

THANH LE CORPORATION

No.: **2.5.0**.../CV-TL

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, April 03, 2026

INFORMATION DISCLOSURE

To:

- State Securities Commission;
- Hanoi Stock Exchange.

1. Organization name: THANH LE CORPORATION (THALEXIM).
- Stock code: TLP
- Head office address: No. 63, Yersin Street, Thu Dau Mot Ward, Ho Chi Minh City.

- Tel: (0274) 3829 534 – 3829 535 Fax: (0274) 3824 112
- Person in charge of information disclosure: Ms. Pham Thi Bang Trang.
- Position: General Director.
- Email: btrang123456@gmail.com

2. Content of disclosure: The invitation to the 2026 Annual General Meeting of Shareholders and related meeting documents of Thanh Le Corporation, with the following details:

- Venue: Thanh Le Corporation (Address: No. 63, Yersin Street, Thu Dau Mot Ward, Ho Chi Minh City).

- Time: **08:00 AM, April 24, 2026.**

- The invitation to the 2025 Annual General Meeting of Shareholders of Thanh Le Corporation and related documents are published on the company's website: <http://www.thalexim.vn/> under the Investor Relations section on 03/04/2026.

3. Type of information disclosure:

☒ Periodic ☐ Extraordinary ☐ 24-hour disclosure ☐ Upon request

4. This information has been published on the official website www.thalexim.vn of Thanh Le Corporation on 03/04/2026.

We hereby affirm that the information disclosed above is accurate and we assume full legal responsibility for the content of the disclosed information.

Recipients:

- As stated above;
- Archived: Accounting, Administration.

**ORGANIZATION REPRESENTATIVE
AUTHORIZED DISCLOSURE OFFICER**



GENERAL DIRECTOR

Pham Thi Bang Trang

Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

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THANH LE CORPORATION

No. 63, Yersin Street, Thu Dau Mot Ward, Ho Chi Minh City

Tel: (0274) 3829535 Website: <http://thalexim.vn/>

Enterprise Registration Certificate No. 3700146458 issued by the Department of Planning and Investment of Binh Duong Province, first issued on July 1, 2010, amended for the 12th time on December 03, 2025

**NOTICE
INVITATION TO THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

To: Esteemed Shareholders

Thanh Le Corporation respectfully invites our esteemed shareholders to attend the 2026 Annual General Meeting of Shareholders, organized as follows:

1. Time: **08:00 AM, April 24, 2026.**

2. Venue: Thanh Le Corporation (Address: No. 63, Yersin Street, Thu Dau Mot Ward, Ho Chi Minh City).

3. Meeting agenda: As the attached agenda.

4. Eligibility to attend the meeting:

- Shareholders eligible to attend the 2026 Annual General Meeting of Shareholders are those listed in the shareholder registry as of March 26, 2026;

- Shareholders unable to attend the meeting in person may authorize a representative to attend on their behalf (authorization form attached). The authorized representative may not delegate this authority to a third party;

- When attending the meeting, shareholders or authorized representatives are kindly requested to bring the invitation letter, ID card/Citizen ID/Business Registration Certificate (for organizations), and the authorization letter (if applicable) for registration purposes.

5. Meeting documents enclosed with this invitation:

- Registration/authorization form for attending the 2026 Annual General Meeting of Shareholders;

- Draft agenda of the 2026 Annual General Meeting of Shareholders;

- Other meeting documents: Shareholders are kindly requested to download them from the company's website: <http://thalexim.vn/> under the Investor Relations section. (Additionally, printed copies will be provided at the meeting).

6. Registration for attending the meeting:

To ensure proper organization, shareholders are kindly requested to confirm their attendance (or authorize a representative) by completing the attached form and sending it to:

Thanh Le Corporation

Head office address: No. 63, Yersin Street, Thu Dau Mot Ward, Ho Chi Minh

City

Fax: (0274) 3829533

Email: thuythalexim@gmail.com

Tel: (0274) 3829534 - 3829535

trucphuong0307@gmail.com





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This notice serves as an official invitation in case an eligible shareholder has not received the physical invitation.

Sincerely,

Recipients:

- As stated above;
- Archived:

Administration, Board
of Directors.

**ON BEHALF OF THE BOARD OF DIRECTOR
CHAIRMAN OF THE BOARD**



Doan Minh Quang



Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

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AGENDA OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS THANH LE CORPORATION

Time: 08:00 AM, April 24, 2026

Venue: Thanh Le Corporation

Address: No. 63, Yersin Street, Thu Dau Mot Ward, Ho Chi Minh City

1. - Reception of delegates and shareholders.
- Verification of shareholder eligibility.
2. - Opening remarks and introduction of delegates.
- Report on shareholder eligibility verification results.
- Guidelines on voting principles and procedures at the General Meeting of Shareholders.
- Voting to approve the list of the Presidium.
3. - The Presidium introduces the Secretariat.
- Voting to approve the Secretariat.
- Voting to approve the Agenda and Working Regulations of the General Meeting of Shareholders.
4. - Presentation of reports by the Board of Directors and the Supervisory Board.
- Presentation of proposals:
 - + Proposal for approval of the audited financial statements for 2025.
 - + Proposal for approval of the profit distribution plan for 2025.
 - + Proposal for approval of the business plan and profit distribution plan for 2026.
 - + Proposal for approval of the 03rd Amendment, supplement to the Charter on organization and operation of Thanh Le Corporation.
 - + Proposal for approval of the selection of the auditing firm for the 2026 financial statements.
5. - Discussion on the reports of the Board of Directors, the Supervisory Board, and the proposals.
6. - Break.
7. - Voting to approve the reports of the Board of Directors, the Supervisory Board, and the proposals.





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8. - The Secretariat reads the Minutes and the draft Resolution of the General Meeting of Shareholders.
- Voting to approve the Minutes and the draft Resolution of the General Meeting of Shareholders
9. - Closing of the 2026 Annual General Meeting of Shareholders.



Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

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**REGISTRATION FOR ATTENDANCE / AUTHORIZATION
TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS OF THANH LE CORPORATION**

Shareholder name:

Legal representative (*for organizations*):

ID/Citizen ID/BRC No. Date of issue:

Place of issue:

Address:

Number of voting shares at the meeting: shares.

Shareholders must select 1 of the 3 options below, mark the appropriate box:

1. REGISTER FOR ATTENDANCE ☐

2. AUTHORIZE THE CHAIRMAN OF THE BOD TO ATTEND THE MEETING ☐

Number of shares authorized for the Chairman to vote at the meeting: shares.

3. AUTHORIZE ANOTHER PERSON TO ATTEND THE MEETING ☐

If authorizing another person to attend, please fill in the following details:

Authorized representative's full name:

ID/Citizen ID/BRC No. Date of issue:

Place of issue:

Number of shares authorized for voting at the meeting: shares.

The authorized representative will attend and vote on matters within the shareholder's authority at the meeting, corresponding to the number of shares authorized above.

Authorization period: Until the conclusion of the meeting.

....., date..... month..... year 2026

**Signature of the authorized
representative**
(Full name)

Signature of the shareholder
(Full name – Seal for legal entities)

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Draft

VOTING PRINCIPLES AND PROCEDURES AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF THANH LE CORPORATION

To: Esteemed Shareholders,

The voting and ballot counting for the reports, proposals, meeting minutes, draft resolutions, and other matters at the 2026 Annual General Meeting of Shareholders of Thanh Le Corporation shall be conducted according to the following rules and procedures:

1. Shareholders shall vote by raising their voting card when the Presidium requests a vote on the following matters:

- Voting principles and procedures
- Selection of the Presidium and the Secretariat.
- Agenda of the 2026 Annual General Meeting of Shareholders.
- Regulations on organizing the 2026 Annual General Meeting of Shareholders.
- Reports and proposals at the 2026 Annual General Meeting of Shareholders.
- Other matters within the authority of the General Meeting of Shareholders.
- Minutes and Resolutions of the 2026 Annual General Meeting of Shareholders.

2. The voting card is a pre-printed card, issued according to Thanh Le Corporation's official template, bearing the company's seal, and distributed to shareholders when attending the meeting.

3. To facilitate and expedite the ballot counting process, the meeting will use pre-printed voting cards that contain: the delegate code, the number of voting shares. Each shareholder will receive 01 (one) voting card. The Secretariat is responsible for verifying the voting cards.

4. Shareholders shall vote on each matter by raising their voting card when the Chairperson asks for approval, disapproval, or abstention. Each shareholder must raise their voting card only once per issue. The total number of votes for, against, or abstaining will be counted based on the corresponding voting cards.

5. These voting principles and procedures take effect immediately after approval by the General Meeting.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

Doan Minh Quang

Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

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VOTING CARD

Delegate code

Shareholder / Authorized representative name:

ID/Citizen ID/Passport/Business registration number:

Address:

Number of voting shares:

Shares

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No.:/QC-TL

Ho Chi Minh City, April 24, 2026

Draft

**REGULATIONS
ON ORGANIZING THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS OF THANH LE CORPORATION**

**CHAPTER I
GENERAL PROVISIONS**

Article 1. Scope and subjects of application

- 1.1. These regulations apply to the organization of the 2026 Annual General Meeting of Shareholders (Meeting) of Thanh Le Corporation (Corporation).
- 1.2. These regulations specify the rights and obligations of shareholders, authorized representatives, and other participants in the Meeting, as well as the conditions and procedures for conducting the Meeting.
- 1.3. Shareholders, authorized representatives, and all participants in the Meeting are responsible for complying with these regulations.

**CHAPTER II
CONDITIONS FOR ATTENDING THE MEETING
RIGHTS AND OBLIGATIONS OF SHAREHOLDERS AND MEETING
PARTICIPANTS**

Article 2. Conditions for attending the Meeting

Shareholders listed in the shareholder registry as of the record date for the Meeting have the right to attend the Meeting in person or authorize another individual or entity in writing to attend on their behalf.

Article 3. Invitation to the Meeting

The invitation letter shall be sent to all shareholders eligible to attend the Meeting no later than 21 days before the opening date, using a method that ensures delivery to the shareholder's registered contact address. The invitation shall also be posted on the Corporation's official website.

Article 4. Rights of shareholders and authorized representatives when attending the Meeting

- 4.1. Shareholders may attend the Meeting in person or authorize one or more individuals or organizations to attend on their behalf via a written authorization letter.
- 4.2. Shareholders may discuss, vote, or authorize another individual or entity to vote on all matters within the authority of the Meeting, in accordance with the 2020 Law on Enterprises, the Charter on the Organization and Operation of the Corporation.
- 4.3. The organizing committee shall publicly announce the full agenda of the Meeting. Relevant documents shall be made available to shareholders by posting them on the Corporation's website at <http://thalexim.vn/>
- 4.4. Upon arrival at the Meeting, each shareholder or authorized representative shall receive a voting card (which includes their delegate code and number of voting shares), after completing registration with the Shareholder Eligibility Verification Committee.
- 4.5. The voting power of each voting card corresponds to the number of voting shares that the shareholder owns or represents, as registered at the Meeting, relative to the total number of voting shares of all attendees present at the Meeting.

4.6. Shareholders or authorized representatives arriving after the Meeting has commenced may still register and participate in voting on matters that have not yet been voted on. The Presidium is not obligated to halt the Meeting, and prior voting results shall remain valid.

Article 5. Obligations of shareholders and authorized representatives when attending the Meeting

5.1. Shareholders and authorized representatives must present a National ID Card/Citizen ID/Passport or Business Registration Certificate, Authorization letter (if applicable), and register with the Shareholder Eligibility Verification Committee.

5.2. Attendees must dress appropriately.

5.3. Audio or video recording of the Meeting must be publicly disclosed in advance and approved by the Presidium.

5.4. Shareholders wishing to speak must register in advance and adhere to the allocated speaking time. Discussions must stay within the scope of the Meeting agenda. Shareholders must comply with the instructions of the Organizing Committee and follow the guidance of the Presidium.

