



## CÔNG TY CỔ PHẦN THỐNG NHẤT

Plot A1, Road 2A, Bau Xeo IP, Trang Bom Commune, Dong Nai Province  
Business Registration Certificate No 4703000095 issued on Feb 24, 2004  
by the Department of Planning and Investment of Dong Nai Province.

Số: /BB-ĐHĐCĐ

### MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS 2026 (DRAFT)

Today, at 08:30 AM on March 20, 2026, at the Hall of Thong Nhat Joint Stock Company, the 2026 Annual General Meeting of Shareholders was conducted.

Founding Shareholders attending the Meeting:

1/ Dong Nai Rubber Corporation Limited Liability Company:

- Mr: ..... - Position: .....

2/ Tin Nghia Corporation:

- Mr: ..... - Position: .....

Total number of voting shareholders attending: .... delegates out of ..... notified delegates, representing ..... shares / 8,200,000 shares, accounting for .....% of the Company's Charter Capital.

In accordance with the Law on Enterprises and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Thong Nhat Joint Stock Company is eligible to proceed with the following agenda:

#### **I/ Presiding Board:**Includes:

1/ Mr. Tran Trung Tuan - Chairman of the Board of Directors (BOD).

2/ Mr. Tran Thanh - Vice Chairman of the BOD.

3/ Mr. Nguyen Hoang Dung - General Director.

The General Meeting of Shareholders ratified the Presiding Board with an approval rate of .....%

#### **II/ Secretariat:**Includes:

1/ Ms. Bien Kim Ngan - Assistant to the BOD.

2/ Ms. Nguyen Thi Lo Hue - Staff of Investment & Business Dept.

The Meeting approved the Secretariat with an approval rate of .....%

#### **III/ Vote counting committee:**Includes:

1/ Mr. Phan Trong Dat - Director of Investment & Business Dept - Head of Board

2/ Ms. Phan Thi Thuy Dung - Staff of General Accounting Dept. - Member

The Meeting approved the Vote counting committee with an approval rate of ..%

#### **IV/ Approval of the Meeting Regulations:**

On behalf of the Secretariat, Ms. Bien Kim Ngan presented the Meeting Working Regulations.

The Meeting approved the Regulations with an approval rate of .....%.

#### **V/ Approval of the Company's Activity Reports:**

The Meeting listened to:

- Mr. Nguyen Hoang Dung – General Director presenting the 2025 business performance results and the 2026 plan in Report No. 03/BC-HĐQT dated February 10, 2026.

- Mr. Tran Trung Tuan – Chairman of the Board presenting the corporate governance situation in Report No. 02/BC-HĐQT dated January 20, 2026.

- Mr. Huynh Nguyen Tuan Anh – Independent Member of the Board presenting the Independent Board Member's Report 2025 in Report No. ..../BC-HĐQT dated ....., 2026.

- Ms. Vo Thi Quynh Tien – Head of the Board of Supervisors presenting the appraisal report on the Company's 2025 business performance dated February 25, 2026.

Comments at the Meeting: .....

The Presiding Board acknowledged the shareholders' comments and provided clarification.

#### **VI/ Approval of Proposals under the Authority of the General Meeting of Shareholders:**

Mr. Tran Trung Tuan – Chairman of the Board of Directors, approved the Proposal on matters within the decision-making authority of the General Meeting of Shareholders. After discussion, the Chairman of the General Meeting of Shareholders took a vote at the General Meeting of Shareholders on each specific item as follows:

##### **1/ Business Performance Report in 2025:**

The General Meeting of Shareholders voted to approve the 2025 business performance report presented by the Board of Directors. The results of the vote were as follows: ..... shares / ..... shares participating in the vote, representing a percentage of ... %. This includes several key indicators as follows:

No.	Criteria	Unit	Actual	Notes
1.	Revenue	VND	123,789,526,132	

2.	Expenses	"	78,459,631,845
3.	Profit before tax	"	45,329,894,287
4.	Taxes payable	"	9,505,304,334
5.	Profit after tax	"	35,824,589,953

## **2/ Corporate Governance Report:**

The General Meeting of Shareholders voted to approve the Corporate Governance Report submitted by the Board of Directors. Voting results: ..... shares in favor out of ..... voting shares, representing .....%

## **3/ Board of Supervisors Appraisal Report:**

The General Meeting of Shareholders voted to approve the Board of Supervisors's appraisal report on the Company's 2025 production and business performance. Voting results: ..... shares in favor out of ..... voting shares, representing .....%.

