

No.: 01/BB-ĐHCĐTN

Da Nang, *April 17<sup>th</sup>*, 2025

**MINUTE**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**  
**THANH AN 96 JOINT STOCK COMPANY**

The General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company will be held at 14:00 on April 17, 2025 at the Hall of Thanh An 96 Construction Joint Stock Company, 02 Nguyen Van Troi, Da Nang City.

**I. INTRODUCTION – OPENING OF THE CONGRESS:**

Implementing the provisions of the Law on Enterprises, the Charter of Thanh An 96 Construction Joint Stock Company, the Board of Directors of the Company convenes the 2025 Annual General Meeting of Shareholders (hereinafter referred to as the "General Meeting") to approve issues under the jurisdiction of the General Meeting of Shareholders.

**Participants:**

1. Representative of the Board of Members of Thanh An Corporation.
2. Board of Directors of the Company.
3. Board of Directors of the Company.
4. The Company's Supervisory Board, the Company's authorities.
5. and the Company's shareholders.

The meeting listened to Mr. Dao Nguyen Truong - Head of the Shareholder Qualification Examination Committee report on the results of the shareholder qualification examination. Specifically, as follows:

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1. The total number of shareholders of the Company is: **639** individual and organizational shareholders, owning **12,419,787** voting shares.

*In which* :

- State Capital Shares : **6.334.373** shares
- Shares of grassroots trade unions : **25.153** shares
- Shares of other shareholders : **6.060.261** shares

2. The number of shareholders attending the General Meeting is: **60** shareholders, owning and representing a total of **9,993,713/12,419,787** voting shares , accounting for: **80.5%** of the total voting shares of the Company.

*In which* :

- Number of shares owned by shareholders : **8.055.344** shares
- Number of authorized shares : **1.938.369** shares

3. The number of shareholders absent without authorization to attend the General Meeting is: **486** shareholders, owning **2,426,074** shares/**12,419,787** shares, accounting for : **19.5%** of the total voting shares of the Company.

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and guiding documents on the Law on Enterprises, the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company has been duly conducted and in accordance with the provisions of law.

The General Meeting unanimously approved the content of the 2025 Annual General Meeting of Shareholders Program with 100% of the total votes with voting rights in favor.

In order to run the activities of the General Meeting, the General Meeting of Shareholders unanimously approved the Presidium, the Secretary and the Vote Counting Committee. Specifically, as follows:

\* The Presidium consists of:

1/ Mr.: Phan Xuan Bang - Chairman of the Board of Directors - Presiding Officer

2/ Ms.: Trinh Thi Thu Huong - Member of the Board of Directors - Commissioner

3/ Mr. Hoang Xuan Thom - Chief Accountant - Commissioner

*The Congress unanimously approved the list of Presidiums, in the form of holding up voting cards, with the rate of 100% of the total votes with voting rights in favor.*

**\* The secretary is:**

1/ Grandma: **Ngo Thi Nga**

*The Congress unanimously approved the list of Secretaries, in the form of holding up voting cards, with the rate of 100% of the total votes with voting rights in favor.*

**\* The vote counting committee consists of you:**

- |                                 |                      |
|---------------------------------|----------------------|
| 1/ Mr.: <b>Le Thai Binh</b>     | - Head of Department |
| 2/ Mrs.: <b>Le Thi Van Anh</b>  | - Secretary          |
| 3/ Mr.: <b>Hoang Van Khuong</b> | - Member             |
| 4/ Mr.: <b>Nguyen Van Ngoc</b>  | - Commissioner       |
| 5/ Mr.: <b>Nguyen Van Thanh</b> | - Commissioner       |

*The Congress unanimously approved the list of the Vote Counting Committee, in the form of holding up voting cards, with the rate of 100% of the total votes with voting rights in favor.*

\* The Congress unanimously approved the content of the Working Regulations of the Congress in the form of holding up voting cards with the rate of 100% of the total votes with voting rights in favor.

*(Regulation attached to the document of the 2025 Annual General Meeting of Shareholders)*

**II. CONTENTS OF THE CONGRESS:**

**Reports and submissions at the Congress.**

1. Report of the Board of Directors on the governance and operating results of the BOD in 2024 and approving the plan for 2025;
2. Report of the Board of Directors on the results of investment and liquidation of assets in 2024 and the plan for investment and liquidation of assets in 2025;
3. Report of the Supervisory Board on the results of task performance in 2024 and operational orientation in 2025;
4. To approve the submission of the audited financial statements for 2024 and the business, profit and dividend plan for 2025;
5. Approve the report on the profit distribution plan in 2024;
6. Approve the report on selection of audit units in 2025;
7. Approve the report on the settlement of salaries and remuneration of the Board of Directors and the Supervisory Board in 2024; expected salary and remuneration for the Board of Directors and Supervisory Board in 2025;
8. Proposal to approve the proposal for dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the term 2023-2028;

*(The contents of the reports and submissions are attached to the documents of the Congress)*

### III. EXCHANGE, DISCUSSION AND VOTING

The majority of the meeting agreed with the reports of the Board of Directors, the Supervisory Board and the content of the reports.