5.5. Attendees must not engage in disruptive behavior that may obstruct the Meeting's proceedings or prevent the Meeting from being conducted fairly and lawfully.

5.6. Shareholders must comply with these regulations, follow the Presidium's instructions, and respect the Meeting's decisions.

Article 6. Rights and obligations of the Shareholder Eligibility Verification Committee

6.1. The Shareholder Eligibility Verification Committee consists of 01 Head and members nominated by the General Director of the Corporation to perform the following functions and duties:

6.1.1. Verify the eligibility of shareholders or their authorized representatives attending the meeting by checking their National ID Card/Citizen ID/Passport, and authorization letter (if applicable).

6.1.2. Distribute voting cards to shareholders or their authorized representatives.

6.1.3. Report the results of shareholder eligibility verification to the Organizing Committee before the Meeting commences.

6.2. The Shareholder Eligibility Verification Committee has the right to establish supporting teams to fulfill its responsibilities.

6.3. Perform other tasks as assigned by the Organizing Committee or the Presidium.

Article 7. Rights and obligations of the Presidium

7.1. The Organizing Committee nominates a list of Presidium members for approval by the Meeting. The Presidium consists of 01 Chairperson and several members, including the Chairman of the Board of Directors, who serves as the Chairperson of the Meeting, and other members from the Board of Directors.

7.2. The Presidium is responsible for conducting the Meeting in accordance with the approved agenda, procedures, and regulations. Decisions of the Presidium are made collectively, following the principle of democratic centralism, and are based on a majority vote.

7.3. The Presidium's decisions regarding procedures, order of business, or any issues arising outside the agenda shall be final.

7.4. The Presidium shall take all necessary actions to ensure that the Meeting is conducted lawfully, orderly, and in a manner that reflects the interests of the majority of attending shareholders.

7.5. At any time, the Presidium may postpone the meeting or change the venue of the general meeting of shareholders, provided that the required quorum has been met, to another

time or location (in compliance with the Law on Enterprises 2020 and the Charter of Thanh Le Corporation) without seeking approval from the Meeting if it determines that:

- The meeting venue does not have sufficient seating capacity for all attendees;
- The communication facilities at the venue do not ensure that shareholders can participate, discuss, and vote;
- There are attendees disrupting the meeting, causing disorder, or posing a risk that the meeting cannot be conducted fairly and lawfully.

The maximum postponement period shall not exceed three (03) working days, from the scheduled date of the meeting.

7.6. The Presidium has the right not to respond or to record shareholder comments without addressing them if such comments fall outside the scope of the Meeting.

7.7. The Presidium has the right to cut off a shareholder's speech if the shareholder exceeds the allocated speaking time, raises issues outside the agenda of the Meeting, or repeats previously discussed points.

7.8. The Presidium has the right to request competent authorities to maintain order during the Meeting and to expel individuals who disrupt the Meeting, refuse to comply with the Chairperson's authority, or obstruct the normal course of the Meeting.

7.9. The Presidium nominates the Secretariat to supervise and conduct the inspection of voting cards for the approval of General Meeting matters, record the minutes of the General Meeting, and perform assistance tasks as assigned by the Presidium.

Article 8. Rights and obligations of the Secretariat

8.1. The Secretariat consists of 02 members nominated by the Presidium and approved by the General Meeting through voting.

8.2. The Secretariat has the following duties:

8.2.1. Supervise the voting of shareholders/shareholder authorized representatives attending the General Meeting;

8.2.2. Check Voting Cards, calculate and exclude related shareholders who do not have voting rights (if any) for each voting matter;

8.2.3. Record fully and truthfully the entire proceedings of the General Meeting and matters approved or noted by the General Meeting; Draft and submit the Minutes and Resolutions to the General Meeting.

CHAPTER III

ORDER OF PROCEEDINGS OF THE MEETING

Article 9. Conditions for holding the Meeting

In accordance with Article 19 of the Charter on the Organization and Operation of Thanh Le Corporation, the Meeting shall be convened when shareholders and authorized representatives attending the Meeting represent more than 50% of the total voting shares, based on the shareholder list established at the record date for convening the Meeting.

Article 10. Procedures for conducting the Meeting

10.1. The 2026 Annual Meeting of Shareholders shall be conducted according to the specific schedule announced by the Organizing Committee.

10.2. The Meeting shall sequentially discuss and approve the matters stated in the agenda of the 2025 Annual Meeting of Shareholders, including:

- Approval of the Report of the Board of Directors and the Supervisory Board;
- Approval of the 2025 audited financial statements;
- Approval of the 2025 profit distribution plan;
- Approval of the 2026 business plan and profit distribution plan;
- Approval of the 03rd Amendment and supplement to the Charter on Organization and Operation of Thanh Le Corporation;

- Approval of the selection of the auditing firm for the 2026 financial statements;
- And other matters within the authority of the Meeting of Shareholders.

10.3. The Meeting shall conclude after the Meeting Minutes and the Draft Resolution of the Meeting are approved.

Article 11. Approval of decisions by the Meeting

11.1. The following resolutions shall be approved if at least 65% of the total voting shares represented at the Meeting grant approval:

- Types of shares and the total number of shares of each type;
- Changes in business lines and fields;
- Changes in the corporate management organizational structure;
- Investment projects or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the most recent financial statements of the Corporation;
- Reorganization or dissolution of the Corporation.

11.2. All other matters shall be approved if more than 50% of the total voting shares represented at the Meeting grant approval.

Article 12. Voting cards

12.1. The voting cards shall bear the Corporation's official seal and shall be distributed by the Shareholder Eligibility Verification Committee to shareholders or their authorized representatives attending the Meeting. Each voting card shall include a delegate code and the number of voting shares.

12.2. The voting power of the voting card is determined based on the proportion of voting shares owned or represented by the shareholder, relative to the total voting shares of all delegates present at the Meeting.

Article 13. Voting procedures for resolutions at the Meeting

Voting on matters at the 2026 Annual Meeting of Shareholders shall follow the Voting Principles and Procedures established for the Meeting.

Article 14. Expressing opinions at the Meeting

Shareholders or their authorized representatives attending the Meeting must ensure that their speeches are concise and relevant to the topics under discussion and the Meeting agenda.

Article 15. Meeting Minutes

15.1. All matters discussed at the Meeting must be recorded in the Meeting Minutes by the Secretariat. The Chairperson of the Meeting and the Secretary of the Meeting are responsible for ensuring the accuracy and integrity of the Meeting Minutes.

15.2. The Meeting Minutes shall serve as the basis for issuing the Resolution of the Meeting.

15.3. The Meeting Minutes must be announced to the Meeting and approved before the Meeting concludes.

The Meeting Minutes, Shareholder Eligibility Verification Minutes, and other documents recording the proceedings and results of the General Meeting must be archived at the head office of the Corporation.

Article 16. Resolution of the Meeting

Based on the Meeting results, the Chairperson shall prepare the Resolution of the Meeting, covering all matters approved by the shareholders. The Resolution must be read at the Meeting for shareholder approval and subsequently published on the Corporation's official website.

CHAPTER IV OTHER PROVISIONS

Article 17. Cases where the Meeting cannot be held

17.1. If 30 minutes have passed from the scheduled start time of the Meeting (as stated in the meeting agenda sent to shareholders) and the number of attending shareholders does not represent more than 50% of the total voting shares according to the shareholder list at the record date, the Meeting shall be deemed ineligible to proceed, and the Chairperson shall declare the Meeting canceled.

17.2. If the first convened Meeting cannot proceed as stipulated in Clause 17.1 of this Article, a second Meeting must be convened within 30 days from the scheduled date of the first Meeting. The second Meeting shall proceed if shareholders and authorized representatives attending represent at least 33% of the total voting shares.

17.3. If the second Meeting cannot be held due to insufficient attendance as required in Clause 17.2 of this Article within 30 minutes of the scheduled start time, a third Meeting shall be convened within 20 days from the scheduled date of the second Meeting. In this case, the Meeting shall proceed regardless of the total voting shares of attending shareholders, be considered valid, and have the authority to decide on all matters originally scheduled for the first Meeting.

CHAPTER V ENFORCEMENT

Article 18. Effectiveness

18.1. This regulation consists of 5 chapters, 18 articles and shall take effect after approval by the Meeting of Shareholders.

18.2. The General Meeting of Shareholders has the authority to amend and supplement this regulation.

18.3. Shareholders and all participants in the Meeting are responsible for complying with this regulation.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

Doan Minh Quang

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THANH LE CORPORATION

No.: 01/TTr-TL

Draft

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, April 24, 2026

PROPOSAL

Re: Approval of the 2025 audited financial statements.

To: The General Meeting of Shareholders of Thanh Le Corporation

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 financial statements (for the fiscal year ending December 31, 2025) of Thanh Le Corporation, which have been audited as follows:

- The 2025 financial statements have been audited by Nhan Tam Viet Auditing Company Limited – Ho Chi Minh City Branch.
- Nhan Tam Viet Auditing Company Limited – Ho Chi Minh City Branch conducted the audit of the 2025 financial statements of Thanh Le Corporation in compliance with Vietnamese Accounting Standards, and the Board of Directors has disclosed the financial statements in accordance with regulations.

The 2025 audited financial statements have been published on the official website of Thanh Le Corporation.

Respectfully submitted to the General Meeting of Shareholders for consideration.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD

Doan Minh Quang

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THANH LE CORPORATION

No.: 02/TTr-TL

Draft

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, April 24, 2026

PROPOSAL

Re: Approval of the 2025 profit distribution plan.

To: The General Meeting of Shareholders of Thanh Le Corporation

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 Charter on the Organization and Operation of Thanh Le Corporation;

Pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders;

Pursuant to the 2025 audited financial statements,

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2025 profit distribution plan as follows:

Unit: Vietnamese Dong

Indicator	Amount
1. 2025 Profit before tax	109.396.878.472
2. 2025 Profit after tax	93.081.436.042
3. 2024 Profit after tax carried forward	-105.547.731.031
4. Remaining profit	-12.466.294.989

(Source: Calculated from the 2025 audited separate financial statements)

Respectfully submitted to the General Meeting of Shareholders for consideration.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD

Doan Minh Quang

Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

The English translation is for informational purposes only and is not a substitute for the Vietnamese version. In case of any discrepancy between the Vietnamese and English version, the Vietnamese version shall prevail.



THANH LE CORPORATION

No.: 03/TTr-TL

Draft

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, April 24, 2026

PROPOSAL

Re: Approval of the 2026 business plan and profit distribution.

To: The General Meeting of Shareholders of Thanh Le Corporation

Based on the 2025 business performance results and the market outlook for 2026, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the 2026 business plan and profit distribution of Thanh Le Corporation with the following key indicators:

Unit: Vietnamese Dong

Indicator	Amount
I. Business plan:	
1. Total revenue	34.773.879.000.000
2. Profit before tax	238.964.000.000
3. Profit after tax	198.331.000.000
II. Profit distribution plan:	
1. Development investment fund (10%)	19.833.100.000
2. Bonus and welfare fund (15%)	29.749.650.000
3. Executive Board bonus fund (0,8%)	1.586.648.000
4. BOD and SB remuneration fund (1,2%)	2.379.972.000
5. Remaining profit (73% of net profit after tax)	144.781.630.000
6. Expected dividend payout (4%)	94.640.000.000

The 2026 dividend payment rate: Subject to actual circumstances and will be specifically proposed at the 2027 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders for consideration.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD

Doan Minh Quang

Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

The English translation is for informational purposes only and is not a substitute for the Vietnamese version. In case of any discrepancy between the Vietnamese and English version, the Vietnamese version shall prevail

THANH LE CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 04/TTr-TL

Ho Chi Minh City, April 24, 2026



PROPOSAL

Re: Approval of the 03rd Amendment and Supplement to the Charter on Organization and Operation of Thanh Le Corporation.

