint Stock Company;
- Based on the business performance of the Company.

The plan for the 2025 cash dividend payment is hereby established as follows:

1. Plan for 2025 Cash Dividend Payment

- Cash dividend payout ratio: 5% of par value (VND 500 per ordinary share).
- Payment method: In cash.
- Eligible recipients: Existing shareholders named in the list of shareholders finalized by the Vietnam Securities Depository and Clearing Corporation (VSDC) on the last registration date for the right to receive cash dividends.
- Source of funding: Undistributed after-tax profit as of December 31, 2025, recorded in the 2025 Audited Separate Financial Statements of the Parent Company.
- Expected execution time: Within the second quarter of 2026. The specific timing shall be decided by the Board of Directors under authorization.

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2. Authorization

- The General Meeting of Shareholders (GMS) authorizes the Board of Directors (BOD) to decide on all matters related to the aforementioned cash dividend payment, specifically:
- Deciding on the record date for the list of shareholders and the dividend payment date;
- Determining the timeline and form of the cash dividend payment;
- Performing other related tasks to complete the cash dividend payment plan in accordance with the provisions of the law.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Recipients:

- Members of the BOD and Supervisory Board;
- The 2026 Annual GMS;
- Archived.

NGUYEN HUY CUONG





No.: 09/2026/TTr-HDQT

PROPOSAL

Re: The share issuance under the Employee Stock Ownership Plan (ESOP)

To: The 2026 Annual General Meeting of Shareholders
Thanh Dat Investment Development Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020, providing detailed regulations for the implementation of several articles of the Law on Securities;
- Pursuant to Decree No. 245/2025/NĐ-CP dated September 11, 2025, amending and supplementing a number of articles of Decree No. 155/2020/NĐ-CP;
- Pursuant to Circular No. 118/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding several contents on the offering and issuance of securities, public tender offers, share repurchases, registration of public companies, and cancellation of public company status;
- Pursuant to the Charter of Thanh Dat Investment Development Joint Stock Company;
- Based on the business operations and capital requirements of the Company.

The plan for the share issuance under the Employee Stock Ownership Plan (ESOP) is hereby developed as follows:

I. Plan for the share issuance under The Employee Stock Ownership plan.

1. Name of share	Share of Thanh Dat Investment Development Joint Stock Company
2. Type of share	Ordinary share
3. Par value	10,000 VND/share (In words: Ten thousand Vietnamese Dong per share)
4. Number of outstanding shares	66.686.055 shares (In words: Sixty-six million, six hundred eighty-six thousand, zero hundred and fifty-five shares)
5. Expected number of	73.354.660 shares (In words: Seventy-three million,

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outstanding shares before the issuance: Specifically: - After completing the share issuance for 2025 dividend payment, the maximum expected number of additional shares is:	<i>three hundred fifty-four thousand, six hundred sixty shares)</i> 6.668.605 shares (<i>In words: Six million, six hundred sixty-eight thousand, six hundred five shares</i>)
6. Maximum expected number of shares to be issued	559.000 shares (<i>In words: Five hundred and fifty-nine thousand shares</i>)
7. Total maximum expected issuance value at par value	5.590.000.000 VND (<i>In words: Five billion five hundred and ninety million Vietnamese Dong</i>)
8. Issuance ratio (Number of shares expected to be issued / Number of outstanding shares):	0,84%.
9. Funding source	Undistributed post-tax profit as of December 31, 2025, on the 2025 Audited Separate Financial Statements of the Parent Company, ensuring compliance with legal regulations.
10. Form of issuance	- Bonus share issuance under the Employee Stock Ownership Plan (ESOP) for the Company's employees.
11. Targeted participants	- Employees currently under a labor contract with the Company. - Employees with a contract term of 03 years or more who are currently working at the Company.
12. Criteria and list of employees participating in the plan	- Detailed criteria for eligible employees are attached in the Appendix of this Proposal. - The General Meeting of Shareholders (GMS) authorizes the Board of Directors (BOD) to approve the list of employees participating in the plan.
13. Rights and obligations of employees in the plan	- Detailed in the Appendix attached to this Proposal.
14. Transfer restrictions	- The issued shares shall be subject to transfer

