

No.: 01/BB-DHCDTN

Danang, April 20th, 2026



MINUTE

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS THANH AN 96 CONSTRUCTION AND INSTALLATION JOINT STOCK COMPANY

Name of organization: THANH AN 96 CONSTRUCTION AND INSTALLATION JOINT STOCK COMPANY (THANH AN 96 C&I JSC)

Headquarter address: 02 Nguyễn Văn Trỗi street, Hòa Cường ward, Đà Nẵng city

Enterprise Registration Certificate No.: 0400100545, issued by the Department of Planning and Investment of Da Nang City on January 9, 2008; amended for enterprise registration on multiple occasions, with the 11th amendment dated March 5, 2025 regarding the change of the legal representative.

The General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company was convened at 08:00 a.m. on April 20, 2026, at the Hall of Thanh An 96 Construction Joint Stock Company, No. 02 Nguyen Van Troi Street, Hoa Cuong Ward, 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 2026 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 (“BOD”) of the Company, including:
 - Mr. Phan Xuân Bằng – Chairman
 - Mr. Đặng Đình Khiêm – Vice Chairman
 - Ms. Trịnh Thị Thu Hương - Member
 - Mr. Nguyễn Xuân Hà - Member
 - Mr. Nguyễn Văn Kháng - Member
3. The Board of Supervisor including:
 - Ms. Trần Thị Diệu Thúy – Head of the Board
 - Mr. Lâm Văn Công - Member

- Ms. Mai Tô Loan - Member
- 4. The Company's Board of Management.
- 5. 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:

1. The total number of shareholders of the Company is : **664** 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 : **54** shareholders, owning and representing a total of **8.789.604** voting shares, accounting for: **70,8%** of the total voting shares of the Company.

In which :

- Number of shares owned by shareholders: 7.388.170 shares
- Number of authorized shares : 1.401.434 shares

3. The number of shareholders absent without authorization to attend the General Meeting is : **508** shareholders, owning **3.630.183** shares, accounting for : **29,2%** 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.

Agenda of the General Meeting and Regulations on the Organization of the General Meeting of Shareholders

At the time of collecting the Meeting's opinions on the above matters, at 08:05 a.m. on the same day, the number of shareholders attending the Meeting was 54 shareholders and their representatives, holding and representing 8,789,604 voting shares, accounting for 70.8% of the total voting shares of the attending shareholders, of which:

- Total number of approval ballots: 54, representing 8,789,604 voting shares, accounting for 100% of the total voting shares of the attending shareholders.
- Total number of disapproval ballots: 0, representing 0 voting shares, accounting for 0% of the total voting shares of the attending shareholders.
- Total number of abstention ballots: 0, representing 0 voting shares, accounting for 0% of the total voting shares of the attending shareholders.
- **Regulations on the Organization of the General Meeting of Shareholders**

At the time of collecting the Meeting's opinions on the above matters, at 08:10 a.m. on the same day, the number of shareholders attending the Meeting was 54 shareholders and their representatives, holding and representing 8,789,604 voting shares, accounting for 70.8% of the total voting shares of the attending shareholders, of which :

- Total number of approval ballots: 54, representing 8,789,604 voting shares, accounting for 100% of the total voting shares of the attending shareholders.
- Total number of disapproval ballots: 0, representing 0 voting shares, accounting for 0% of the total voting shares of the attending shareholders.
- Total number of abstention ballots: 0, representing 0 voting shares, accounting for 0% of the total voting shares of the attending shareholders.