To: The General Meeting of Shareholders of Thanh Le Corporation

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, effective from January 01, 2021, and its amendments, supplements, or replacements from time to time;

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, effective from January 01, 2021, and its amendments, supplements, or replacements from time to time;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government providing detailed regulations on the implementation of several articles of the Law on Securities and its amendments, supplements, or replacements from time to time;

Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020, of the Ministry of Finance guiding several articles on corporate governance applicable to public companies in Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government;

Pursuant to the Charter on Organization and Operation of Thanh Le Corporation;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the 03rd Amendment and Supplement to the Corporation's Charter according to the Appendix attached to this Proposal, and simultaneously authorizes the Chairman of the Board of Directors to implement it after being approved by the General Meeting of Shareholders.

Respectfully submitted to the General Meeting of Shareholders for consideration.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

Doan Minh Quang

Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

The English translation is for informational purposes only and is not a substitute for the Vietnamese version. In case of any discrepancy between the Vietnamese and English version, the Vietnamese version shall prevail.

APPENDIX
THE 03RD AMENDMENT AND SUPPLEMENT TO THE CHARTER ON
ORGANIZATION AND OPERATION OF THANH LE CORPORATION

Notes:

- Articles, clauses, and points not detailed in this appendix remain unchanged;
- Proposed changes in the "Current Charter Provisions" section are shown in *italics, underlined*;
- Amended and supplemented contents in the "Proposed Amendment Content" section are shown in ***bold and italics***.

No.	Current Charter terms	Proposed amendment content	Reason for amendment
1	Pursuant to: - Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; - Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and guiding documents;	Pursuant to: - Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 <i>and guiding documents, documents amending, supplementing, or replacing this Law from time to time;</i> - Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019 and guiding documents, <i>documents amending, supplementing, or replacing this Law from time to time;</i>	Updated to comply with current legal regulations.
2	Article 1. Explanation of Terms "Enterprise Law" refers to Enterprise Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020 , and effective from January 1, 2021; "Securities Law" means the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, and effective from January 1, 2021;	Article 1. Explanation of Terms "Enterprise Law" means the Enterprise Law No. 59/2020/QH14 passed by the National Assembly on June 17, 2020 , effective from January 1, 2021 , <i>and guiding documents for its implementation, amendments, supplements or replacements to this Law at each point in time;</i> "Securities Law" means the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021, <i>and its implementing</i>	Updated to comply with current legal regulations.



No.	Current Charter terms	Proposed amendment content	Reason for amendment
	"Dividends" are the <u>net</u> profit paid to each share in cash or other assets; "Authorized Representative" is a <u>person</u> authorized in writing or by a power of <u>attorney contract by a shareholder (organization) to exercise their shareholder rights</u> within the Corporation in accordance with the law; "Business executives" are the General Director, the Deputy General Director(s), the Chief Accountant, <u>and other executives</u> as stipulated in the Corporation's Charter;	<i>guidelines, amendments, supplements, or replacements from time to time;</i> "Dividends" are <i>after-tax</i> profits paid to each share in cash or other assets; "Authorized representative" is <i>an individual</i> authorized in writing by a shareholder <i>to act on behalf of the shareholder to exercise all or part of the shareholder's rights and obligations</i> as stipulated by law; "Business executives" are the General Director, the Deputy General Director(s), the Chief Accountant, <i>and other executive positions (if any) appointed by the Board of Directors in accordance with the Corporation's Charter.</i>	
3	Article 2. Name, headquarters, form, branches, representative offices and operating period of the Corporation 2. The registered office of the Corporation is: - Address: No. 63 Yersin Street, Hiep Thanh Ward, Thu Dau Mot City, Binh Duong Province.	Article 2. Name, headquarters, form, branches, representative offices and operating period of the Corporation 2. The registered office of the Corporation is: - Address: No. 63 Yersin Street, Thu Dau Mot Ward, Ho Chi Minh City.	Updated administrative boundaries after the merger.
4	Article 4. Operational objectives of the Corporation 1. Business lines of the Corporation: - Wholesale of solid, liquid, and gaseous fuels and related products. Details: Import and export of petroleum. Trading of raw materials, petroleum fuels. Trading of crude oil, gas, and related products. Trading of coal and other solid fuels. (No coal storage at the head office). - Activities of amusement parks and theme parks. Details: Green park business, organizing various types of entertainment. - Other specialized wholesale not elsewhere classified. Details: Trading of fertilizers, agricultural materials	Article 4. Operational Objectives of the Corporation 1. Business lines of the Corporation: - Grow corn and other grain crops. - Grow plants that produce starchy root vegetables. - Plant sugarcane. - Growing plants for fiber. - Grow oilseed crops. - Plant other annual crops. - Planting fruit trees. - Grow trees that bear oilseeds. - Planting cashew trees. - Planting pepper plants. - Plant rubber trees.	Update and adjust business sector names according to the sector names stipulated in Decision 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister on the promulgation of the Vietnamese economic sector classification system.

No.	Current Charter terms	Proposed amendment content	Reason for amendment
	(except pesticides), basic chemicals, chemical products, packaging. Wholesale of garment and footwear raw materials and accessories. - Wholesale of other materials and installation equipment in construction. Details: Trading of construction materials, stone, sand, gravel. - Wholesale of other household goods. Details: Buying and selling equipment and spare parts, electrical and electronic products, and consumer goods. Buying and selling handicrafts: lacquerware, wood carvings, ceramics, glass, wool carpets, leather products, imitation leather, rubber, household wooden goods, and other handicrafts. - Wholesale of machinery, equipment and other machine parts. Details: Buying and selling transportation vehicles, civil engineering equipment, and printing industry equipment and supplies. - Wholesale of food. Details: Buying processed agricultural and forestry products: cashew nuts, coffee, pepper, rubber seeds, food, foodstuffs. - Wholesale of textiles, ready-made garments, footwear. Details: Trading of garments, weaving, dyeing. - Wholesale of raw agricultural and forestry materials (except wood, bamboo, neohouzeaua) and live animals. Details: Trading of medicinal materials. - Architectural and related engineering consulting activities. Details: Consulting, design, and supervision of civil, public, industrial, transportation, and infrastructure projects. - Construction of all types of buildings. Details: Construction of civil and industrial buildings.	- Planting coffee trees. - Cultivate perennial spice plants, medicinal plants, and aromatic plants. - Plant other perennial plants. - Raising buffalo and cattle, and producing buffalo and cattle breeds. - Raising horses, donkeys, mules, and breeding horses and donkeys . - Pig farming and pig breeding. - Poultry farming. - Other livestock farming. - Mixed farming and livestock raising. - Agricultural services. - Livestock farming services. - Post-harvest service activities. - Seed treatment for propagation. - Technical inspection and analysis. Details: Technical safety and environmental protection inspection of road motor vehicles. - Collection of hazardous waste. Details: Collection of medical waste; Collection of other hazardous waste. - Handling and disposal of hazardous waste. Details: Handling and disposal of medical waste; Handling and disposal of other hazardous waste. - Scrap recycling. Details: Recycling of metal scrap; Recycling of non-metal scrap. - Pollution control and other waste management activities. - Other support services related to transportation. Details: Agency services, freight forwarding; Logistics; Other support services related to transportation not classified elsewhere. - Packaging services.	

No.	Current Charter terms	Proposed amendment content	Reason for amendment
	- Construction of railway and road infrastructure. Details: Construction of public works and transportation projects. - Construction of other civil engineering works. Details: Construction of technical infrastructure works. - Other specialized construction activities. Details: Investment, construction and operation of technical infrastructure for industrial parks, residential areas and urban areas, and worker housing. Investment and operation of markets, supermarkets, shopping malls, and entertainment and recreational service areas. - Real estate activities with own or leased land use rights. Details: Real estate business. Leasing of offices, halls, meeting rooms, organizing conferences and seminars. Leasing of warehouses and workshops (Implemented according to the planning of Binh Duong Province). - Warehousing and storage of goods. Details: Warehousing and storage of goods in cold storage; Warehousing and storage of goods in other warehouses. - Loading and unloading goods. - Footwear manufacturing. Details: Manufacturing and processing of various types of footwear. - Processing and preserving fruits and vegetables. Details: Production and processing of agricultural, forestry, and aquatic products. - Manufacture of other paper and cardboard products not elsewhere classified. Details: Packaging manufacturing. - Printing. Details: Packaging printing. - Manufacture of refined petroleum products. Details: Processing of petroleum products; Manufacture of refined petroleum products.	- Wholesale of other household goods. Details: Buying and selling equipment and spare parts, electrical and electronic products, and consumer goods. Buying and selling handicrafts: lacquerware, wood carvings, ceramics, glass, wool carpets, leather products, imitation leather, rubber, household wooden goods, and other handicrafts. - Wholesale of machinery, equipment and other machine parts. Details: Buying and selling of transport vehicles, civil engineering equipment, printing industry equipment and supplies. - Wholesale food. Details: Buying and selling processed agricultural and forestry products: cashew nuts, coffee, pepper, rubber, grains, and other food products. - Wholesale trade of agricultural and forestry raw materials (excluding wood, bamboo, and rattan) and live animals. Details: Buying and selling medicinal herbs. - Architectural and related engineering consulting activities. Details: Consulting, design, and supervision of civil, public, industrial, transportation, and infrastructure projects. - Other specialized construction activities. Details: Investment, construction and operation of technical infrastructure for industrial parks, residential areas and urban areas, and worker housing. Investment and operation of markets, supermarkets, shopping centers, and entertainment and recreational service areas. - Real estate business, land use rights belonging to the owner, user or lessee. Details: Real estate business. Leasing of office space, auditoriums, meeting rooms, organizing conferences and seminars. Leasing of warehouses and factories (in accordance with the Provincial planning).	

No.	Current Charter terms	Proposed amendment content	Reason for amendment
	- Extraction of stone, sand, gravel, and clay. Details: Extraction and processing of stone, sand, gravel, and clay. - Other mining and quarrying support services. - Wholesale trade of metals and metal ores. Details: Wholesale trade of iron, steel and other metals (excluding trading in gold bars), and metal ores. - Retail sales of food, beverages, tobacco, and snuff account for a large proportion of sales in general merchandise stores. Specifically: Retail sales of food, beverages, and tobacco (domestically produced). - Other retail in general merchandise stores. Details: Retail in supermarkets, shopping malls. - Wholesale trade of various goods. - Shipbuilding and floating structures. - Water extraction, treatment, and supply. - Drainage and wastewater treatment. - Collect non-hazardous waste. - Collection of hazardous waste. Details: Collection of medical waste; Collection of other hazardous waste. - Processing and disposing of non-hazardous waste. - Handling and disposing of hazardous waste. - Scrap recycling. Details: Metal scrap recycling; Non-metal scrap recycling. - Wholesale trade of automobiles and other motor vehicles. - Automobile and other motor vehicle dealerships. - Agents, brokers, auctioneers. - Wholesale of beverages. - Other road passenger transport. - Road freight transport. - Coastal and ocean passenger transport. - Coastal and ocean freight transport.	- Restaurants and mobile food service. Details: Business of providing food and beverage services. - Warehousing and storage of goods. Details: Warehousing and storage of goods in cold storage. - Warehousing and storage of goods in other warehouses. - Loading and unloading goods. - Processing and preserving fruits and vegetables. Details: Production and processing of agricultural, forestry, and aquatic products. - Manufacture of other paper and cardboard products not elsewhere classified. Details: Packaging manufacturing. - Printing. Details: Packaging printing. - Extraction of stone, sand, gravel, and clay. Details: Extraction and processing of stone, sand, gravel, and clay. - Other retail in general merchandise stores . Details: Retail in supermarkets, shopping malls. - Wholesale trade of various goods. - Shipbuilding and floating structures. - Wholesale of solid, liquid, and gaseous fuels and related products. Details: Import and export of petroleum products. Buying and selling of petroleum raw materials and fuels. Buying and selling of crude oil, natural gas, and related products. Buying and selling of coal and other solid fuels. (Coal is not stored at the head office). - Manufacture of clothing (excluding fur clothing). Details: Production and processing of garment products. - Water extraction, treatment, and supply. - Footwear manufacturing. Details: Manufacturing and processing of various types of footwear. - Drainage and wastewater treatment.	

