

No.: 08/2025/CBTT-TNT

Hanoi, March 31, 2025

**PERIODIC INFORMATION DISCLOSURE**

**To:**

- **State Security Commission of Vietnam**
- **Ho Chi Minh City Stock Exchange**

1 Organization information: **TNT Group Joint Stock Company**

- Stock Code: **TNT**

- Address: 1A Floor, Star City Building, No. 23 Le Van Luong Street, Nhan Chinh Ward, Thanh Xuan District, Hanoi, Vietnam

- Phone: (84-4) 6251 0894

- Fax: (84-4) 6251 0895

- E-mail: [tainguyen.tntgroup@gmail.com](mailto:tainguyen.tntgroup@gmail.com)

- Website: <https://tnt-group.vn>

2. Information disclosure:

TNT Group Joint Stock Company hereby discloses: *Minutes and Resolutions of the Annual General Meeting of Shareholders in 2025* (Attached with all related documents).

3. This information has been disclosed on the company's website on March 31, 2025, at the following link: <https://tnt-group.vn/cong-bo-thong-tin/>

We certify that the disclosed information is accurate and we take full legal responsibility for its content.

**Attached documents:**

- *Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders and all related materials.*

**TNT Group Joint Stock Company**  
Authorized Information Disclosure Representative  
Standing Deputy General Director



**TNT GROUP JOINT STOCK  
COMPANY**

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No:01/2025/NQ-DHĐCĐ

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

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Hanoi, March 31, 2025

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**  
**TNT GROUP JOINT STOCK COMPANY**

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- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued on November 26, 2019;
- Pursuant to the Charter of organization and operation of TNT Group Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders in 2025 of TNT Group Joint Stock Company dated March 31, 2025.

**RESOLUTION**

**Article 1. Approval of the Report on the activities of the Board of Directors in 2024 and the plan and direction of activities in 2025.**

*(Details in Report No. 01-2025/BC-HĐQT Report on the activities of the Board of Directors in 2024 and the plan and direction of activities in 2025 have been sent to shareholders).*

**Article 2. Approval of the production and business plan in 2025:**

- Company revenue : From 900 to 1,000 billion VND
- Profit after corporate income tax : From 25 to 30 billion VND.

**Article 3. Approving the report of the Supervisory Board submitted to the congress:**

*Details in Report No. 01-2025/BC-BKS Report of the Supervisory Board has been sent to shareholders).*

**Article 4. Through the Consolidated Financial Statements, the 2024 Parent Company Financial Statements have been audited by International Auditing LLC, including:**

The Consolidated Financial Statements, the 2024 Parent Company Financial Statements have been audited by International Auditing LLC in accordance with the prescribed standards and have been published by TNT Group Joint Stock Company in accordance with regulations, and are posted on the Website: <https://tnt-group.vn/cong-bo-thong-tin/> including:

- (1) Auditor's Report;
- (2) Balance Sheet as of December 31, 2024;
- (3) Business Performance Report for 2024;
- (4) Cash Flow Statement for 2024;
- (5) Notes to the Financial Statements.

**Article 5. Approval of the profit distribution plan for 2024 as follows:**

- No profit distribution in 2024





**Article 6. Approval of remuneration plan for the Board of Directors and the Supervisory Board in 2024**

- Agree not to pay remuneration in 2024 to the Board of Directors and the Supervisory Board in 2024

**Article 7. Approval of the authorization for the Board of Directors to select an auditor for the Financial Statements in 2025**

The General Meeting of Shareholders authorizes the Board of Directors to proactively select a reputable auditor that is qualified to audit listed companies on the stock exchange according to the list of the State Securities Commission to conduct the audit for the financial year in 2025.

**Article 8. Approval of the General Meeting of Shareholders' authorization for the Board of Directors to decide on a number of issues under the authority of the General Meeting of Shareholders. Specifically as follows:**

- Approval of contracts/transactions with a value of 35% or more or transactions that result in a total transaction value within 12 months from the date of the first transaction reaching 35% or more of the total asset value recorded in the latest financial statements between the company and the following related parties:
  - + Shareholders, authorized representatives of institutional shareholders holding over 10% of the company's total common shares, and their related persons;
  - + Members of the Board of Directors, the Director or General Director, and their related persons;
  - + Enterprises in which members of the Board of Directors, Supervisory Board, Director or General Director, and other managers of the company are required to declare their related interests under Clause 2, Article 164 of the Law on Enterprises.
- Authorization to borrow funds, issue bonds, and raise other lawful capital sources to serve the company's business operations.
- Decisions regarding the establishment, dissolution, share purchase/sale methods, divestment, and restructuring of subsidiaries, joint ventures, and affiliated companies.
- Authorization to purchase the company's headquarters, change the head office address, establish/dissolve transaction offices, representative offices, and branches in alignment with the company's business activities.
- Implementation of charter capital increase when the necessary conditions are met.