- Presidium, Secretary and Vote Counting Committee

For the purpose of conducting the Meeting, the General Meeting of Shareholders unanimously approved the Presidium, the Secretary and the Vote Counting Committee, as follows:

* The Presidium consists of:

- | | | |
|------------------------------|--------------------|---------------|
| 1/ Mr : Phan Xuân Bằng | - Chairman | - Chairperson |
| 2/ Ms. : Trịnh Thị Thu Hương | - BOD Member | - Members |
| 3/ Mr.: Hoàng Xuân Thom | - Chief Accountant | - Members |

At the time of collecting the Meeting's opinions on the above matters, at 08:20 a.m. on the same day, the number of shareholders attending the Meeting was 54 shareholders and their representatives, holding and representing **8,789,604** voting shares, accounting for 70.8% of the total voting shares of the attending shareholders, of which:

- Total number of approval ballots: **54**, representing **8,789,604** voting shares, accounting for 100% of the total voting shares of the attending shareholders.
- Total number of disapproval ballots: 0, representing 0 voting shares, accounting for 0% of the total voting shares of the attending shareholders.
- Total number of abstention ballots: 0, representing 0 voting shares, accounting for 0% of the total voting shares of the attending shareholders.

* Secretary:

Ms.: Ngô Thị Nga

At the time of collecting the Meeting's opinions on the above matters, at 08:25 a.m. on the same day, the number of shareholders attending the Meeting was 54 shareholders and their representatives, holding and representing **8,789,604** voting shares, accounting for 70.8% of the total voting shares of the attending shareholders, of which:

- Total number of approval ballots: **54**, representing **8,789,604** voting shares, accounting for 100% of the total voting shares of the attending shareholders.
- Total number of disapproval ballots: 0, representing 0 voting shares, accounting for 0% of the total voting shares of the attending shareholders.
- Total number of abstention ballots: 0, representing 0 voting shares, accounting for 0% of the total voting shares of the attending shareholders.

*** Vote Counting Committee includes the following members:**

1/ Mr.: Lê Thái Bình	- Head
2/ Ms.: Lê Thị Vân Anh	- Secretary
3/ Mr.: Hoàng Văn Khương	- Member
4/ Mr.: Lê Hoàng Sang	- Member
5/ Mr.: Nguyễn Văn Thành	- Member

At the time of collecting the Meeting's opinions on the above matters, at 08:30 a.m. on the same day, the number of shareholders attending the Meeting was 54 shareholders and their representatives, holding and representing **8,789,604** voting shares, accounting for 70.8% of the total voting shares of the attending shareholders, of which:

- Total number of approval ballots: **54**, representing **8,789,604** voting shares, accounting for 100% of the total voting shares of the attending shareholders.
- Total number of disapproval ballots: 0, representing 0 voting shares, accounting for 0% of the total voting shares of the attending shareholders.
- Total number of abstention ballots: 0, representing 0 voting shares, accounting for 0% of the total voting shares of the attending shareholders.

II. CONTENTS OF THE GENERAL MEETING :

Reports and submissions presented at the Meeting.

1. Report of the Board of Directors ("BOD") of Thanh An 96 Construction Joint Stock Company at the 2026 Annual General Meeting of Shareholders;

2. Report on investment results and asset liquidation/disposal in 2025 and the investment plan and asset liquidation/disposal plan for 2026;

3. Report on the results of the performance of duties in 2025 and the operational orientation for 2026 of the Supervisory Board;

4. Approval of the submission on the audited financial statements for 2025; the business plan, profit and dividend plan for 2026 ;

5. Approval of the submission regarding dividend distribution to shareholders and profit distribution for 2025 ;

6. Approval of the submission regarding the plan to increase charter capital through the issuance of shares for dividend payment for 2025;

7. Approval of the submission regarding the selection of an independent auditing firm for 2026;

8. Approval of the submission regarding the finalization of salaries and remunerations of the Board of Directors and the Supervisory Board in 2025 and the plan for salaries and remunerations of the Board of Directors and the Supervisory Board in 2026;

(Details of the reports and submissions are attached to the Meeting documents)

III. DISCUSSION, EXCHANGE AND VOTING

The General Meeting conducted discussions

The majority of the Meeting agreed with the reports of the Board of Directors, the Supervisory Board and the contents of the submissions.