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	restrictions for 01 year from the date of completion of the issuance.
15. Purpose of the issuance	<ul style="list-style-type: none"> - To attract high-quality labor, creating commitment and aligning employee interests with the Company's interests. - To create motivation for management and employees in developing the Company's production.
16. Handling of fractional shares (if any)	- The number of shares distributed to each employee will be rounded down to the nearest unit. Any fractional shares (the decimal part) (if any) will be canceled and not issued.
17. Expected timing of implementation	- After the completion of the share issuance for 2025 dividend payment and upon notification from the State Securities Commission of Vietnam (SSC) acknowledging receipt of the complete report documents, expected in 2026. The GMS authorizes the BOD to choose the appropriate timing to ensure shareholders' interests and legal compliance.

II. Additional securities registration and listing

All additionally issued shares shall be subject to additional securities registration at the Vietnam Securities Depository and Clearing Corporation (VSDC) and additional listing registration at the Hanoi Stock Exchange (HNX) in accordance with the regulations.

III. Authorization

The General Meeting of Shareholders hereby authorizes the Board of Directors to decide on all matters related to the share issuance under the Employee Stock Ownership Plan:

- To issue the list of eligible employees and the specific number of shares distributed to each individual participating in the plan.
- To select the appropriate timing to implement the issuance.
- To approve the issuance plan to ensure compliance with regulations regarding foreign ownership limits.
- To perform all necessary procedures to apply for the share issuance license according to the approved plan, including supplementing, amending, and finalizing the dossier to

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ensure the share issuance is carried out in compliance with the current laws.

- To perform additional securities registration and additional listing registration for the additionally issued shares at the Vietnam Securities Depository and Clearing Corporation and the Hanoi Stock Exchange upon completion of the issuance in accordance with the regulations.
- To carry out the amendment and supplementation of the Company's Charter regarding the changes in the number of shares and the Charter Capital of the Company after the completion of the issuance based on the actual results of the issuance, and to report to the General Meeting of Shareholders at the nearest meeting.
- To perform the procedures to amend the Enterprise Registration Certificate of the Company regarding the changes in the number of shares and Charter Capital according to the actual results of the issuance with the competent State authorities after the completion of the issuance.
- In addition to the above-mentioned authorizations, during the implementation of the issuance plan, the General Meeting of Shareholders authorizes the Board of Directors to supplement, amend, and finalize the issuance plan as required by State management agencies and/or in accordance with the actual situation while complying with the current laws to ensure the interests of the shareholders and the Company.
- To perform other related tasks.

The Board of Directors respectfully submits the above contents to the General Meeting of Shareholders for approval.

Recipients:

- Members of the BOD and the Supervisory Board;
- 2026 Annual General Meeting of Shareholders;
- Archives.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

NGUYEN HUY CUONG

APPENDIX: ELIGIBILITY CRITERIA FOR EMPLOYEES, PRINCIPLES FOR DETERMINING ALLOCATED SHARES, RIGHTS AND OBLIGATIONS OF EMPLOYEES PARTICIPATING IN THE DTD EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

1. Eligibility Criteria for Employees

- Applicable Participants: As presented in the previous sections.
- Non-applicable Participants:
 - + Individuals working under seasonal contracts or specific jobs with a term of less than 06 months, or those who do not work continuously.
 - + Individuals working under lump-sum (package) contracts or those with specific job characteristics.
 - + Individuals who have violated labor discipline, or those who have resigned or terminated their employment before the issuance date of this Regulation.

