

ANNUAL GENERAL MEETING

THANH AN 96 C&I JSC

No.: 01/ NQ - ĐHCĐ

SOCIALIST REPUBLIC OF VIETNAM

Independence - Liberty - Happiness

Da Nang, April 17th, 2025

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

THANH AN 96 CONSTRUCTION JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on 17/6/2020;

Pursuant to Law No. 03/2022/QH15 approved by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 amending and supplementing a number of articles of the Law on Public Investment, the Law on Investment in the form of public-private partnership, the Law on Investment, the Law on Housing, the Law on Bidding, the Law on Electricity, etc the Law on Enterprises, the Law on Excise Tax and the Law on Enforcement of Civil Judgments;

Pursuant to the Law on Securities No. 54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and documents guiding the implementation of the Law on Securities;

Pursuant to the Charter of Thanh An 96 Construction Joint Stock Company;

Pursuant to the Regulation on organizing the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company approved by the General Meeting of Shareholders on April 17, 2025;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders dated April 17, 2025 of Thanh An 96 Construction Joint Stock Company.

The 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction and Installation Joint Stock Company has been duly convened and is eligible to conduct the General Meeting with:



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 present to attend the General Meeting is: **57** 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.

The meeting officially took place at 14:00, April 17, 2025, at the Hall of Thanh An 96 Construction Joint Stock Company, No. 02 Nguyen Van Troi, Binh Thuan Ward, Hai Chau District, Da Nang City.

All shareholders attending the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company have focused their intellect, worked with a spirit of urgency, seriousness and with a high sense of responsibility. After discussing the reports:

RESOLUTIONS:

Article 1: Unanimously 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 rate: 100% of the total number of shares with voting rights to attend the General Meeting

Article 2. Unanimously approved the investment report, asset liquidation in 2024 and the investment plan, asset liquidation in 2025.

(Detailed content according to the attached document)

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 3. Unanimously approved the report of the Supervisory Board on the operating results in 2024 and the work plan for 2025.

(Detailed contents in the documents of the Congress)

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 4. Through the audited financial statements for 2024 and the business, profit and dividend plan for 2025, 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

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- 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 rate: 100% of the total number of voting shares attending the General Meeting

Article 5: Unanimously approve the payment of dividends and distribution of profits in 2024.

Unit: 1,000 VND

1. Total realized profit in 2024 (Reaching 1%/Revenue)	34.594.912
2. Pay CIT	7.530.915
3. Profit after tax in 2024 (Reaching 0.78%/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
In which:	
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 rate: 100% of the total number of voting shares attending the General Meeting

Article 6: Unanimously approve the proposal for selection of 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.

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 7: Unanimously 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 copper
- Salary of the Supervisory Board : 581.749.301 copper
- Remuneration of part-time Board of Directors : 15.878.064 copper
- Remuneration of part-time Supervisory Board : 10.841.729 copper
- Total : 2.598.955.309 copper**

- **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 rate: 100% of the total number of voting shares attending the General Meeting

Article 8. Unanimously approved the Proposal to dismiss members of the Board of Directors and elect additional members of the Board of Directors.

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

Voting rate: 100% of the total number of voting shares attending the General Meeting



Article 9: Unanimously approve the list of candidates for the election of additional members of the Board of Directors and approve the results of the election of additional members of the Board of Directors for the term 2023 – 2028, specifically 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.

Voting rate: 100% of the total number of voting shares attending the General Meeting

Article 10: The Board of Directors and the Board of Directors of Thanh An 96 Construction Joint Stock Company are assigned to monitor, urge and organize the implementation of the Resolution of the General Meeting of Shareholders in accordance with the provisions of law and the Charter of the Company.

Article 11: The Supervisory Board is assigned to inspect and supervise the activities of the Board of Directors and the Board of Directors of Thanh An 96 Construction Joint Stock Company in the implementation of the Resolution of the General Meeting, ensuring compliance with the provisions of Law and the Charter of the Company.

The General Meeting of Shareholders voted 100% to approve the full text of the Resolution of the 2025 Annual General Meeting of Shareholders of Thanh An 96 Construction Joint Stock Company.

This Resolution takes effect from the date of signing. 

Where to receive:

- Shareholders of the Company (posted on the Company's website);
- Board of Directors, Supervisory Board;
- SSC; HNX;
- Archive: Clerical, Board of Directors.

**OB. BOARD OF DIRECTORS
PRESIDENT**



Phan Xuan Bang