**Article 9. Approval of the dismissal and election of new members of the Supervisory Board for the 2021-2026 term, specifically as follows:**

- Dismissal of Members of the Supervisory Board for Mr. Nguyen Van Giap, Ms. Tran Thi Tram, and Ms. Ha Huyen Trang
- Election of new members of the Supervisory Board for Ms. Pham Thi Thu Hoai, Ms. Nguyen Thi Anh Tuyet, and Mr. Lam Tang Quang.

**Article 10. Approval of election results for members of the Supervisory Board (remaining period 2021-2026)**

No	Full name	Position
1	Pham Thi Thu Hoai	Member of the Supervisory Board
2	Nguyen Thi Anh Tuyet	Member of the Supervisory Board
3	Lam Tang Quang	Member of the Supervisory Board

**Article 11. Implementation provisions:**

This Resolution has been approved by the Annual General Meeting of Shareholders in 2025 of TNT Group Joint Stock Company and takes effect from the date of signing and promulgation.

The members of the Board of Directors, the Supervisory Board and the Board of General Directors are responsible for implementing this Resolution and organizing its implementation according to their functions and activities in accordance with the provisions of law and the Company's charter.

**Recipients:**

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board, Management Board;
- File: Documents.
- Disclosure according to regulations.

ON BEHALF OF GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN  
  
NGUYEN GIA LONG

**MINUTES**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**  
**TNT GROUP JOINT STOCK COMPANY**

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**A. GENERAL INFORMATION**

**I. COMPANY INFORMATION:**

1. Company name: **TNT Group Joint Stock Company**
2. Head office address: 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City.
3. Business registration certificate No.: No. 0101881347, first registered on July 2, 2010, 25th change registered on July 5, 2022, issued by the Hanoi Department of Planning and Investment.

**II. TIME AND LOCATION OF THE CONGRESS:**

1. Time: 7:30 a.m., March 31, 2025
2. Location: 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi

**III. PARTICIPANTS:**

1. Members of the Board of Directors, Supervisory Board and Executive Board of the Company, including:
2. Members of Board of Directors
  - Mr. Nguyen Gia Long
  - Mr. Nguyen Ba Huan
  - Mr. Nguyen Gia Minh
  - Mr. Vu Tuan Hoang
  - Mr. Nguyen Thanh Sang
  - Chairman of Board of Directors
  - Vice Chairman of Board of Directors
  - Member of of Board of Directors
  - Member of of Board of Directors
  - Independent Member of Board of Directors
3. Members of the Supervisory Board:
  - Mr. Nguyen Van Giap
  - Ms. Ha Huyen Trang
  - Ms. Tran Thi Tram
  - Head of Supervisory Board
  - Member of Supervisory Board
  - Member of Supervisory Board
4. Members of the Executive Board:
  - Mr. Luu Quang Minh
  - Mr. Vu Tuan Hoang
  - Deputy General Director
  - Standing Deputy General Director





Mr. Vu Tuan Hoang presented the Working Program and Working Regulations of the Annual General Meeting of Shareholders (AGM) in 2025 of TNT Group Joint Stock Company. The Congress voted to approve with 100% of the votes in favor.

**V. Presentation of reports at the General Meeting:**

1. The Congress listened to Mr. **Nguyen Gia Long** - Chairman of the Board of Directors of the Company present the following contents:
  - Report on the activities of the Board of Directors in 2024 and plans and directions for 2025.
  - Mr. Long also presented the additional Appendix of the Board of Directors' Report)
  - Production and business plan in 2025
2. The Congress listened to Mr. Luu Quang Minh present the following contents:
  - Report of the Supervisory Board.
  - Audited Consolidated Financial Statements and Parent Company Financial Statements for 2024, audited by International Auditing Co., Ltd.