2. Principles for Allocating Bonus Shares

The number of shares allocated to each participant (employee) shall be determined according to the following formula:

$$\begin{array}{ccccccc} \text{Number of shares} & & \text{Number of} & & \text{Number of shares} & & \text{Number of} \\ \text{allocated} & = & \text{shares based} & + & \text{based on work} & + & \text{shares based on} \\ & & \text{on seniority} & & \text{performance} & & \text{managerial level} \end{array}$$

Details are as follows:

2.1. Allocation of Bonus Shares based on Seniority

The principle of seniority-based bonuses is determined by two factors: (1) The duration of employment at the Company under an official labor contract, considering the cumulative years of service; and (2) The position held at the time of bonus assessment.

- Share bonuses for employees based on employment milestones: Milestones are multiples of 05 years (i.e., 5 years, 10 years, 15 years, etc.). At each milestone, each eligible employee shall receive a seniority-based share bonus once. In the 2026 issuance, any employee who reaches a milestone (rounding from a full 6 months to 12 months is permitted and counted as 1 year of service), or who has passed a milestone but has not received a share bonus in previous years, shall be granted a share bonus in this period.

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- Share bonuses based on duration of employment: These shall also take into account the job position of the employee at the time of the bonus assessment.

Detailed share bonuses according to the milestones are as shown in the following table:

No.	Position	Bonus shares per milestone	Notes
1	Board of General Directors	4.000	
2	Heads of Departments, Directors of Subsidiaries	3.000	
3	Managers of Affiliated Units, Deputy Heads of Departments, Branch Chief Accountants, Vehicle & Machinery Fleet Managers	2.500	
4	Highly qualified Employees (possessing a Bachelor's degree, Associate degree, or higher)	2.000	
5	Technicians, Drivers, Machinery Operators	1.500	
6	Security Guards, Janitors, Manual Laborers	1.000	

Examples:

(1) Case 1: In 2026, Mr. Nguyen Van A holds the position of Deputy Head of Department and has been working at the Company for 07 years. If Mr. Nguyen Van A already received a bonus for his 05-year milestone in 2024, he will not be eligible for a bonus assessment in 2026.

(2) Case 2: In 2026, Mr. Nguyen Van B holds the position of Deputy Head of Department and has been working at the Company for 07 years. If Mr. Nguyen Van B did not receive a bonus for his 05-year milestone in 2024, he will be eligible for a bonus assessment in 2026.

(3) Case 3: In 2026, Mr. Nguyen Van B holds the position of Deputy Head of Department and has been working at the Company for 10 years. If Mr. Nguyen Van B received a bonus for his 05-year milestone in 2021, then in 2026, Mr. Nguyen Van B will be entitled to a bonus of 2,500 shares according to the table above.

2.2. Allocation of bonus shares based on outstanding job performance:

The share bonus level for employees with outstanding job performance in 2025 is: 15,000 (Fifteen thousand) shares per person.

2.3. Allocation of bonus shares based on management levels from Deputy Head of Department (or equivalent) and above as follows:

No.	Position	Bonus shares	Notes
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1	General Director	20.000	
2	Deputy General Director	16.000	
3	Head of Department; Subsidiary Company Director	12.000	
4	Deputy Head of Department; Manager/Deputy Manager of affiliated units; Chief Accountant of Branch; Fleet Manager	10.000	

3. Rights and Obligations of Employees participating in the ESOP

- Share recipients shall become shareholders of DTD, possessing full rights and obligations applicable to ordinary shareholders in accordance with the Charter of DTD and current laws.

- Share recipients are responsible for complying with the provisions of the Law on Securities regarding share ownership limits for shareholders, as well as for shareholders and their related persons.

- Employees are obligated to transfer back the allocated ESOP shares at the Company's request for redistribution to other employees in the event that the employee resigns before the end of the transfer restriction period. This obligation shall not apply in cases where members of the Board of Directors or the Supervisory Board complete their elected terms, or where an employee's labor contract expires and the Company chooses not to extend or sign a new labor contract.