The General Meeting proceeded to vote to approve the reports and submissions presented at the Meeting.

1. Item 1: Approval of the Report of the Board of Directors (“BOD”) of Thanh An 96 Construction Joint Stock Company at the 2026 Annual General Meeting of Shareholders.

The General Meeting unanimously approved the results of production and business operations in 2025 and the production and business plan for 2026, based on the report of the BOD as presented to the Meeting, with the following key targets:

Unit: 1000 VND

Quota	2025 Implemented	2026 Plan
1- Production value	3.858.928.498	4.250.000.000
2. Charter capital at enterprises	124.197.870	141.650.502
3- Gross Revenue	3.360.697.839	3.700.000.000
4- Profit before tax	34.229.797	37.000.000
5- Profit after tax	26.844.390	29.600.000
6- Dividend payout ratio	65% LNST	65% LNST

Voting results approved:

Total number of valid ballots 54 ballots, representing 8,789,604 voting shares, accounting for 70.8% of the total voting shares of the shareholders attending the Meeting, of which:

- Total number of votes in favor: **8,789,604** shares, accounting for 100% of the total voting shares of the attending shareholders;

- Total number of votes against: 0 shares, accounting for 0% of the total voting shares of the attending shareholders;

- Total number of abstentions: 0 shares, accounting for 0% of the total voting shares of the attending shareholders.

- Total number of invalid ballots: 0 ballots, representing 0 voting shares, accounting for 0% of the total voting shares of the shareholders attending the Meeting.

Thus, Item 1 has been approved with a 100% approval rate

2. Item 2: Approval of the Report on investment results and asset liquidation/disposal in 2025 and the investment plan and asset liquidation/disposal plan for 2026.

(Details of the reports and submissions are attached to the Meeting documents)

Voting results:

Total number of valid ballots: **54** ballots, representing **8,789,604** voting shares, accounting for 70.8% of the total voting shares of the shareholders attending the Meeting, of which:

- Total number of votes in favor: **8,789,604** shares, accounting for 100% of the total voting shares of the attending shareholders;

- Total number of votes against: 0 shares, accounting for 0% of the total voting shares of the attending shareholders;

- Total number of abstentions: 0 shares, accounting for 0% of the total voting shares of the attending shareholders.

- Total number of invalid ballots: 0 ballots, representing 0 voting shares, accounting for 0% of the total voting shares of the shareholders attending the Meeting.

Thus, Item 2 has been approved with a 100% approval rate

3. Item 3: Approval of the Report on the results of the performance of duties in 2025 and the operational orientation for 2026 of the Supervisory Board.

(Details of the reports and submissions are attached to the Meeting documents)

Voting results:

Total number of valid ballots: **54** ballots, representing **8,789,604** voting shares, accounting for 70.8% of the total voting shares of the shareholders attending the Meeting, of which:

- Total number of votes in favor: **8,789,604** shares, accounting for 100% of the total voting shares of the attending shareholders;

- Total number of votes against: 0 shares, accounting for 0% of the total voting shares of the attending shareholders;

- Total number of abstentions: 0 shares, accounting for 0% of the total voting shares of the attending shareholders.

- Total number of invalid ballots: 0 ballots, representing 0 voting shares, accounting for 0% of the total voting shares of the shareholders attending the Meeting.

Thus, Item 3 has been approved with a 100% approval rate.

4. Item 4: Approval of the submission on the audited financial statements for 2025; the business plan, profit and dividend plan for 2026.