The Congress conducted a vote to approve the reports and proposals presented at the Congress.

**1. To approve the report of the Board of Directors on the results of production and business activities in 2024 and the production and business plan in 2025.**

The General Meeting unanimously approved the results of production and business activities in 2024, the production and business plan in 2025 on the basis of the report of the Board of Directors presented to the General Meeting, with the following main indicators:

*Unit: thousand VND*

Quota	Implement Year 2024	Plan in 2025
1- Production value	4.063.149.623	3.850.000.000
2. Charter capital at enterprises	124.197.870	124.197.870
3- Gross Revenue	3.460.809.175	3.350.000.000
4- Profit before tax	34.594.912	33.500.000
5- Profit after tax	27.063.997	26.800.000
6- Dividend payout ratio	65% PAX	65% PAX

**Voting results approved:**

- The total number of voting shares in favor is: 9,993,713 shares, accounting for 100% of the total number of voting shares of the Company;

- The total number of shares voting against is: 0 shares, accounting for 0% of the total number of shares with voting rights of the Company;

- The total number of voting shares without opinions is: 0 shares, accounting for 0% of the total number of voting shares of the Company.

**2. To approve the report on investment and liquidation of assets in 2024 and the plan on investment and liquidation of assets in 2025.**

*(With attached report)*

**Voting results approved:**

- The total number of voting shares in favor is: 9,993,713 shares, accounting for 100% of the total number of voting shares of the Company;

- The total number of shares voting against is: 0 shares, accounting for 0% of the total number of shares with voting rights of the Company;
- The total number of voting shares without opinions is: 0 shares, accounting for 0% of the total number of voting shares of the Company.

**3. To approve the report of the Supervisory Board on the operating results in 2024 and the work plan for 2025.**

**Voting results approved:**

- The total number of voting shares in favor is: 9,993,713 shares, accounting for 100% of the total number of voting shares of the Company;
- The total number of shares voting against is: 0 shares, accounting for 0% of the total number of shares with voting rights of the Company;
- The total number of voting shares without opinions is: 0 shares, accounting for 0% of the total number of voting shares of the Company.

**4. Approve the audited financial statements for 2024 and the business, profit and dividend plan for 2025.**

The General Meeting unanimously approved the financial statements with specific targets as follows:

*Unit: 1,000 VND*

Quota	Implementation 2024	Plan 2025	
		Fund deduction rate	Becoming money
- Profit before tax	34.594.912		33.500.000
- Corporate income tax	7.530.915		6.700.000
- Profit after tax (L-T)	27.063.997		26.800.000
- Dividends	17.592.231	65%PAX	17.420.000
- Deduction from development investment funds	3.247.796	12%PAX	3.216.000
- Deduction of welfare reward fund	5.818.969	21.5%PAX	5.762.000
- Executive Board Reward Fund	405.975	1.5%PAX	402.000
- Dividend payout ratio	65% PAX		65% PAX

**Voting results approved:**

- The total number of voting shares in favor is: 9,993,713 shares, accounting for 100% of the total number of voting shares of the Company;
- The total number of shares voting against is: 0 shares, accounting for 0% of the total number of shares with voting rights of the Company;

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- The total number of voting shares without opinions is: 0 shares, accounting for 0% of the total number of voting shares of the Company.

**5. Approving the proposal for dividend distribution and profit distribution in 2024, specifically:**

*Unit: 1,000 VND*

1. Total realized profit in 2024 (Reaching 1%/D/revenue)	34.594.912
2. Pay CIT	7.530.915
3. Profit after tax in 2024 (Reaching 0.78%/D/revenue)	27.063.997
4. Undistributed profit after tax in 2023	974
5. Total undistributed profit after tax (5) = (3)+(4)	27.064.971
6. Distribution of dividends and appropriation of funds in the year	27.064.971
<b>In which:</b>	
6.1. Dividend Distribution (65%PAX ~ 14.16%)	17.592.231
- Dividend of state capital (6,334,373 shares)	8.972.437
- Dividend of trade union capital (25,153 shares)	35.628
- Dividends for minority shareholders (6,060,261 shares)	8.584.166
6.2. Setting up funds (35% of PAX)	9.472.740
- Development Investment Fund	3.247.797
- Welfare reward fund	5.818.968
- Reward Fund	405.975

**Voting results approved:**

- The total number of voting shares in favor is: 9,993,713 shares, accounting for 100% of the total number of voting shares of the Company;

- The total number of shares voting against is: 0 shares, accounting for 0% of the total number of shares with voting rights of the Company;

- The total number of voting shares without opinions is: 0 shares, accounting for 0% of the total number of voting shares of the Company.

**6. Approve the proposal to select an independent auditor to audit the Company's 2025 financial statements.**

The General Meeting of Shareholders authorizes the Board of Directors of the Company to select an independent audit unit approved by the State Committee to audit the annual financial statements, review the financial statements for the middle year of 2025 in accordance with the provisions of Law and the Charter of the Company.