THANH DAT INVESTMENT
DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 10/2026/TTr-HĐQT

Ninh Binh, April 22, 2026

DRAFT

PROPOSAL

*Re: To approve the signing of economic contracts
and transactions with related parties in 2026.*

**To: The 2026 Annual General Meeting of Shareholders
Thanh Dat Investment Development Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, passed by the 14th National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Charter of Thanh Dat Investment Development Joint Stock Company.

In the course of operations, to enhance business efficiency, Thanh Dat Investment Development Joint Stock Company will involve certain transactions such as: infrastructure leveling and filling, construction and installation, purchase and sale of construction materials, purchase and sale of petroleum, and loan contracts to serve business activities with partners who are related organizations of the Company's internal persons.

The Board of Directors (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for consideration and approval of all economic contracts between Thanh Dat Investment Development Joint Stock Company and related organizations of internal persons, including but not limited to the transaction contents specified in Appendix 01 of this Proposal.

The General Meeting of Shareholders authorizes the Board of Directors to direct and supervise the Board of Management (BOM) in signing and executing the aforementioned economic contracts in accordance with legal regulations, the Company's Charter, and the Resolutions of the General Meeting of Shareholders.

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We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

NGUYEN HUY CUONG



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**Appendix 01 – LIST OF EXPECTED TRANSACTIONS TO BE SUBMITTED TO
THE GENERAL MEETING OF SHAREHOLDERS FOR APPROVAL**

(Attached to Proposal No. 10/2026/TTr-HĐQT dated April 22, 2026)

No.	Contracting Partners	Relationship with DTD	Transaction Contracts	Effective Term for Signing and Execution
1	Ha Nam Province Dong Van III Industrial Park Infrastructure Investment and Development JSC	Subsidiary	Infrastructure leveling and filling, construction and installation of projects and industrial parks, and petroleum purchase and sale contracts.	Execution period: From the date of the 2026 Annual GMS to before the date of the 2027 Annual GMS.
2	Tan Cang – Dong Van Ha Nam JSC	Associate	Other economic contracts.	Execution period: From the date of the 2026 Annual GMS to before the date of the 2027 Annual GMS.
3	Tri Dung Construction Trading Joint Stock Company	Related company of Deputy General Director Nguyen Quang Tri	Other economic contracts.	Execution period: From the date of the 2026 Annual GMS to before the date of the 2027 Annual GMS.
4	Quang Anh Co., Ltd.	Related company of	Freight services and	Execution period: From the date of the 2026 Annual GMS



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		BOD Member and Deputy General Director Nguyen Quang Tri	petroleum purchase and sale.	to before the date of the 2027 Annual GMS.
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THANH DAT INVESTMENT
DEVELOPMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 11/2026/TTr-HĐQT

Ninh Binh, April 22, 2026

DRAFT

PROPOSAL

Re: Authorization for the Board of Directors

To: The 2026 Annual General Meeting of Shareholders
Thanh Dat Investment Development Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly of the Socialist Republic of Vietnam;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, passed by the National Assembly of the Socialist Republic of Vietnam and its guiding documents;
- Pursuant to the Charter of Thanh Dat Investment Development Joint Stock Company;
- Based on the actual business operations of the Company.

To ensure convenience and proactiveness in handling arising matters during the year, the Board of Directors (BOD) of Thanh Dat Investment Development Joint Stock Company respectfully submits to the General Meeting of Shareholders (GMS) for approval of the authorization for the BOD to decide on matters within the authority of the GMS, excluding decisions on investments or the sale of assets valued at **35% or more** of the total asset value as recorded in the most recent financial statements. The term of authorization shall last until the next General Meeting of Shareholders.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval./.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

NGUYEN HUY CUONG

**This English translation is equivalent to and consistent with the original Vietnamese version. In case of any discrepancies or differences in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail.*