**VI. Presentation of the reports and regulations of the General Meeting:**

1. The General Meeting heard Mr. Vu Tuan Hoang present the proposal for the General Meeting of Shareholders to review and approve the following matters:
  - 1.1 Approval of the Report on the activities of the Board of Directors in 2024 and the plan and direction of activities in 2025
  - 1.2 Approval of the production and business plan in 2025 as follows:
    - Company revenue : From 900 to 1,000 billion VND.
    - Profit after corporate income tax : From 25 to 30 billion VND.
  - 1.3 Approval of the Supervisory Board's Report
  - 1.4 Approval of the Audited Consolidated and Parent Company Financial Statements in 2024, audited by International Auditing Co., Ltd., including:
    - Auditor's Report
    - Balance Sheet as of December 31, 2024;
    - Report on Business Performance in 2024;
    - Report on Cash Flow in 2024;
    - Notes to the Financial Statements.
  - 1.5 Approval of the profit distribution plan in 2024: No profit distribution in 2024
  - 1.6 Approval of the Remuneration Plan for 2024 for the Board of Directors and Supervisory Board: No remuneration for 2024.
  - 1.7 Approving the authorization for the Board of Directors to select an auditor for the Financial Statements in 2025: The General Meeting of Shareholders authorizes the Board of Directors to proactively select a reputable auditor that is qualified to audit listed companies on the stock exchange according to the list of the State Securities Commission to conduct the audit for the fiscal year in 2025.



1.8 Approval of the General Meeting of Shareholders authorizing the Board of Directors to decide on a number of issues under the authority of the General Meeting of Shareholders, specifically as follows

- Approval of Contracts/transactions with a value of 35% or more or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statement between the company and the following related persons:
  - + Shareholders, authorized representatives of shareholders who are organizations owning more than 10% of the total number of common shares of the company and their related persons;
  - + Members of the Board of Directors, Directors or General Directors and their related persons;
  - + Enterprises in which members of the Board of Directors, Supervisors, Directors or General Directors and other managers of the company must declare according to the provisions of Clause 2, Article 164 of the Law on Enterprises.
- Be allowed to borrow, issue bonds, mobilize legal capital sources to serve the Company's business activities.
- Decide on the establishment, dissolution, plans for buying and selling shares, divestment, restructuring of operations of subsidiaries, joint ventures and associated companies.
- Decide on purchasing the company's headquarters, changing the head office address, establishing/dissolving transaction offices, representative offices, branches in accordance with the Company's business situation.
- Increase the Company's charter capital when eligible.

1.9 Approving the Dismissal and Election of New Members of the Supervisory Board for the term 2021-2026

- Dismissing 03 members of the Supervisory Board including: Mr. Nguyen Van Giap, Ms. Tran Thi Tram and Ms. Ha Huyen Trang because these members have submitted their resignations.
- Proposing the General Meeting of Shareholders to approve the list of candidates for new election to the Supervisory Board including: Ms. Pham Thi Thu Hoai, Ms. Nguyen Thi Anh Tuyet and Mr. Lam Tang Quang.
- Approving the content of the Regulations on the election of the Supervisory Board for the term 2021-2026.

## **VII. DISCUSSION AND SHAREHOLDER'S OPINIONS**

The presidium and the General Meeting listened to the shareholders' opinions and discussed the contents of the reports and proposals presented at the meeting:

The General Meeting fully agreed with the contents presented and explained at the meeting and had no other opinions.

## **VIII. VOTING:**

After reviewing the Reports, Proposals and discussing related issues, the shareholders were instructed on how to vote, the General Meeting of Shareholders voted to approve the contents of the General Meeting.



**C. RESULTS OF VOTING AND ELECTION AT THE CONGRESS**

**I. Voting results approved:**

**1. Report on the activities of the Board of Directors in 2024 and the plan and direction of activities in 2025**

- Total valid votes: 56 votes	Rate: 100%
- Total invalid votes: 0 votes	Rate: 0%
- Total approval votes: 56 votes	Rate: 100%
- Total disapproval votes: 0 votes	Rate: 0%
- Total abstention votes: 0 votes	Rate: 0%

**2. Production and business plan for 2024**

- Total valid votes: 56 votes	Rate: 100%
- Total invalid votes: 0 votes	Rate: 0%
- Total approval votes: 56 votes	Rate: 100%
- Total disapproval votes: 0 votes	Rate: 0%
- Total abstention votes: 0 votes	Rate: 0%