No.	Current Charter terms	Proposed amendment content	Reason for amendment
	- Inland waterway passenger transport. - Inland waterway freight transport. - Services that directly support rail and road transport. - Services that directly support water transport. - Other support services related to transportation. Details: Agency services, freight forwarding; Logistics; Other support services related to transportation not classified elsewhere. - Short-term accommodation services. Details: Hotels; Villas or apartments offering short-term accommodation; Guesthouses and lodges offering short-term accommodation. - Other financial services activities not classified elsewhere (excluding insurance and social security). Details: Investing in, exercising the rights and obligations of owners, shareholders, and contributing members in subsidiary and affiliated corporations. - Restaurants and mobile food service. Details: Business of providing food and beverage services. - Activities directly supporting inland waterway, coastal and ocean transport. Details: activities of seaports, river ports, wharves, jetties; activities related to the transport of passengers, animals or goods by inland waterway, coastal and ocean (group 52221); pilotage, towing and berthing services; operation of ships and barges. - Grow corn and other grain crops. - Grow plants that produce starchy root vegetables. - Plant sugarcane. - Growing plants for fiber. - Grow oilseed crops. - Plant other annual crops. - Planting fruit trees. - Grow trees that bear oilseeds.	- Collect non-hazardous waste. - Other specialized wholesale trade not classified elsewhere. Details: Buying and selling fertilizers, agricultural supplies (excluding pesticides), basic chemicals, chemical products, and packaging. Wholesale of raw materials and accessories for garments and footwear. - Wholesale of other building materials and installation equipment. Details: Buying and selling building materials, stone, sand, and gravel. - Wholesale of fabrics, clothing, and footwear. Details: Buying and selling of clothing, textiles, and dyes. - Processing and disposing of non-hazardous waste. - Construction of residential buildings. Details: Construction of civil and industrial buildings. - Construction of buildings not intended for habitation. Details: Construction of civil and industrial buildings. - Construction of railway infrastructure. - Road construction. Details: Construction of public works and transportation infrastructure. - Construction of other civil engineering works. Details: Construction of technical infrastructure works. - Wholesale of beverages. - Production of refined petroleum products; production of fossil fuel products. Details: Processing of petroleum products; Production of refined petroleum products. - Other road passenger transport. - Other mining support service activities. - Road freight transport. - Wholesale trade of metals and metal ores. Details: Wholesale trade of iron, steel and other metals (excluding trading in gold bars), and metal ores.	

No.	Current Charter terms	Proposed amendment content	Reason for amendment
	- Planting cashew trees. - Planting pepper plants. - Plant rubber trees. - Planting coffee trees. - Cultivate perennial spice plants, medicinal plants, and aromatic plants. - Plant other perennial plants. - Propagate and care for seedlings annually. - Propagate and care for perennial seedlings. - Raising buffalo and cattle, and producing buffalo and cattle breeds. - Raising horses, donkeys, mules, and breeding horses and donkeys. - Raising goats and sheep, and producing goat, sheep, deer, and elk breeds. - Pig farming and pig breeding. - Poultry farming. - Other livestock farming. - Mixed farming and livestock raising. - Agricultural services activities . - Livestock farming services. - Post-harvest service activities. - Seed treatment for propagation. - Technical inspection and analysis. Details: Technical safety and environmental protection inspection of road motor vehicles. - Maintenance and repair of automobiles and other motor vehicles. - Treatment and disposal of other hazardous waste. Details: Treatment and disposal of medical waste; Treatment and disposal of other hazardous waste. - Pollution control and other waste management activities.	- General retail, including food, beverages, tobacco, and snuff, accounts for a large proportion of the business. Specifically: Retail sale of food, beverages, and tobacco (domestically produced). - Coastal and ocean passenger transport. - Coastal and ocean freight transport. - Wholesale trade of automobiles and other motor vehicles. - Wholesale of spare parts and accessories for automobiles and other motor vehicles. - Inland waterway passenger transport. - Inland waterway freight transport. - Agents, brokers, and auctioneers of goods. - Services that directly support railway transport. - Services that directly support water transport. Detail: Operation of seaports, river ports, wharves, and jetties; Activities relating to the transport of passengers, animals or goods by water, coastal and ocean (group 52221); Pilotage, towing, and berthing services; Operation of ships and barges. - Services that directly support road transport. - Hotels and similar accommodation services. - Other short-term accommodation services. Details: Villas or apartments operating as short-term accommodation businesses; Guesthouses and lodges operating as short-term accommodation businesses. - Other financial services activities not elsewhere classified (excluding insurance and pension fund activities). Details: Investing, exercising the rights and obligations of owners, shareholders, and contributing members in subsidiary and affiliated corporations.	

No.	Current Charter terms	Proposed amendment content	Reason for amendment
	- Packaging services. - Other business activities arising during the course of production and business operations that are not prohibited by law and are approved by the General Meeting of Shareholders.	- Propagation and care of agricultural seedlings. Details: Propagation and care of annual and perennial seedlings. - Raising goats, sheep, deer, and elk, and producing breeding stock of goats, sheep, deer, and elk. - Activities of amusement parks and theme parks. Details: Business of green parks, organizing various types of entertainment and recreation. - Repair and maintenance of automobiles and other motor vehicles. (The Corporation must comply with all legal regulations regarding land, construction, environmental protection, and business conditions for conditional business sectors).	
5	Article 7. Certificate of Shares 1. Shareholders of the Corporation are <u>issued share certificates (also known as</u> Share Ownership Certificates/Share Ownership Registers) corresponding to the number and type of shares they own.	Article 7. Certificate of Shares 1. Shareholders of the Corporation are issued Share Ownership Certificates corresponding to the number and type of shares they own. <i>For shares centrally deposited with the Vietnam Securities Depository and Clearing Corporation, the confirmation of share ownership is carried out in accordance with the provisions of the law on securities and the securities market. The Corporation does not issue Share Ownership Certificates for shares already deposited.</i>	The regulations need to be finalized to align with the securities registration and custody mechanism and the actual shareholding structure of the Corporation.
6	Article 9. Transfer of shares 9. Individuals receiving shares in the cases stipulated in this Article shall only become shareholders of the Corporation from the time their information as stipulated in Clause 5 of Article 7 of these Charters is fully recorded in the Shareholder Register.	Article 9. Transfer of shares 9. Individuals receiving shares in the cases stipulated in this Article shall only become shareholders of the Corporation from the time their information as stipulated in Clause 5 of Article 7 of these Charters is fully recorded in the Shareholder Register, <i>except as stipulated in Clause 10 of this Article.</i> <i>10. For shares centrally deposited with the Vietnam Securities Depository and Clearing Corporation, ownership and transfer of ownership are established in</i>	The regulations need to be finalized to align with the securities registration and custody mechanism and the actual shareholding structure of the Corporation.

No.	Current Charter terms	Proposed amendment content	Reason for amendment
		<i>accordance with the provisions of the law on securities and the securities market.</i>	
7	Article 12. Rights of Shareholders 1. Shareholders <i>are the owners of the Corporation</i> , possessing corresponding rights and obligations based on the number and type of shares they own. Shareholders are only liable for the debts and other financial obligations of the Corporation to the extent of the capital they have contributed to the Corporation.	Article 12. Rights of Shareholders 1. Shareholders <i>are individuals or organizations that own at least one share of the Corporation</i> , and have corresponding rights and obligations according to the number and type of shares they own. Shareholders are only liable for the debts and other financial obligations of the Corporation to the extent of the capital they have contributed to the Corporation. 3. Shareholders or groups of shareholders holding 5% (five percent) or more of the total number of common shares have the following rights: Add points d and e before “point d. Other rights as prescribed by law and this Charter” as follows: <i>d. Proposals for inclusion in the General Shareholders' Meeting agenda. Proposals must be in writing and submitted to the Corporation no later than 3 working days before the meeting date. The proposal must clearly state the shareholder's name, the number of each type of share held by the shareholder, and the proposed issue to be included in the meeting agenda;</i> <i>e. Request the Court or Arbitration Tribunal to review and annul the decisions of the General Meeting of Shareholders in the cases stipulated in Article 24 of these Charters;</i> f. Other rights as prescribed by law and these Statutes.	Updated to correct terminology. Amendments have been made to comply with current legal regulations.
8	Article 13. Obligations of Shareholders Common shareholders have the following obligations: 4. <u>Provide your accurate address when registering to purchase shares.</u>	Article 13. Obligations of Shareholders Common shareholders have the following obligations: 4. <i>Provide complete, truthful, and accurate information as required by the Corporation when registering to purchase shares; promptly notify the Corporation in writing of any changes (regarding full</i>	Updated to comply with current legal regulations.

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No.	Current Charter terms	Proposed amendment content	Reason for amendment
		<i>name/organization name; head office address/contact address; nationality, legal document number of the individual/organization; authorized representative (if any); other contact information for sending notifications). In case the shareholder does not notify of changes, all notifications sent to the last registered address/information will be considered valid.</i> Add Clause 10 as follows: <i>10. Fulfill the obligation to disclose information and report ownership (if required by securities law). Shareholders, major shareholders, insiders, and related parties are responsible for: Determining their own reporting and disclosure obligations; Being liable to the law and to the Corporation for any breach of obligations; Compensating for any resulting damages (if any).</i>	
9	Article 14. General Meeting of Shareholders 3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases: b. <i>Quarterly</i>, six-month or annual audited financial statements reflect that equity has been lost by half (1/2) compared to the beginning of the period; d. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of these Charters may request the convening of a General Meeting of Shareholders. The request to convene a General Meeting of Shareholders must be in writing, clearly stating the reasons and purpose of the meeting, and bearing the signatures of all relevant shareholders, or the request may be made in multiple copies and include the signatures of all relevant shareholders;	Article 14. General Meeting of Shareholders 3. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases: <i>Reviewed or audited six-month or annual</i> financial statements reflect a reduction in equity of half (1/2) or more compared to the beginning of the period; d. <i>Upon a valid request from</i> a shareholder or group of shareholders as stipulated in Clause 3, Article 12 of these Charters. The request to convene a General Meeting of Shareholders must be in writing <i>and must include the contents as prescribed in Clause 4, Article 115 of the Enterprise Law</i>, clearly stating the reason and purpose of the meeting, with sufficient signatures of the relevant shareholders, or the request must be made in multiple copies and include sufficient signatures of the relevant shareholders.	Updated to comply with current legal regulations.