The General Meeting unanimously approved the financial statements with the following key indicators:

Unit: 1.000 VND

Quota	Implementation 2025	Plan 2026	
		Fund deduction rate	Becoming money
- Profit before tax	34.229.797		37.000.000
- Corporate income tax	7.385.407		7.400.000
- Profit after tax (L-T)	26.844.390		29.600.000
- Profit undistributed 2024	5.813		
- Dividends	17.452.632	65%PAX	19.240.000
- Deduction from development investment funds	3.222.024	12%PAX	3.552.000
- Deduction of welfare reward fund	5.772.794	21,5%PAX	6.364.000
- Executive Board Reward Fund	402.753	1,5%PAX	444.000
- Dividend payout ratio	65% PAX		65%PAX

Voting results:

Total number of valid ballots: 54 ballots, representing 8,789,604 voting shares, accounting for 70.8% of the total voting shares of the shareholders attending the Meeting, of which:

- Total number of votes in favor: 8,789,604 shares, accounting for 100% of the total voting shares of the attending shareholders;

- Total number of votes against: 0 shares, accounting for 0% of the total voting shares of the attending shareholders;

- Total number of abstentions: 0 shares, accounting for 0% of the total voting shares of the attending shareholders.

- Total number of invalid ballots: 0 ballots, representing 0 voting shares, accounting for 0% of the total voting shares of the shareholders attending the Meeting.

Thus, Item 4 has been approved with a 100% approval rate

5. Item 5: Approving the proposal for dividend distribution and profit distribution in 2025.

Unit: 1.000 VND

1. Total realized profit in 2025 (Reaching 1%/D/revenue)	34.229.797
2. Pay CIT	7.385.407
3. Profit after tax in 2025 (Reaching 0.8%/D/revenue)	26.844.390
4. Undistributed profit after tax in 2024	5.813
5. Total undistributed profit after tax (5) = (3)+(4)	26.850.203
6. Distribution of dividends and appropriation of funds in the year	26.850.203
In which:	
6.1. Dividend distribution (65%PAX~14,05%)	17.452.632
- Dividend of state capital (6,334,373 shares)	8.901.238
- Dividend of trade union capital (25,153 shares)	35.346
- Dividends for minority shareholders (6,060,261 shares)	8.516.048
6.2. Setting up funds (35% of PAX)	9.397.571
- Development Investment Fund	3.222.024
- Welfare reward fund	5.772.794
- Reward Fund	402.753

Voting results:

Total number of valid ballots: **54** ballots, representing **8,789,604** voting shares, accounting for 70.8% of the total voting shares of the shareholders attending the Meeting, of which:

- Total number of votes in favor: **8,789,604** shares, accounting for 100% of the total voting shares of the attending shareholders;

- Total number of votes against: 0 shares, accounting for 0% of the total voting shares of the attending shareholders;

- Total number of abstentions: 0 shares, accounting for 0% of the total voting shares of the attending shareholders.

- Total number of invalid ballots: 0 ballots, representing 0 voting shares, accounting for 0% of the total voting shares of the shareholders attending the Meeting.

Thus, Item 5 has been approved with a 100% approval rate

6. Item 6: Approval of the submission regarding the plan to increase charter capital through the issuance of shares for dividend payment for 2025.

Voting results:

Total number of valid ballots: **54** ballots, representing **8,789,604** voting shares, accounting for 70.8% of the total voting shares of the shareholders attending the Meeting, of which:

- Total number of votes in favor: **8,789,604** shares, accounting for 100% of the total voting shares of the attending shareholders;

- Total number of votes against: 0 shares, accounting for 0% of the total voting shares of the attending shareholders;

- Total number of abstentions: 0 shares, accounting for 0% of the total voting shares of the attending shareholders.

- Total number of invalid ballots: 0 ballots, representing 0 voting shares, accounting for 0% of the total voting shares of the shareholders attending the Meeting.

Thus, Item 6 has been approved with a 100% approval rate

7. Item 7: Approve the proposal to select an independent auditor to audit the Company's 2026 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 2026 in accordance with the provisions of Law and the Charter of the Company.