**3. Report of the Supervisory Board**

- Total valid votes: 56 votes	Rate: 100%
- Total invalid votes: 0 votes	Rate: 0%
- Total approval votes: 56 votes	Rate: 100%
- Total disapproval votes: 0 votes	Rate: 0%
- Total abstention votes: 0 votes	Rate: 0%

**4. Consolidated financial statements, parent company financial statements for 2024 have been audited by International Auditing Company Limited.**

- Total valid votes: 56 votes	Rate: 100%
- Total invalid votes: 0 votes	Rate: 0%
- Total approval votes: 56 votes	Rate: 100%
- Total disapproval votes: 0 votes	Rate: 0%
- Total abstention votes: 0 votes	Rate: 0%

**5. Profit sharing plan for 2024**

- Total valid votes: 56 votes	Rate: 100%
- Total invalid votes: 0 votes	Rate: 0%
- Total approval votes: 56 votes	Rate: 100%
- Total disapproval votes: 0 votes	Rate: 0%
- Total abstention votes: 0 votes	Rate: 0%

**6. Remuneration plan for the Board of Directors and Supervisory Board in 2024 and expected payment level for 2025**

- Total valid votes: 56 votes	Rate: 100%
- Total invalid votes: 0 votes	Rate: 0%
- Total approval votes: 56 votes	Rate: 100%
- Total disapproval votes: 0 votes	Rate: 0%

- Total abstention votes: 0 votes

Rate: 0%

**7. Authorize the Board of Directors to select an auditor for the Financial Statements in 2025.**

- Total valid votes: 56 votes

Rate: 100%

- Total invalid votes: 0 votes

Rate: 0%

- Total approval votes: 56 votes

Rate: 100%

- Total disapproval votes: 0 votes

Rate: 0%

- Total abstention votes: 0 votes

Rate: 0%

**8. The General Meeting of Shareholders authorizes the Board of Directors to decide on a number of matters within the authority of the General Meeting of Shareholders:**

- Total valid votes: 56 votes

Rate: 100%

- Total invalid votes: 0 votes

Rate: 0%

- Total approval votes: 56 votes

Rate: 100%

- Total disapproval votes: 0 votes

Rate: 0%

- Total abstention votes: 0 votes

Rate: 0%

**9. Approve the dismissal and election of new members of the Supervisory Board for the term 2021-2026**

- Dismissed 03 members of the Supervisory Board including: Mr. Nguyen Van Giap, Ms. Tran Thi Tram and Ms. Ha Huyen Trang.

- Elected 03 new members of the Supervisory Board including Ms. Pham Thi Thu Hoai, Ms. Nguyen Thi Anh Tuyet and Mr. Lam Tang Quang.

- Approved the content of the Regulations on the election of the Supervisory Board for the term 2021-2026

- Total valid votes: 56 votes

Rate: 100%

- Total invalid votes: 0 votes

Rate: 0%

- Total approval votes: 56 votes

Rate: 100%

- Total disapproval votes: 0 votes

Rate: 0%

- Total abstention votes: 0 votes

Rate: 0%

**II. Results of election of members of the Supervisory Board**

Ms. Vu Thi Hong Nhung - Head of the Vote Counting Committee of the congress announced the election results of members of the Supervisory Board for the term 2021-2026 as follows:

No	Full name	Number of votes (votes)	Percentage of Votes (%)
1	Pham Thi Thu Hoai	26,462,833	102.29%
2	Nguyen Thi Anh Tuyet	25,343,833	97.96%
3	Lam Tang Quang	25,806,733	99.75%

Based on the vote counting results and the approved election regulations, the following candidates have been elected as members of the Board of Supervisors (remaining term 2021-2026) of TNT Group Joint Stock Company):



No	Supervisory Board
1	Pham Thi Thu Hoai
2	Nguyen Thi Anh Tuyet
3	Lam Tang Quang

**D. APPROVAL OF MEETING MINUTES:**

This Minutes was recorded honestly and accurately by the General Meeting Secretariat and was prepared in Vietnamese. The contents of this Minutes were read to the entire General Meeting and approved in full by the General Meeting of Shareholders before the end of the meeting with 100% of the votes in favor.

Chairman declared the closing of the General Meeting at 11 hours 30 minutes on the same day./.

