

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS
FOR THE FISCAL YEAR 2024 – 2025

(Approval of the business production plan and profit distribution for the fiscal year 2025 - 2026)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17th, 2020 and amended and supplemented documents from time to time;
- Pursuant to the Charter of Thanh Thanh Cong – Bien Hoa Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the fiscal year 2024 - 2025 No. 01.../2025/BBH-ĐHĐCĐ dated December 6th, 2025 of Thanh Thanh Cong – Bien Hoa Joint Stock Company.

RESOLUTION

Article 1. Approval of the business production plan and profit distribution for fiscal year 2025 - 2026 of Thanh Thanh Cong - Bien Hoa Joint Stock Company ("**Company**"), specifically as follows:

1. Consolidated Business Performance of Company:

No	Items	Unit	Business production plan and profit distribution of Company (July 1 st , 2025 - June 30 th , 2026)
1	Net revenue	Billion VND	26,500
2	Profit before tax	Billion VND	951

2. Expected rate of profit distribution for the fiscal year 2025 - 2026:

- Accrue Social fund, Bonus and welfare fund: 7% retained earnings
- Operating costs of the Board of Directors for fiscal year 2025 - 2026 to implement tasks assigned by the General Meeting of Shareholders: VND 25,000,000,000 (Twenty-five billion Vietnam Dong) from retained earnings
- Dividend (fiscal year July 1st, 2025 to June 30th, 2026): Expected rate 5% to 7% of par value
- Dividend for preference shares (fiscal year July 1st, 2025 to June 30th, 2026): fixed dividend rate is 5.5%/year for the first 1.5 years and the following years as agreed between the Company and DEG, but in any cases, it shall not be higher than 12% (including paid dividend).

In case the earning before tax exceeds the budgeted plan stated in section 1, the General Meeting of Shareholders is requested to approve a bonus of 5% (Five percent) of the profit before tax in excess of the plan for the Board of Directors and the Board of Management.

Article 2. This Resolution shall take effect from the signing date.

The Board of Directors and the Board of Management of the Company are responsible for implementing, supervising and reporting on the implementation of this Resolution./.

OBO. GENERAL MEETING OF SHAREHOLDERS

CHAIRLADY

Recipients:

- BOD, BOM;
- Archived: Corporate Secretary.



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