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No.	Current Charter terms	Proposed amendment content	Reason for amendment
	e. <u>The Supervisory Board may request a meeting if it has reason to believe that members of the Board of Directors or other executives have seriously violated their obligations under Article 165 of the Enterprise Law, or that the Board of Directors has acted or intends to act outside the scope of its authority;</u>	e. <i>At the request of the Supervisory Board when the Supervisory Board has reasonable grounds to believe that a member of the Board of Directors, the General Director, or other managers has violated their managerial duties as stipulated by law, or that the Board of Directors has exceeded its authority, or that its actions pose a serious risk to the legitimate interests of the Corporation and its shareholders. The Supervisory Board's request must be in writing, clearly stating the grounds and supporting documents.</i>	
10	Article 15. Rights and duties of the General Meeting of Shareholders 2. Annual and extraordinary general meetings of shareholders shall make decisions on the following matters: b. The annual dividend payment for each type of share <u>shall comply with the Enterprise Law and the rights associated with that type of share. This dividend shall not exceed the amount proposed by the Board of Directors after consulting with shareholders at the General Meeting of Shareholders;</u> m. Decisions <u>to conduct investment transactions or sell assets with</u> a value of 35% (thirty-five percent) or more of the total asset value of the Corporation as recorded in the most recent audited separate financial statements (if any).	Article 15. Rights and duties of the General Meeting of Shareholders 2. Annual and extraordinary general meetings of shareholders shall make decisions on the following matters: b. Dividend rate per share; m. <i>Decisions on investment projects; purchase, sale, transfer of assets or other transactions with a value of thirty-five percent or more (≥35%) of the total asset value of the Corporation according to the most recent audited separate financial statements; investment projects that lead to changes in the organizational structure or long-term development orientation and strategy of the Corporation.</i>	Updated to comply with current legal regulations. Defining the authority of the General Meeting of Shareholders, the Board of Directors, and the General Director regarding projects, contracts, and transactions.
11	Article 16. Authorization to attend the General Meeting of Shareholders 1. <u>Shareholders</u> entitled to attend the General Meeting of Shareholders as stipulated by law may authorize <u>individuals or organizations to represent them. If more</u>	Article 16. Authorization to attend the General Meeting of Shareholders 1. Shareholders who are legally entitled to attend the General Meeting of Shareholders may authorize <i>one or more other individuals or organizations to attend and</i>	Updated to comply with current legal regulations.

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No.	Current Charter terms	Proposed amendment content	Reason for amendment
	<i>than one authorized representative is present, the number of shares and votes authorized for each representative must be specifically identified.</i> 2. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing. The authorization document shall be prepared in accordance with the provisions of civil law and must clearly state the name of the authorizing shareholder, the name of the authorized individual or organization, the number of shares authorized, the content of the authorization, the scope of the authorization, the duration of the authorization, and the signatures of both the authorizing party and the authorized party. Individuals and organizations authorized to attend the meeting must present the authorization document when registering to attend the meeting before entering the meeting room.	<i>vote at the meeting on their behalf . If a shareholder authorizes multiple representatives, the number of shares and corresponding voting rights of each representative must be specifically identified.</i> 2. The authorization of individuals or organizations to represent shareholders at the General Meeting of Shareholders as stipulated in Clause 1 of this Article must be in writing <i>using the form prescribed by the Corporation, clearly stating: the name of the authorizing shareholder; the name and information of the authorized person; the number of shares authorized; the content, scope, and duration of the authorization; and the signatures of the authorizing party and the authorized person.</i> Individuals or organizations authorized to attend the meeting must present the authorization document when registering to attend the meeting before entering the meeting room.	
12		Additional: <i>Article 20a. Shareholders' General Meeting by electronic method</i> <i>The General Meeting of Shareholders may be held in person, online, or a combination of both via electronic means. Shareholders or their legally authorized representatives attending the meeting electronically are considered to have valid attendance and voting rights if they are able to monitor, participate in discussions, and exercise their voting rights through the electronic system established by the Corporation. Electronic meeting and voting systems must ensure shareholder authentication, fully record shareholder</i>	Updated to comply with current legal regulations.

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No.	Current Charter terms	Proposed amendment content	Reason for amendment
		<i>participation and voting results. Voting results from shareholders participating online have the same legal validity as those from shareholders attending the meeting in person.</i> <i>In the case of a hybrid in-person and online meeting, the location of the Shareholders' General Meeting is determined as the location where the meeting chair attends.</i> <i>The Board of Directors is responsible for guiding and organizing the operation of the electronic meeting and voting system to ensure that the General Meeting of Shareholders is conducted in accordance with the law.</i>	
13	Article 21. Adoption of resolutions by the General Meeting of Shareholders 1. Resolutions on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting rights of all shareholders present at the meeting, except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law: d) <u>Investment projects or asset sales with a value equal to or greater than 35% of the total asset value recorded in the company's most recent financial statement;</u>	Article 21. Adoption of resolutions by the General Meeting of Shareholders 1. Resolutions on the following matters shall be adopted if approved by shareholders representing at least 65% of the total voting rights of all shareholders present at the meeting, except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law: d) <i>Investment projects; purchase, sale, transfer of assets or other transactions with a value of thirty-five percent or more (≥35%) of the total asset value of the Corporation according to the most recent audited separate financial statements; investment projects that lead to changes in the organizational structure or long-term development orientation and strategy of the Corporation.</i> Remove the following provision: e) Other matters as stipulated in the company's charter.	Updated to comply with current legal regulations. Defining the authority of the General Meeting of Shareholders, the Board of Directors, and the General Director regarding projects, contracts, and transactions.

No.	Current Charter terms	Proposed amendment content	Reason for amendment
14	Article 23. Minutes of the General Meeting of Shareholders 5. Minutes of the General Meeting of Shareholders, appendix listing registered shareholders <u>with shareholder signatures, proxies for attending the meeting</u>, and related documents must be kept at the head office of the Corporation.	Article 23. Minutes of the General Meeting of Shareholders 5. Minutes of the General Meeting of Shareholders, appendix listing shareholders registered to attend the meeting, and <i>resolutions that have been adopted</i>, and related documents must be kept at the Corporation's headquarters.	Updated to comply with current legal regulations.
15	Article 24. Request for annulment of a decision of the General Meeting of Shareholders Within ninety (90) days from the date of receiving the minutes of the General Meeting of Shareholders or the minutes of the results of the written shareholder vote count, members of the Board of Directors, Supervisors, General Directors, shareholders or groups of shareholders specified in Clause 3, Article 12 of this Charter have the right to request the Court or Arbitration to review and annul <u>the decision of the General Meeting of Shareholders</u> in the following cases:...	Article 24. Request for annulment of a decision of the General Meeting of Shareholders Within ninety (90) days from the date of receiving the minutes of the General Meeting of Shareholders or the minutes of the results of the written shareholder vote, the members of the Board of Directors, the Supervisory Board, the General Director, the shareholder or group of shareholders specified in Clause 3 of Article 12 of this Charter have the right to request the Court or Arbitration to review and annul <i>the resolution or part of the content of the resolution of the General Meeting of Shareholders</i> in the following cases:...	Updated to comply with current legal regulations.
16	Article 25. Nomination and candidacy of Board of Directors members 2. Shareholders holding common shares have the right to pool their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06)	Article 25. Nomination and candidacy of Board of Directors members 2. Shareholders holding common shares have the right to pool their voting rights to nominate candidates for the Board of Directors. A shareholder or group of shareholders holding from 10% to less than 20% of the total voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate a maximum of two (02) candidates; from 30% to less than 40% may nominate a maximum of three (03) candidates; from 40% to less than 50% may nominate a maximum of four (04) candidates; from 50% to less than 60% may nominate a maximum of five (05) candidates; from 60% to less than 70% may nominate a maximum of six (06)	Correct the terminology for accuracy.

No.	Current Charter terms	Proposed amendment content	Reason for amendment
	candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% <u>to less than 90%</u> may nominate a maximum of eight (08) candidates.	candidates; from 70% to 80% may nominate a maximum of seven (07) candidates; and from 80% or more of the total voting shares may nominate a maximum of eight (08) candidates.	
17	Article 26. Composition and term of office of the Board of Directors members 2. The structure of the Board of Directors is as follows: <u>In the case where the Corporation is a public organization not listed, the total number of non-executive members of the Board of Directors must account for at least one-third (1/3) of the total number of members of the Board of Directors.</u>	Article 26. Composition and term of office of the Board of Directors members 2. The structure of the Board of Directors is as follows: The number of non-executive members of the Board of Directors must comply with the following regulations: a) There must be at least one non-executive member in the case where the Board of Directors has between 3 and 5 members; b) There must be at least two non-executive members in the case where the Board of Directors has between six and eight members; c) There must be at least 3 non-executive members in the case where the Board of Directors has between 9 and 11 members.	Updated to comply with current legal regulations.
18	Article 27. Powers and obligations of the Board of Directors 2. The rights and obligations of the Board of Directors are stipulated by <u>law</u> , the Corporation's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations: m. Present the audited annual financial statements and the corporate <u>governance report to the General Meeting of Shareholders</u> ; 3. The following matters require approval from the Board of Directors:	Article 27. Powers and obligations of the Board of Directors 2. The rights and obligations of the Board of Directors are stipulated by the Enterprise Law , the Corporation's Charter, and the General Meeting of Shareholders. Specifically, the Board of Directors has the following rights and obligations: m. Present the audited annual financial statements of the Corporation to the General Meeting of Shareholders; Remove regulation: n. Report to the General Meeting of Shareholders on the appointment of the General Director by the Board of Directors; 3. The following matters require approval from the Board of Directors:	Defining the authority of the General Meeting of Shareholders, the Board of Directors, and the General Director regarding projects, contracts, and transactions.

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No.	Current Charter terms	Proposed amendment content	Reason for amendment
	<u>d. Borrowing and the fulfillment of mortgages, guarantees, and compensation obligations of the Corporation.</u> except in cases falling under the authority of the General Meeting of Shareholders as stipulated in Article 15 of these Charters; <u>e. Investments not included in the business plan and budget exceeding VND 20 billion or investments exceeding 10% of the annual business plan and budget value;</u> 4. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically on the Board's supervision of the General Director and executives during the fiscal year. If the Board of Directors fails to submit a report to the General Meeting of Shareholders, the Corporation's annual financial statements will be deemed invalid and not approved by the <u>Board of Directors</u>.	<i>d. Loan agreements, credit agreements, mortgages, pledges, guarantees, and other financial obligations with a value of five percent or more (≥5%) of the total asset value of the Corporation as reported in the most recent audited separate financial statements,</i> except in cases falling under the authority of the General Meeting of Shareholders as stipulated in Article 15 of these Charters; <i>e. Investment projects; the purchase, sale, transfer of assets, or other transactions with a value ranging from five percent (≥5%) to less than thirty-five percent (<35%) of the total asset value of the Corporation as reported in the most recent audited separate financial statements. Investment projects that are part of strategies and plans approved by the General Meeting of Shareholders;</i> 4. The Board of Directors must report to the General Meeting of Shareholders on its activities, specifically on the Board's supervision of the General Director and the executive during the fiscal year. If the Board of Directors fails to submit a report to the General Meeting of Shareholders, the Corporation's annual financial statements will be deemed invalid and will not have been approved by the General <i>Meeting of Shareholders</i>.	Correct the terminology for accuracy.
19	Article 29. Chairman of the Board of Directors 4. The Chairman of the Board of Directors may be <u>dismissed</u> by decision of the Board of Directors. In the event that the Chairman of the Board of Directors resigns or is dismissed, <u>the Board of Directors must elect a replacement</u> within ten (10) days.	Article 29. Chairman of the Board of Directors 4. The Chairman of the Board of Directors may be <i>dismissed or removed from office</i> by decision of the Board of Directors. In the event that the Chairman of the Board of Directors resigns or is <i>dismissed or removed from office or is unable to perform his duties, the remaining members shall elect one of the members to hold the position of Chairman of the Board of</i>	Updated to comply with current legal regulations.