The Minutes of the Annual General Meeting of Shareholders in 2025 of TNT Group Joint Stock Company were prepared in 03 (three) copies and are the legal basis for the Resolution of the General Meeting of Shareholders of the Company.

**Recipients:**

- General Meeting of Shareholders;
- Board of Directors, Supervisory Board, Management Board;
- File: Documents.
- Disclosure according to regulations.

**SECRETARY OF THE CONGRESS**



**NGUYEN KIM NGAN**

**ON BEHALF OF GENERAL MEETING OF SHAREHOLDERS**

**CHAIRMAN**



**NGUYEN GIA LONG**

*Hanoi, March 31, 2025*

**REPORT ON CHECKING SHAREHOLDER  
QUALIFICATIONS  
ATTENDANCE OF THE ANNUAL GENERAL MEETING OF  
SHAREHOLDERS IN 2025**

**TNT GROUP JOINT STOCK COMPANY**

At 7:30 a.m. on March 31, 2025, at the address: 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City, our Shareholders' Qualification Examination Board includes:

- |                      |               |
|----------------------|---------------|
| 1. Mr. Vu Tuan Hoang | Head of Board |
| 2. Ms. Tran Thi Mai  | Member        |

The Shareholders' Qualification Examination Board has conducted a qualification examination of shareholders attending the meeting with the following specific results:

Number of shareholders attending the meeting: 56 shareholders

*In which :* + Direct attendance: 36 shareholders

+ Attendance through authorization: 20 shareholders

Representing the ownership of **25,871,433** shares, equal to **50.73%** of the total number of voting shares of the Company;

Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 passed by the National Assembly of the Socialist Republic of Vietnam, Pursuant to the Charter of TNT Group Joint Stock Company, the Shareholders' Qualifications Inspection Committee hereby declares that the 2025 Annual General Meeting of Shareholders of TNT Group Joint Stock Company with the above-mentioned participants is valid, reaching over 50% of the voting shares of the Company attending the meeting, meeting the conditions for holding the meeting.

The shareholder qualification inspection report was prepared at 8:00 a.m. on March 2025 and was publicly reported to the General Meeting.

**ON BEHALF OF THE  
SHAREHOLDERS' QUALIFICATION  
EXAMINATION BOARD**

**CHAIRMAN**



**Vu Tuan Hoang**



Hanoi, March 31, 2025



**MINUTES OF VOTE COUNTING**  
**AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**  
**TNT GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of TNT Group Joint Stock Company;
- Pursuant to the Working Regulations at the Annual General Meeting of Shareholders in 2025 dated March 31, 2025;

Today, March 31, 2025, 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City. Our Vote Counting Committee consists of:

1. Ms. Vu Thi Hong Nhung - Head of Committee
2. Ms. Le Thi Mo - Member

The Vote Counting Committee has distributed the Voting Cards, supervised the voting process, collected the Voting Cards, and conducted the vote counting for the resolutions of the General Meeting. The specific vote counting results are as follows:

**1. Report on the Activities of the Board of Directors in 2024 and the Plan and Orientation for 2025**

- **Total number of Voting Cards issued: 56 Cards**, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- **Total number of Voting Cards collected: 56 Cards**, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** voting ballots, accounting for 100% of the total number of votes of shareholders attending the meeting.

In which, the number of valid Voting Cards: **56 Cards**, representing **25,871,433** shares, corresponding to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the General Meeting, specifically:

- + **Votes in favor: 56 Cards**, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- + **Votes against: 0 Cards**, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.

- + Abstentions: 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.

**Conclusion:** *The General Meeting approved the Report on the Activities of the Board of Directors in 2024 and the Plan and Orientation for 2025 with 100% of the total number of votes of shareholders attending the meeting in favor*

**2. Approval of the 2024 Business and Production Operation Plan**

- **Total number of Voting Cards issued:** 56 Cards, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- **Total number of Voting Cards collected:** 56 Cards, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** voting ballots, accounting for 100% of the total number of votes of shareholders attending the meeting.

In which, the number of valid Voting Cards: **56** Cards, representing **25,871,433** shares, corresponding to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the General Meeting, specifically:

- + **Votes in favor:** 56 Cards, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- + **Votes against:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.
- + **Abstentions:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.