Voting results:

Total number of valid ballots: **54** ballots, representing **8,789,604** voting shares, accounting for 70.8% of the total voting shares of the shareholders attending the Meeting, of which:

- Total number of votes in favor: **8,789,604** shares, accounting for 100% of the total voting shares of the attending shareholders;

- Total number of votes against: 0 shares, accounting for 0% of the total voting shares of the attending shareholders;

- Total number of abstentions: 0 shares, accounting for 0% of the total voting shares of the attending shareholders.

- Total number of invalid ballots: 0 ballots, representing 0 voting shares, accounting for 0% of the total voting shares of the shareholders attending the Meeting.

Thus, Item 7 has been approved with a 100% approval rate

8. Item 8: Approve the report on the settlement of salaries and remuneration of the Board of Directors and the Supervisory Board in 2025 and the salary and remuneration plan of the Board of Directors of the Supervisory Board in 2026.

Settlement of salary of the Board of Directors, remuneration of the Supervisory Board in 2025:

- Salary of the Chairman of the Board of Directors:	564.805.944 VND
- Salary of members of the Board of Directors:	2.144.888.585 VND
- Salary of the Supervisory Board:	631.905.195 VND
- Remuneration of non-executive members of BOD:	129.407.226 VND
- Remuneration of non-executive members of SB:	10.909.092 VND
Total:	3.481.916.042 VND

- Plan on salaries, bonuses, and remuneration of the Board of Directors (BOD) and the Supervisory Board (SB) for 2026

The salaries, bonuses, and remuneration of members of the Board of Directors, the Executive Board, and the Supervisory Board shall be implemented in accordance with the current legal regulations of the State on labor management, salaries, remuneration, and bonuses.

The General Meeting of Shareholders authorizes the Board of Directors to decide on the form and levels of payment of salaries, bonuses, and remuneration for the Board of Directors, the Executive Board, and the Supervisory Board in accordance with applicable laws and regulations.

Voting results:

Total number of valid ballots: **54** ballots, representing **8,789,604** voting shares, accounting for 70.8% of the total voting shares of the shareholders attending the Meeting, of which:

- Total number of votes in favor: **8,789,604** shares, accounting for 100% of the total voting shares of the attending shareholders;

- Total number of votes against: 0 shares, accounting for 0% of the total voting shares of the attending shareholders;

- Total number of abstentions: 0 shares, accounting for 0% of the total voting shares of the attending shareholders.

- Total number of invalid ballots: 0 ballots, representing 0 voting shares, accounting for 0% of the total voting shares of the shareholders attending the Meeting.

Thus, Item 8 has been approved with a 100% approval rate

VI. APPROVAL OF THE MINUTES AND RESOLUTION OF THE MEETING

The Secretary of the Meeting – Ms. Ngo Thi Nga – presented the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders. The General Meeting voted and unanimously approved the full text of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company. The full text of the Minutes and Resolution will be sent to shareholders by posting on the website of the State Securities Commission, Hanoi Stock Exchange, and on the Company's website (Thanhan96.vn), with the voting results as follows:

Voting results:

Total number of valid ballots: **54** ballots, representing **8,789,604** voting shares, accounting for 70.8% of the total voting shares of the shareholders attending the Meeting, of which:

- Total number of votes in favor: **8,789,604** shares, accounting for 100% of the total voting shares of the attending shareholders;

- Total number of votes against: 0 shares, accounting for 0% of the total voting shares of the attending shareholders;

- Total number of abstentions: 0 shares, accounting for 0% of the total voting shares of the attending shareholders.

- Total number of invalid ballots: 0 ballots, representing 0 voting shares, accounting for 0% of the total voting shares of the shareholders attending the Meeting.

Thus, the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders have been approved with a 100% approval rate.

The 2026 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company concluded at 11:00 a.m. on April 20, 2026.

The Minutes were completed at 11:00 a.m. on April 20, 2026, prepared in five (05) copies and archived at Thanh An 96 Construction Joint Stock Company.

SECRETARY



Ngô Thị Nga

CHAIRMAN *UB*



Phan Xuân Bằng