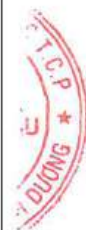
No.	Current Charter terms	Proposed amendment content	Reason for amendment
		<i>Directors by a majority vote of the remaining members within ten (10) days.</i>	
	Article 30. Meetings of the Board of Directors 13. <u>The Board of Directors adopts decisions and issues resolutions based on a majority vote of the Board members present at the meeting. In the event of a tie vote, the vote of the Chairman of the Board of Directors shall be the deciding vote.</u> 14. Resolutions adopted by written consultation are based <u>on the unanimous agreement of a majority of the Board of Directors members with voting rights.</u> These resolutions have the same effect and value as resolutions adopted at a meeting.	Article 30. Meetings of the Board of Directors 13. <i>Resolutions and decisions of the Board of Directors are adopted when a majority of the Board members present at the meeting approve them. In the event of a tie between the number of votes in favor and the number of votes against, the final decision rests with the side whose opinion is supported by the Chairman of the Board of Directors.</i> 14. Resolutions of the Board of Directors adopted by written ballot are approved <i>when a majority of the Board members with voting rights agree. The ballot and related documents must be sent to all Board members with voting rights. Board members shall cast their written votes within the deadline specified on the ballot . Resolutions adopted by written ballot have the same legal effect and validity as resolutions adopted by the Board of Directors at a meeting.</i>	Correct the terminology for accuracy. Updated to provide more specific regulations.
20	Article 35. Appointment, dismissal, duties and powers of the General Director	Article 35. Appointment, dismissal, duties and powers of the General Director Add point h after point g in Clause 3 as follows: h. Deciding on loan agreements, credit agreements, mortgages, pledges, guarantees, and other financial obligations with a value of less than five percent (<5%) of the total assets of the Corporation as reported in the most recent audited separate financial statements. Investment projects; purchase, sale, transfer, liquidation of assets or other transactions with a value of less than five percent (<5%) of the total assets of the Corporation as reported in the most recent audited separate financial statements.	Defining the authority of the General Meeting of Shareholders, the Board of Directors, and the General Director regarding projects, contracts, and transactions.

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No.	Current Charter terms	Proposed amendment content	Reason for amendment
21	Article 38. Supervisory Board 1. The Supervisory Board has the rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations: a. Propose and recommend that the General Meeting of Shareholders approve the appointment of an independent auditing firm to audit the company's financial statements;	Article 38. Supervisory Board 1. The Supervisory Board has the rights and obligations as stipulated in Article 170 of the Enterprise Law and the following rights and obligations: a. Propose and recommend that the General Meeting of Shareholders approve the appointment of an independent auditing firm to audit the Corporation's financial statements. <i>If necessary, to ensure the independence and objectivity of the audit and the interests of the Corporation, the Supervisory Board has the right to propose the termination of the signed audit contract and submit a proposal to the Board of Directors to select a replacement independent auditing firm.</i>	Strengthening the independence of the Supervisory Board, improving the effectiveness of supervision, and protecting the interests of the Corporation.
22	Article 40. Responsibility for honesty and avoiding conflicts of interest 5. Contracts or transactions between the Corporation and one or more members of the Board of Directors, Supervisory Board, General Director, other executives and individuals or organizations related to them, or companies, partners, associations, or organizations of which the members of the Board of Directors, Supervisory Board, General Director, other executives, or those related to them are members or have a financial interest shall not be invalidated in the following cases : a. For contracts with a value <u>less than or equal to 20% (twenty percent) of the total value of assets recorded in the most recent financial statement</u>, the significant contents of the contract or transaction, as well as the relationships and interests of the Board members, Supervisors, General Director, and other executives, have been reported to the Board of Directors. At the same time, the Board of Directors has authorized the	Article 40. Responsibility for honesty and avoiding conflicts of interest 5. Contracts or transactions between the Corporation and one or more members of the Board of Directors, Supervisory Board, General Director, other executives and individuals or organizations related to them, or companies, partners, associations, or organizations of which the members of the Board of Directors, Supervisory Board, General Director, other executives, or those related to them are members or have a financial interest shall not be invalidated in the following cases : a. For contracts valued <i>at less than thirty-five percent (<35%) of the total assets of the Corporation as reported in the most recent audited separate financial statements</i>, the significant contents of the contract or transaction, as well as the relationships and interests of the Board members, Supervisory Board, General Director, and other executives, have been reported to the Board of Directors. Furthermore, the Board of Directors	Updated to comply with current legal regulations.

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	execution of that contract or transaction in good faith by a majority vote of the Board members who have no vested interest; b. For contracts with a value <i>exceeding 20% (twenty percent) of the total asset value recorded in the most recent financial statement</i>. <i>Firstly</i>, the significant contents of this contract or transaction, as well as the relationships and interests of the members of the Board of Directors, Supervisory Board, General Director, and other executives, have been disclosed to shareholders without an interest in the matter who have the right to vote on it, and those shareholders have approved this contract or transaction;	has authorized the execution of that contract or transaction in good faith by a majority vote of Board members with no vested interest; b. For contracts with a value <i>of thirty-five percent or more (≥35%) of the total assets of the Corporation as reported in the most recent audited separate financial statements</i>, the significant contents of this contract or transaction, as well as the relationship and interests of the members of the Board of Directors, Supervisory Board, General Director, and other executives, have been disclosed to shareholders without an interest in the matter who have the right to vote on it, and those shareholders have approved this contract or transaction;	
23	Article 50. Auditing 1. The Annual General Meeting of Shareholders shall appoint an independent auditing firm or <u>approve a list of independent auditing firms and</u> authorize the Board of Directors to select one of these firms to audit the Corporation's financial statements for the following fiscal year, based on the terms and conditions agreed upon with the Board of Directors. <u>The Corporation must prepare and submit the annual financial statements to the independent auditing firm after the end of the fiscal year.</u>	Article 50. Auditing 1. The Annual General Meeting of Shareholders shall appoint an independent auditing firm or authorize the Board of Directors to select one of these firms to audit the Corporation's financial statements for the following fiscal year, based on the terms and conditions agreed upon with the Board of Directors.	Updated to comply with current legal regulations.
24	Article 56. Charter of the Corporation <u>2. In the event that there are legal provisions related to the Corporation's activities not yet mentioned in this Charter, or in the event that new legal provisions differ from the terms in this Charter, such legal provisions shall automatically apply and govern the Corporation's activities.</u>	Article 56. Charter of the Corporation <u>2. In the event that the law contains provisions related to the Corporation's activities not yet mentioned in this Charter, or in the event that legal provisions differ from the terms in this Charter, such legal provisions shall apply to govern the Corporation's activities without the need for an immediate amendment to the Charter.</u>	Updated to reflect the current situation.



THANH LE CORPORATION

No.: 05/TTr-TL

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Ho Chi Minh City, April 24, 2026



Draft

PROPOSAL

Re: Approval of the selection of the auditing firm for the 2026 financial statements.

To: The General Meeting of Shareholders of Thanh Le Corporation

The Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the selection of an independent auditing firm to audit the 2026 financial statements of Thanh Le Corporation as follows:

1. Criteria for selecting the auditing firm:

- Must be a legally operating independent auditing firm in Vietnam and be included in the list of auditing firms approved by the State Securities Commission to conduct audits under applicable regulations.
- Must meet Thanh Le Corporation's requirements regarding scope, schedule, and audit quality.
- Must offer services at a reasonable expense.

2. Opinions of the Supervisory Board:

The Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval of:

- The criteria for selecting the independent auditing firm, as stated above, to serve as the basis for selecting the provider of audit services for the 2025 financial statements of Thanh Le Corporation.
- Authorization for the Board of Directors to decide on the selection of an appropriate auditing firm based on the criteria proposed by the Supervisory Board, and to authorize the General Director to sign the audit service contract for the 2026 financial statements.

Respectfully submitted to the General Meeting of Shareholders for consideration.

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF THE SUPERVISORY BOARD

Nguyen Thi Khanh Ha

Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

The English translation is for informational purposes only and is not a substitute for the Vietnamese version. In case of any discrepancy between the Vietnamese and English version, the Vietnamese version shall prevail.



THANH LE CORPORATION

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.:/BC-TL

Ho Chi Minh City, April 24, 2026

REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The General Meeting of Shareholders
Thanh Le Corporation

The Board of Directors of Thanh Le Corporation (*“the Corporation”*) respectfully reports to the General Meeting of Shareholders on the governance status and operational results of the Board of Directors, the actual business management of the Corporation in 2025, and the business orientation for 2026.

In 2025, members of the Board of Directors and the Board of General Directors of the Corporation actively coordinated to perform the production and business tasks approved by the General Meeting of Shareholders. The Board of Directors reports the operational results as follows:

PART I. OPERATIONAL SITUATION OF THANH LE CORPORATION IN 2025

1. Evaluation of the 2025 business situation and results:

In 2025, Vietnam's socio-economic situation was generally stable with a positive recovery. However, the economy still faced numerous difficulties and challenges due to global economic fluctuations, geopolitical conflicts, policy changes, natural disaster risks, climate change, and increasing competitive pressure.

World oil prices in 2025 experienced significant volatility due to geopolitical tensions and the consumption demand of major global economies. This caused oil prices to fluctuate erratically, especially in the final months of the year; the average price in November was 91,756 USD/barrel, dropping to an average of 81,094 USD/barrel in December - a decrease of over 10 USD/barrel within a single month. This led to continuous downward adjustments in domestic price management cycles during the year-end months, affecting inventory values as major traders must maintain mandatory reserves according to current regulations.

Under the domestic petroleum price management mechanism, global price movements directly impact business results. The Board of Directors and the Board of General Directors proactively monitored the market, updated policies promptly, and flexibly managed business activities to fulfill the role of a major petroleum trader. The Corporation met the 2025 minimum total petroleum source allocated by

the Ministry of Industry and Trade, ensuring timely supply to the distribution system to serve economic development and social needs.

In 2025, the total volume of petroleum purchased and imported reached 1.374.738,205 m3, achieving 106% of the total source allocated by the Ministry of Industry and Trade, an 11% increase compared to 2024.

The Corporation maintained a stable distribution system and expanded its business network with 18 retail petroleum stations and 92 retail agents with 119 points of sale. Business relationships were established with major traders, distribution traders, and industrial customers, executing 136 petroleum purchase and sale contracts within the retail station system.

The Hai Phong City Branch, despite officially commencing operations in 2024, quickly stabilized and gradually fulfilled its strategic role in expanding the business network and increasing market share in Northern provinces and cities. The Hai Phong Branch actively approached customers and signed cooperation contracts with distribution traders. The Branch's consumption output reached high levels relative to its operating time, contributing positively to the overall business results and creating a favorable foundation for further expansion in the Northern region.

Business performance in 2025:

Unit: Vietnamese Dong

No.	Indicator	Separate business results	Consolidated business results
1	Revenue from business production activities	21.218.533.753.826	21.468.997.285.393
2	Financial revenue and other income	105.289.457.676	79.791.658.678
3	Total accounting profit before tax	109.396.878.472	172.660.638.204
4	Current corporate income tax expense	16.315.442.430	27.940.054.290
5	Profit after corporate income tax	93.081.436.042	144.720.583.914

(Source: Audited 2025 separate and consolidated financial statements)

Performance against plan:

Unit: Vietnamese Dong

No.	Indicator	2025 Plan	2025 Performance	Achievement rate
1	Total revenue	20.010.845.000.000	21.548.788.944.071	107,69%

2	Profit before tax	129.582.000.000	172.660.638.204	133,24%
3	Profit after tax	110.699.000.000	144.720.583.914	130,73%

(Source: 2025 AGM Resolution and 2025 audited consolidated financial statements)

All 2025 financial targets exceeded the set plan. This result was due to recovering market demand and positive growth, leading to higher-than-expected petroleum consumption volume. Additionally, the Corporation continued to expand its distribution system and increased sales volume through wholesale and retail channels. Furthermore, petroleum price movements during the year were more favorable at certain points compared to the forecast scenario used during planning, contributing to the increase in realized revenue.

Although 2025 revenue only exceeded the plan by 7,69%, both profit before tax and profit after tax increased by over 30% compared to the targets assigned by the General Meeting of Shareholders. This reflects efficient business management, successful financial governance, and optimized supply and inventory management in line with market trends. Operating, selling, and management expenses were well-controlled, thereby improving profit margins.

In 2025, the Corporation performed a retrospective adjustment of the 2023 and 2024 financial statements. Reason: Pursuant to Official Dispatch No. 6705/UBCK-GSDC dated October 24, 2025, from the Chairman of the State Securities Commission, the Corporation performed a retrospective adjustment for unallocated expenses in 2023 and 2024. Specifically, under Circular No. 138/2012/TT-BTC regarding the allocation of business goodwill for joint-stock companies converted from state-owned enterprises, the Corporation was to allocate the goodwill of 307,42 billion VND over 05 years (2023–2027) at 61,48 billion VND per year.