**Conclusion:** *The General Meeting approved the Report on the Activities of the Board of Directors in 2024 and the Plan and Orientation for 2025 with 100% of the total number of votes of shareholders attending the meeting in favor.*

**3. Approval of the Supervisory Board's Report**

- **Total number of Voting Cards issued:** 56 Cards, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- **Total number of Voting Cards collected:** 56 Cards, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** voting ballots, accounting for 100% of the total number of votes of shareholders attending the meeting.

In which, the number of valid Voting Cards: **56** Cards, representing **25,871,433** shares, corresponding to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the General Meeting, specifically:



- + **Votes in favor:** 56 Cards, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- + **Votes against:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.
- + **Abstentions:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.

***Conclusion:*** *The General Meeting approved the Supervisory Board's Report with 100% of the total number of votes of shareholders attending the meeting in favor.*

**4. Approval of the Consolidated Financial Statements and Parent Company Financial Statements for 2024 Audited by International Auditing Co., Ltd.**

- **Total number of Voting Cards issued:** 56 Cards, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- **Total number of Voting Cards collected:** 56 Cards, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** voting ballots, accounting for 100% of the total number of votes of shareholders attending the meeting.

In which, the number of valid Voting Cards: **56** Cards, representing **25,871,433** shares, corresponding to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the General Meeting, specifically:

- + **Votes in favor:** 56 Cards, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- + **Votes against:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.
- + **Abstentions:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.

- ***Conclusion:*** *The General Meeting approved the Consolidated Financial Statements and Parent Company Financial Statements for 2024, audited by International Auditing Co., Ltd., with 100% of the total number of votes of shareholders attending the meeting in favor.*

**5. Profit distribution plan for 2024**

- **Total number of Voting Cards issued:** 56 Cards, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.

- **Total number of Voting Cards collected:** 56 Cards, representing 25,871,433 shares with voting rights at the General Meeting, equivalent to 25,871,433 voting ballots, accounting for 100% of the total number of votes of shareholders attending the meeting.

In which, the number of valid Voting Cards: 56 Cards, representing 25,871,433 shares, corresponding to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the General Meeting, specifically:

- + **Votes in favor:** 56 Cards, equivalent to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- + **Votes against:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.
- + **Abstentions:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.

**Conclusion:** *The General Meeting approved the Profit Distribution Plan for 2024 with 100% of the total number of votes of shareholders attending the meeting in favor.*

**6. Authorization for the Board of Directors to Select the Audit Firm for the Financial Statements in 2025**

- **Total number of Voting Cards issued:** 56 Cards, representing 25,871,433 shares with voting rights at the General Meeting, equivalent to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- **Total number of Voting Cards collected:** 56 Cards, representing 25,871,433 shares with voting rights at the General Meeting, equivalent to 25,871,433 voting ballots, accounting for 100% of the total number of votes of shareholders attending the meeting.

In which, the number of valid Voting Cards: 56 Cards, representing 25,871,433 shares, corresponding to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the General Meeting, specifically:

- + **Votes in favor:** 56 Cards, equivalent to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- + **Votes against:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.
- + **Abstentions:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.

**Conclusion:** *The General Meeting approved the authorization for the Board of Directors to select the audit firm for the financial statements in 2025 with 100% of the total number of votes of shareholders attending the meeting in favor.*



7. **Remuneration Plan for the Board of Directors and the Supervisory Board in 2024 and Proposed Remuneration for 2025**

- **Total number of Voting Cards issued:** 56 Cards, representing 25,871,433 shares with voting rights at the General Meeting, equivalent to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- **Total number of Voting Cards collected:** 56 Cards, representing 25,871,433 shares with voting rights at the General Meeting, equivalent to 25,871,433 voting ballots, accounting for 100% of the total number of votes of shareholders attending the meeting.

In which, the number of valid Voting Cards: 56 Cards, representing 25,871,433 shares, corresponding to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the General Meeting, specifically:

- + **Votes in favor:** 56 Cards, equivalent to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- + **Votes against:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.
- + **Abstentions:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.

8. **The General Meeting of Shareholders authorizes the Board of Directors to decide on a number of issues under the authority of the General Meeting of Shareholders:**

- **Total number of Voting Cards issued:** 56 Cards, representing 25,871,433 shares with voting rights at the General Meeting, equivalent to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- **Total number of Voting Cards collected:** 56 Cards, representing 25,871,433 shares with voting rights at the General Meeting, equivalent to 25,871,433 voting ballots, accounting for 100% of the total number of votes of shareholders attending the meeting.