- The total number of voting shares in favor is: 9,993,713 shares, accounting for 100% of the total number of voting shares of the Company;

- The total number of shares voting against is: 0 shares, accounting for 0% of the total number of shares with voting rights of the Company;

- The total number of voting shares without opinions is: 0 shares, accounting for 0% of the total number of voting shares of the Company.

**7. Approve the report on the settlement of salaries and remuneration of the Board of Directors and the Supervisory Board in 2024 and the salary and remuneration plan of the Board of Directors of the Supervisory Board in 2025.**

**- Settlement of salary of the Board of Directors, remuneration of the Supervisory Board in 2024:**

- Salary of the Board of Directors	: 1,990,486,215 VND
- Salary of the Supervisory Board	: 581,749,301 VND
- Remuneration of part-time Board of Directors	: 15,878,064 VND
- Remuneration of part-time Supervisory Board	: 10,841,729 VND
<b>Total</b>	<b>: 2,598,955,309 VND</b>

**- Salary and remuneration plan of the Board of Directors and Supervisory Board in 2025**

Salaries and remunerations of members of the Board of Directors, the Executive Board and the Control Board shall comply with the State's current legal documents on labor management, salaries, remuneration and bonuses in State enterprises.

**Voting results approved:**

- The total number of voting shares in favor is: 9,993,713 shares, accounting for 100% of the total number of voting shares of the Company;

- The total number of shares voting against is: 0 shares, accounting for 0% of the total number of shares with voting rights of the Company;

- The total number of voting shares without opinions is: 0 shares, accounting for 0% of the total number of voting shares of the Company.

**8. Approve the proposal for dismissal of members of the Board of Directors and election of additional members of the Board of Directors for the term 2023-2028.**

Approved the dismissal of Mr. Hoang Duc Truc – member of the Board of Directors (term 2023-2028) from April 17, 2025, due to retirement according to the regime.

**Unanimously elect additional members of the Board of Directors.**

- Number of additional members of the Board of Directors: 01 person
- The term of members of the Board of Directors needs to be supplemented: The remaining time of the term 2023-2028.
- Criteria and conditions for being a member of the Board of Directors: According to the provisions of the Law on Enterprises 2020 and the Company's Charter.

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**Voting results approved:**

- The total number of voting shares in favor is: 9,993,713 shares, accounting for 100% of the total number of voting shares of the Company;
- The total number of shares voting against is: 0 shares, accounting for 0% of the total number of shares with voting rights of the Company;
- The total number of voting shares without opinions is: 0 shares, accounting for 0% of the total number of voting shares of the Company.

**IV. ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS FOR THE TERM 2023 - 2028**

1. The General Meeting unanimously approved the content of the Regulation on the election of additional members of the Board of Directors of Thanh An 96 Construction Joint Stock Company for the term 2023 – 2028 with the rate of 100% of the total votes with voting rights.

2. The General Meeting approved the list of candidates for the election of additional members of the Board of Directors for the term 2023 – 2028, with the rate of 100% of the total votes with voting rights.

\* List of candidates for election of additional members of the Board of Directors:

1. Mr. Nguyen Van Kang

3. The General Meeting shall vote in the ballot box to elect additional members of the Board of Directors of the Company for the term 2023 – 2028.

4. After the Vote Counting Committee completes the vote counting, Mr. Le Thai Binh, Head of the Vote Counting Committee, approves the Vote Counting Record and announces the list of elected winners as follows:

STT	Full name	Total votes	Reach the rate
1	Mr. Nguyen Van Kang	9.993.713	100%

Pursuant to the provisions of the Law on Enterprises No. 59/2020/QH14; Relevant laws and the Charter of Thanh An 96 Construction Joint Stock Company, Mr. Nguyen Van Kang has been elected to the Board of Directors and is a member of the Board of Directors of Thanh An 96 Construction Joint Stock Company for the term 2023 – 2028.

- The total number of voting shares in favor is: 9,993,713 shares, accounting for 100% of the total number of voting shares of the Company;

- The total number of shares voting against is: 0 shares, accounting for 0% of the total number of shares with voting rights of the Company;
- The total number of voting shares without opinions is: 0 shares, accounting for 0% of the total number of voting shares of the Company.

## VI. APPROVING THE RESOLUTION OF THE MEETING

Secretary of the General Meeting – Ms. Ngo Thi Nga approved the Resolution of the Annual General Meeting of Shareholders in 2025. The General Meeting voted and unanimously approved the full text of the Resolution of the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company with 100% of the votes in favor.

This record is archived at Thanh An 96 Construction Joint Stock Company.

The 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company ends at 17:30 on April 17, 2025.

Above is the entire content of the Minutes of the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company and the General Meeting of Shareholders voted unanimously to approve with 100% of the votes in favor. The General Meeting unanimously agreed that the full text of the Minutes and Resolution of the General Meeting will be sent to shareholders by posting on the website of the State Securities Commission, the Hanoi Stock Exchange and on the Company's website (Thanhan96.vn).

The minutes will be made at 17:00 on April 17, 2025 and will be made in 05 copies.

**SECRETARY**

  
**Ngo Thi Nga**

**PRESIDING OFFICER OF THE CONGRESS**

  
**Phan Xuan Bang**