However, under Circular No. 83/2025/TT-BTC (effective October 1, 2025), which abolished the previous circular, the Corporation reallocated this amount over 03 years (2023–2025) at 102,47 billion VND per year - an increase of 41 billion VND per year compared to the original plan.

Consequently, this reallocation affected business results, decreasing profit before tax by 41 billion VND and profit after tax by 30 billion VND.

Due to the impact of the retrospective adjustment of the 2023 and 2024 financial statements, the profit after tax carried forward from the end of 2024 to 2025 was negative 105,5 billion VND, leading to a negative 12,47 billion VND recorded for profit after tax at the end of 2025. Therefore, the Corporation will be unable to appropriate funds or distribute 2025 dividends. This retrospective adjustment is a mandatory requirement by the State Securities Commission and the Ministry of Finance, which is objective and beyond the Corporation's forecasts. The Corporation

sincerely hopes for the understanding and shared support of our Shareholders.

Real estate business activities, mainly consisting of leasing factories, industrial park infrastructure, and warehouses, the transfer of land in the Chanh My Garden Villa area, and other trading services, provided stable revenue.

Overall, the 2025 performance results show that business activities maintained positive growth momentum, providing a vital foundation to consolidate financial capacity and improve operational efficiency for next year's goals.

State Budget Contributions: The total contribution to the State budget in 2025 was 3.490 billion VND. The Corporation was one of 16 entities with budget contributions of 3.000 billion VND or more to be awarded a Certificate of Merit by the Ho Chi Minh City People's Committee.

2. Management tasks of the Board of Directors:

2.1. Management activities:

In 2025, the Board of Directors performed its governance and strategic orientation functions for the Corporation in strict compliance with the Law on Enterprises, the Corporation's Charter, and the Operating Regulations of the Board of Directors. Board meetings were organized in accordance with regulations to promptly consider and decide on important matters within its authority, while supervising the Board of General Directors in implementing the goals and plans approved by the General Meeting of Shareholders.

Based on actual market conditions and the Corporation's business performance, the Board of Directors issued decisions aimed at improving business efficiency and ensuring sustainable development while balancing shareholder interests, focusing on the following key areas:

- Sourcing and supply: Effectively organized sourcing activities to ensure a stable supply of goods, maintained absolute safety in production and business operations, and met market demand promptly, contributing to socio-economic development.

- Planning and supervision: Developed business, financial, and other operational plans for submission to the General Meeting of Shareholders for approval; supervised the implementation of the 2025 General Meeting of Shareholders' Resolutions.

- Shareholder relations: Successfully organized the 2025 Annual General Meeting of Shareholders and executed dividend payments to shareholders ensuring compliance with procedures and timelines.

- Corporate governance: Enhanced corporate governance and supervised the Board of General Directors in executing business tasks, financial management, investment, risk management, and efficient capital utilization.

- Information disclosure: Strictly complied with information disclosure regulations, ensuring transparency and timeliness. In 2025, the Corporation

committed no violations regarding information disclosure laws.

- Related party transactions: Reviewed and approved contracts and transactions between the Corporation and related parties valued at less than 35% of the total assets per the latest financial statements, ensuring legal and Charter compliance while controlling potential conflicts of interest.

Through these activities, the Board of Directors ensured that the Corporation's operations in 2025 remained stable, efficient, and aligned with the development direction approved by the General Meeting of Shareholders.

2.2. Investment activities:

In 2025, the Board of Directors directed investment activities focused on infrastructure upgrades, business system development, and operational capacity enhancement, ensuring capital efficiency in line with approved plans:

- Digitalization: Sales management digitalization was effectively implemented, enabling proactive data storage for management. Technology applications shortened invoicing time and facilitated state supervision, contributing to a transparent business environment and improved customer service. Renovations and upgrades for Petroleum Station No. 9, No. 8, and No. 24 were completed.

- Biofuel roadmap: In implementation of Circular No. 50/2025/TT-BCT regarding the roadmap for E10 biofuel use starting June 1, 2026, the Corporation completed facility and technical preparations for receiving, storing, and blending biofuel at the VK102 - Nha Be Petroleum Terminal. Systems were upgraded and the blending station is ready for operation, meeting safety and quality standards for Ethanol blending.

- An Son Residential and Resettlement Project: Completed the adjustment of the Investment Policy and paid the performance security deposit; submitted dossiers for land allocation and lease for a total area of 94.041,6 m2.

- An Son Inland Container Depot (ICD) Project: Completed the local adjustment of the 1/500 detailed planning and submitted the appraisal dossier for the Feasibility study report; currently undergoing consultation with relevant departments.

2.3. Financial activities:

- During 2025, the Board of Directors directed the strengthening of financial management towards strictness, transparency, and efficiency, ensuring capital safety. The Corporation continued to promote the application of information technology in financial – accounting management through ERP, EGAS systems, and online banking applications, contributing to improving data processing efficiency, shortening payment times, and synchronously connecting professional processes.

- Cash flow management, loans, and payment obligations to partners were strictly implemented; the opening of letters of credit (L/C) and payments were ensured on schedule, with no overdue debt arising. The Corporation fully performed

state budget contribution obligations, paid salaries, and remitted insurance premiums for employees in accordance with regulations.

- The preparation, auditing, and disclosure of financial statements were performed fully and on time according to the regulations of the Stock Exchange and state management agencies.

2.4. Personnel management activities:

- In 2025, recruitment, rotation, and appointments were carried out per regulations to meet organizational needs.

- Full implementation of labor policies, including salaries and all forms of mandatory insurance (social, health, unemployment).

- Encouraged and facilitated professional training programs for management and staff to optimize workflows.

2.5. Activities related to environmental protection:

The Corporation always focuses on environmental protection associated with production and business activities towards sustainable development. Fully established and issued professional processes, internal rules, and safety regulations; simultaneously increased investment in equipment, modern technology, and automation to enhance operational safety.

- The Corporation completed the preparation and was granted the Environmental Permit and Environmental Registration; developed the Oil Spill Response Plan and maintained the full implementation of periodic environmental management activities for the petroleum retail station system.

- Implemented digital transformation in the management of warehouse and petroleum tank systems towards safe, green, clean, and smart orientations; applied technological solutions to improve monitoring and operational efficiency. Simultaneously, coordinated with authorities to periodically perform seaport security assessments; organized fire prevention and fighting rehearsals and environmental incident responses at petroleum warehouses to enhance emergency response readiness and safety awareness among employees.

- At Song Than 1 IP and Binh Duong IP, wastewater treatment was strictly performed, and treated water met standards before being discharged into the environment. The post-treatment wastewater monitoring system is connected and transmits online data 24/24 to the Department of Agriculture and Environment of Ho Chi Minh City; all parameters met discharge standards as regulated.

- Besides, the Corporation regularly organized propaganda and training to raise awareness about environmental protection; employees working at petroleum stations, warehouses, and ports were trained and granted certificates related to environmental protection work.

3. Supervision results of the Board of General Directors:

The Board of Directors monitors the activities of the Board of General

Directors through periodic meetings, financial statements, and business performance reports. Through this supervision, the Board of Directors notes that:

- The Board of General Directors managed the Corporation's operations in close alignment with the Resolutions of the General Meeting of Shareholders and the Board of Directors; proactively implemented management solutions suited to market developments. The supply chain - from sourcing and storage to transportation and distribution - was organized effectively, ensuring a stable supply for the business system and mitigating risks from price fluctuations.

- Financial status remained secure, with effective cash flow management and capital utilized for intended purposes, ensuring solvency and preventing new bad debts. Investment projects were implemented according to the Board of Directors' orientation, coupled with risk control and improved capital efficiency.

- The Board of General Directors performed well in its coordination and leadership roles, ensuring close cooperation between functional departments at the Corporation, subordinate units, and subsidiaries during the execution of business tasks. Member units and subsidiaries maintained stable operations, contributing positively to the Corporation's overall results.

- The Board of Directors highly appreciates the leadership role of the General Director and the Board of General Directors in proactively adapting to domestic and international petroleum market fluctuations, as well as the development of the distribution system, which contributed to enhancing brand value.

Overall, in 2025, the Board of General Directors managed the Corporation's activities in compliance with legal regulations while meeting and exceeding the business targets assigned by the General Meeting of Shareholders, creating a foundation for the Corporation's sustainable development.

4. Evaluation and self-assessment of the Board of Directors:

The Board of Directors has fully performed its functions, duties, and powers in accordance with regulations. Resolutions and decisions ensured the principle of collective leadership and majority rule, issued within the proper authority based on direct voting results at meetings. Members of the Board of Directors were assigned tasks based on the principle of leveraging each individual's strengths, professional capacity, and work experience, creating collective strength to complete duties effectively.

The Board of Directors proactively directed and oriented development strategies, issuing timely resolutions and decisions to support the Board of General Directors in operations and adaptation to market fluctuations. Simultaneously, all recommendations from the General Director and the Supervisory Board to the Board of Directors were researched and provided with timely guiding opinions.

Alongside the achieved results, the Board of Directors recognizes the need to further enhance governance efficiency, strengthen supervision, promote digital transformation in corporate governance, and improve the quality of strategic

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planning to meet development requirements in the coming period.

5. Remuneration and operating expenses of the Board of Directors:

- Remuneration and operating expenses of the Board of Directors were implemented in accordance with legal regulations, the Charter on Organization and Operation, and the Resolution of the 2025 Annual General Meeting of Shareholders.

- The 2025 Annual General Meeting of Shareholders decided to approve the appropriation level for the Remuneration Fund of the Board of Directors and the Supervisory Board at 737.028.288 dong during the 2024 profit distribution.

PART II: GOALS AND ORIENTATIONS OF THE BOARD OF DIRECTORS IN 2026

The Board of Directors focuses on implementing the 2026 production and business plan with several key tasks as follows:

1. 2026 Operational Indicators:

Based on the actual developments in 2025 and the socio-economic situation in Quarter 01 of 2026, Thanh Le Corporation sets the 2026 production and business plan with the following specific indicators:

- Total revenue for 2026 : 34.773.879.000.000 million dong
- Profit before tax : 238.964.000.000 million dong
- Profit after tax : 198.331.000.000 million dong
- Expected dividend payout (4%) : 94.640.000.000 million dong

2026 Dividend payout rate: Depending on the situation, it will be specifically submitted at the 2027 Annual General Meeting of Shareholders.

2. Key tasks of the Board of Directors in 2026:

In the context where the global energy market is forecasted to continue experiencing complex fluctuations - particularly in the first quarter of 2026, as geopolitical tensions in the Middle East may impact global oil supply and prices - the Board of Directors has identified several core tasks. Simultaneously, as trends in digitalization and green energy transition become increasingly distinct and irreversible, and the shift toward electric vehicles replacing gasoline-powered cars gains more attention and affects petroleum consumption, the Board of Directors identifies the following focal tasks for 2026:

- Strengthen the orientation and supervisory role over the Board of General Directors in implementing the Resolutions of the General Meeting of Shareholders; direct flexible management solutions to ensure stable business operations, contributing to national energy security and the petroleum supply for the distribution system.

- Develop management scenarios suited to global petroleum market fluctuations; enhance risk management capacity regarding prices, supply sources, and logistics; and strengthen strategic inventory management to mitigate adverse

impacts from oil price volatility. Continue optimizing the petroleum supply chain and improving the efficiency of the terminal system and retail network to consolidate competitiveness and increase market share.

- Closely supervise financial governance, cash flow management, and capital efficiency; ensure financial safety, control investment risks, and improve project efficiency.

To the General Meeting of Shareholders,

The above is the Summary Report on the 2025 operational situation of the Board of Directors and the 2026 operational plan orientation of Thanh Le Corporation.