## **4/ Audited Financial Statements for 2025:**

The General Meeting of Shareholders voted to approve the 2025 audited financial statements audited by AASC Auditing Firm Co., Ltd. Voting results: ..... shares in favor out of ..... voting shares, representing .....%.

## **5/ Profit Distribution and Dividend Payment for 2025:**

The General Meeting of Shareholders voted to approve the 2025 profit distribution and dividend payment with an approval rate of: ..... shares/ ..... voting shares, reaching .....%, specifically as follows:

- Allocation to Development Investment Fund: VND 1,791,229,498 (05% PAT).
- Allocation to Reward & Welfare Fund : VND 716,491,799 (02% PAT).
- Bonus for Board of Directors & Board of Supervisors : VND 716,491,799 (02% PAT).
- Bonus for Executive Board : VND 358,245,900 (01% PAT).
- 2025 Dividend payment at the rate of 25%: VND 20,500,000,000.
- Retained earnings : VND 11,742,130,957.

## **6/ Approval of 2026 Business Targets and Profit Distribution Plan:**

The General Meeting of Shareholders voted to approve the 2026 business targets and profit distribution plan with an approval rate of: ..... shares/ ..... voting shares, reaching .....%, specifically as follows:

### **6.1/ Business Plan Targets for 2026:**

- Actual Revenue : VND 137,196,000,000.



- Profit before tax : VND 34,570,000,000.
- State budget contribution : VND 7,605,400,000.
- Profit after tax : VND 26,964,600,000.
- Dividend payout rate : 25%

**6.2/ Estimated Profit Distribution for 2026:**

Depending on the business performance of the year, the appropriation shall be made as follows:

- Development Investment Fund : No appropriation.
- Reward & Welfare Fund : 03 months' salary.
- Bonus for Board of Directors & Board of Supervisors : 02% PAT.
- Bonus for Executive Board : 01% PAT.
- 2026 Dividend payment : 25%

**7/ Approving the remuneration and other benefits for the members of the Board of Directors (BOD), the BOD Secretary, and the Board of Supervisors (BOS) for the year 2026:**

The General Meeting of Shareholders voted to approve the salaries, remuneration, and other benefits for the Board of Directors and the Board of Supervisors for 2026 with an approval rate of: ..... shares/ ..... voting shares, reaching .....%:

- Chairman of the BOD's remuneration: VND 10,000,000/person/month.
- Member of the BOD's remuneration: VND 8,000,000/person/month.
- Head of the BOS's remuneration: VND 6,000,000/person/month.
- Remuneration for Members of the BOS and the BOD Secretary: VND 4,000,000/person/month.
- Allowances (Living expenses) for the BOD, the BOD Secretary, and the BOS: VND 5,000,000/person/month.

*(Personal income tax shall be paid by the Company).*

**8/ Amendment of the Company Charter:**

The General Meeting of Shareholders voted to approve the amendments to the Company's Charter with an approval rate of: ..... shares/ ..... voting shares, reaching ...%.

**9/ Authorization to the Board of Directors:**

Authorize the BOD to select one of the following audit firms for 2026 financial statements audit: AASC Auditing Firm Co., Ltd; A&C Auditing and Consulting Co.,

Ltd; Ernst & Young Vietnam Co., Ltd with an approval rate of: ..... shares/ ..... voting shares, reaching .....%

The Minutes were completed at .... on the same day and approved by the Meeting with an approval rate of .....%.

**ON BEHALF OF THE  
SECRETARIAT**

**PRESIDING BOARD**

**Bien Kim Ngan**

**Tran Trung Tuan**