Respectfully wishing all Shareholders health and success.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

Doan Minh Quang



Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

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THANH LE CORPORATION

No.:/BC-BKS

Draft

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, April 24, 2026

REPORT OF THE SUPERVISORY BOARD
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: The General Meeting of Shareholders
Thanh Le Corporation

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Charter on Organization and Operation of Thanh Le Corporation;
- 2025 Financial Statements audited by Nhan Tam Viet Auditing Co., Ltd.

The Supervisory Board of Thanh Le Corporation ("*Thanh Le Corporation*") hereby reports to the Annual General Meeting of Shareholders on the results of the inspection and supervision of the financial and business activities of Thanh Le Corporation in 2025 across the following aspects:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025:

1. Summary of the Supervisory Board's activities in 2025:

The Supervisory Board of Thanh Le Corporation for the 2022 – 2027 term consists of: 01 Head and 02 members. In 2025, based on its functions, duties, and powers, the Supervisory Board developed a work plan, assigned specific tasks to each member, and organized the implementation of supervisory activities regarding the governance, management, and production and business operations of the Corporation. These activities were carried out on the principles of independence and objectivity, complying with the provisions of the law to ensure transparency and efficiency in corporate governance and to protect the legal rights and interests of shareholders. The Supervisory Board performed key tasks such as: supervising governance and management activities, financial activities, the management and use of capital, the issuance and implementation of internal governance documents, information disclosure, and the implementation of regimes and policies for employees.

Through the aforementioned supervisory activities, the Supervisory Board finds that the Corporation's governance and management were carried out in accordance with legal regulations and the Resolutions of the General Meeting of

Shareholders; financial activities were managed according to current accounting standards and financial regimes.

2. Results of the Supervisory Board's supervision in 2025:

2.1 Supervision results of business operations:

Based on the Resolutions of the General Meeting of Shareholders and the data from the 2025 Financial Statements, all aspects of the Corporation's production and business activities in 2025 have been fully reflected. The results of the production and business plan implementation are as follows:

Unit: Vietnamese Dong

No.	Indicator	2025 Plan	2025 Performance	Achievement rate
1	Total revenue	20.010.845.000.000	21.548.788.944.071	107,69%
2	Profit before tax	129.582.000.000	172.660.638.204	133,24%
3	Profit after tax	110.699.000.000	144.720.583.914	130,73%

(Source: 2025 GMS Resolution and 2025 audited consolidated financial statements)

2.2 Supervision results of financial status:

- The Corporation's accounting and financial system is appropriately structured for its business scale. Accounting practices strictly follow financial, accounting, and tax laws, meeting management needs and State budget obligations.

- The recording of accounting books, as well as the preparation and presentation of the Corporation's financial statements, comply with accounting standards. The financial statements fully reflect the financial position, business performance, and cash flows of the Corporation for the fiscal year.

- The independent auditing unit, Nhan Tam Viet Auditing Co., Ltd., performed the review of the semi-annual financial statements and the audit of the Corporation's 2025 financial statements in accordance with regulations.

- Provisioning, profit distribution, and fund appropriation were implemented per legal requirements and the General Meeting of Shareholders' Resolution.

- Remuneration and operating expenses of the Board of Directors were executed in compliance with the Resolution of the 2025 Annual General Meeting of Shareholders. The 2025 General Meeting of Shareholders approved the appropriation of the Board of Directors and Supervisory Board Remuneration Fund at 737.028.288 VND during the 2024 profit distribution.

- During 2025, implementing the provisions of Circular No. 83/2025/TT-BTC issued by the Ministry of Finance on August 15, 2025, regarding the abolition of Circular No. 138/2012/TT-BTC dated August 20, 2012, which guided the allocation of business goodwill for joint-stock companies converted from state-owned enterprises, the Corporation performed a retrospective adjustment of the 2023 and 2024 financial statements. As this is a mandatory requirement under the new

regulations of the Ministry of Finance, the Supervisory Board agrees with the retrospective adjustment of the Corporation's financial statements.

2.3 Results of governance and management supervision:

2.3.1 Governance of the Board of Directors:

- The Supervisory Board finds that the Board of Directors performed its corporate governance functions within the correct authority and responsibilities related to public company governance under the Law on Enterprises and the Law on Securities.

- The Board of Directors organized meetings to decide on matters related to development strategies, production and business plans, and investments of the Corporation. Meetings were held according to the correct order and procedures, with meeting minutes fully and clearly recorded. Resolutions were issued within the correct authority and were suitable for the Corporation's operational situation.

- Regarding compliance with information disclosure regulations: The Corporation fully performed information disclosure obligations for public companies, contributing to ensuring transparency in business operations and protecting the legal rights and interests of shareholders.

- Based on the review of contracts and transactions arising in 2025, the Supervisory Board finds that transactions with related parties complied with legal regulations on internal transactions.

- The Supervisory Board did not receive any complaints related to the activities of the Board of Directors. Through supervision, the Supervisory Board also recorded no signs of violation or abnormalities in the Board of Directors' activities.

2.3.2 Management of the Board of General Directors:

- In the context of a volatile economic situation, complex world oil price developments, and fierce competition in the domestic petroleum market, the Board of General Directors proactively implemented flexible management solutions, closely following market trends. Consequently, production and business activities remained stable, the distribution system was consolidated and expanded, and production and business plan targets assigned by the General Meeting of Shareholders for 2025 were exceeded.

- Regarding risk control in business operations, the Supervisory Board finds that the Board of General Directors focused on implementing appropriate measures to control risks arising from price fluctuations, managing inventory, and customer debts effectively. Management was conducted prudently, complying with legal regulations, thereby mitigating risks and enhancing business efficiency.

- Policies for employees and personnel arrangement were implemented in accordance with operational requirements. Salary, bonus, and welfare regimes were

prioritized, contributing to stabilizing human resources, creating work motivation, and improving management and executive efficiency.

- Through supervision, the Supervisory Board finds that the management activities of the Board of General Directors in 2025 were carried out in accordance with legal regulations, the Corporation's Charter, and Resolutions of the General Meeting of Shareholders and the Board of Directors. The Supervisory Board did not receive any complaints related to the management activities of the Board of General Directors and also recorded no signs of abnormalities or violations in management and executive work.

2.4 Results of evaluating the coordination of activities between the Supervisory Board and the Board of Directors, the Board of General Directors, and shareholders:

- The Supervisory Board maintained close coordination with the Board of Directors and the Board of General Directors during the implementation of supervisory functions and duties in accordance with corporate governance principles.

- The Board of Directors and the Board of General Directors created favorable conditions for the Supervisory Board in accessing information and providing timely documents related to the activities of Thanh Le Corporation. The Supervisory Board was invited to attend meetings of the Board of Directors and the Board of General Directors when necessary.

- Through supervisory work, the Supervisory Board finds that the coordination mechanism between the Supervisory Board, the Board of Directors, and the Board of General Directors was maintained in a spirit of transparency and cooperation, contributing to enhancing governance efficiency and protecting the legal rights and interests of shareholders.

II. CONCLUSIONS OF THE SUPERVISORY BOARD REGARDING THE ACTIVITIES OF THANH LE CORPORATION IN 2025:

The Supervisory Board agrees with the report of the Board of Directors on the business situation of the Corporation; the report fully reflected all aspects of activities in 2025. It is respectfully proposed that the General Meeting of Shareholders approve the Report on the governance situation and operational results of the Board of Directors in 2025 and the business orientation for 2026, the 2025 Financial Statements, the 2025 Profit Distribution Plan, and the 2026 Business and Profit Distribution Plan.

III. IMPLEMENTATION PLAN OF THE SUPERVISORY BOARD IN 2026:

- Fully exercise the powers and responsibilities of the Supervisory Board as prescribed. Develop and implement the 2026 supervision plan ensuring independence, objectivity, and efficiency.

- Supervise the activities of the Board of Directors and the management work of the Board of General Directors, the implementation of Resolutions of the General Meeting of Shareholders and the Board of Directors, and the production and business plan targets of the Corporation.

- Appraise the quarterly, semi-annual, and annual Financial Statements of the Corporation in accordance with regulations.

- Supervise the implementation of investment activities, key projects, and important financial decisions of the Corporation to ensure capital efficiency, and promptly provide recommendations to improve the control mechanism and enhance governance efficiency.

- Supervise the fulfillment of information disclosure obligations and compliance with corporate governance regulations, ensuring information is disclosed fully, promptly, and transparently.

Through the above activities, the Supervisory Board aims to enhance supervisory work, contributing to strengthening efficiency in the governance and management of the Corporation's activities, while protecting the legal rights and interests of shareholders.

To the General Meeting of Shareholders,

The above is the content of the report on the implementation of the Supervisory Board's duties in 2025 and the operational orientation for 2026 at the Annual General Meeting of Shareholders. The Supervisory Board presents this report to the Meeting for consideration and approval.

Respectfully submitted,

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

Nguyen Thi Khanh Ha

Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

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THANH LE CORPORATION

No.: 01/NQ-DHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, April 24, 2026

Draft

RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS
THANH LE CORPORATION

- Pursuant to the Charter on the organization and operation of Thanh Le Corporation;

- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Thanh Le Corporation dated 24/04/2026,

RESOLVES

Article 1. Approve the Report of the Board of Directors on the 2025 business performance and the 2026 business plan; the Report of the Supervisory Board.

Article 2. Approve the 2025 audited financial statements.

Article 3. Approve the 2025 profit distribution plan:

Approval of the non-distribution of 2025 profit as follows:

Unit: Vietnamese Dong

Indicator	Amount
1. 2025 Profit before tax	109.396.878.472
2. 2025 Profit after tax	93.081.436.042
3. 2024 Profit after tax carried forward	-105.547.731.031
4. Remaining profit	-12.466.294.989

Article 4. Approve the business plan and profit distribution for 2026:

The business plan and profit distribution for 2026 shall include the following key indicators:

Unit: Vietnamese Dong

Indicator	Amount
I. Business plan:	
1. Total revenue	34.773.879.000.000
2. Profit before tax	238.964.000.000
3. Profit after tax	198.331.000.000
II. Profit distribution plan:	
1. Development investment fund (10%)	19.833.100.000

2. Bonus and welfare fund (15%)	29.749.650.000
3. Executive Board bonus fund (0,8%)	1.586.648.000
4. BOD and SB remuneration fund (1,2%)	2.379.972.000
5. Remaining profit (73% of net profit after tax)	144.781.630.000
6. Expected dividend payout (4%)	94.640.000.000

The 2026 dividend payment rate: Subject to actual circumstances and will be specifically proposed at the 2027 Annual General Meeting of Shareholders.

Article 5. Approve the 03rd amendment and supplementation of the Charter of Organization and Operation of Thanh Le Corporation:

Approve the 03rd amendment and supplementation of the Corporation's Charter according to the attached Appendix. Authorize the Chairman of the Board of Directors to implement the amendment and supplementation of the Charter of Organization and Operation of Thanh Le Corporation.

Article 6. Approve the selection of the auditing firm for the 2026 financial statements:

Approve the criteria for selecting an independent auditing firm as proposed by the Supervisory Board, which shall serve as the basis for selecting the auditing service provider for Thanh Le Corporation's 2026 financial statements.

Authorize the Board of Directors to select a suitable auditing firm based on the Supervisory Board's proposed criteria and the General Director to sign the contract for auditing services for the Corporation's 2026 financial statements.

Article 7. Implementation provisions:

1. This Resolution shall take effect from 24/04/2026.
2. The General Meeting of Shareholders authorizes the Board of Directors and the Supervisory Board of Thanh Le Corporation to organize and oversee the implementation of this Resolution.

**ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTOR**

Doan Minh Quang

Nội dung dịch sang tiếng Anh chỉ sử dụng cho mục đích thông tin và không dùng thay thế cho nội dung tiếng Việt. Trong trường hợp có sự mâu thuẫn giữa nội dung tiếng Việt và nội dung tiếng Anh, nội dung tiếng Việt sẽ được ưu tiên áp dụng.

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