In which, the number of valid Voting Cards: 56 Cards, representing 25,871,433 shares, corresponding to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the General Meeting, specifically:

- + **Votes in favor:** 56 Cards, equivalent to 25,871,433 votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- + **Votes against:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.
- + **Abstentions:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total

number of votes of shareholders attending the meeting.

***Conclusion:*** *The General Meeting approved the authorization for the Board of Directors to decide on a number of issues under the authority of the General Meeting of Shareholders with 100% of the total number of votes of shareholders attending the meeting in favor*

9. **Approval of the Dismissal and Election of New Members of the Supervisory Board for the term 2021-2026**

- **Total number of Voting Cards issued:** 56 Cards, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
- **Total number of Voting Cards collected:** 56 Cards, representing **25,871,433** shares with voting rights at the General Meeting, equivalent to **25,871,433** voting ballots, accounting for 100% of the total number of votes of shareholders attending the meeting.

In which, the number of valid Voting Cards: **56** Cards, representing **25,871,433** shares, corresponding to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the General Meeting, specifically:

- + **Votes in favor:** 56 Cards, equivalent to **25,871,433** votes, accounting for 100% of the total number of votes of shareholders attending the meeting.
  - + **Votes against:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.
  - + **Abstentions:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.
- ***Conclusion:*** *The Congress approved the Dismissal and Election of new members of the Supervisory Board for the 2021-2026 term with 100% of the total number of votes of shareholders attending the meeting in favor.*

10. **Approval of the election results of members of the Board of Supervisors (remaining period 2021-2026):**

- **Total number of Voting Cards issued:** 55 Cards, representing **25,871,133** shares with voting rights at the General Meeting, equivalent to **25,871,133** votes, accounting for 99.999% of the total number of votes of shareholders attending the meeting.
- **Total number of Voting Cards collected:** 55 Cards, representing **25,871,133** shares with voting rights at the General Meeting, equivalent to **25,871,133** voting ballots, accounting for 99.999% of the total number of votes of shareholders attending the meeting.



In which, the number of valid Voting Cards: **55** Cards, representing **25,871,133** shares, corresponding to **25,871,133** votes, accounting for 99.999% of the total number of votes of shareholders attending the General Meeting, specifically:

- + **Votes in favor:** **55** Cards, equivalent to **25,871,133** votes, accounting for 99.999% of the total number of votes of shareholders attending the meeting.
- + **Votes against:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.
- + **Abstentions:** 0 Cards, equivalent to 0 votes, accounting for 0% of the total number of votes of shareholders attending the meeting.

The vote counting minutes were completed at 11 o'clock 25, March 31, 2025 and were publicly approved before the Congress.


**Recipients:**

- BOD, SB;
- Save.

**VOTE COUNTING COMMITTEE**

Head of Committee.....

Member.....

 Vu Thi Hong Nhung

 Le Thi Nh



*Hanoi, March 31, 2025*



**MINUTES OF VOTING  
MEMBERS OF THE SUPERVISORY BOARD  
TERM 2021-2026**

**AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025  
TNT GROUP JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of TNT Group Joint Stock Company;
- Pursuant to the Working Regulations at the Annual General Meeting of Shareholders in 2025 dated March 31, 2025;
- Pursuant to the Regulations on the election of members of the Board of Supervisors for the term 2021-2026;
- Pursuant to the List of nominees and candidates for election to the Board of Supervisors for the term 2021-2026 of TNT Group Joint Stock Company approved by the General Meeting of Shareholders;

Today, March 31, 2025, 1A Floor, Star City Building, No. 23 Le Van Luong, Nhan Chinh Ward, Thanh Xuan District, Hanoi City. Our Ballot Counting Committee consists of:

- |                          |                 |
|--------------------------|-----------------|
| 1. Ms. Vu Thi Hong Nhung | - Head of Board |
| 2. Ms. Le Thi Mo         | - Member        |

The counting committee has issued voting cards, supervised the election process, collected voting cards and conducted the vote counting. Specific vote counting results are as follows:

Total number of shareholders attending the meeting directly and by authorization: **56** shareholders.

Total number of shareholders participating in the election: **55** shareholders

1. Total number of shareholders participating in the election issued:
  - Total number of voting cards issued: **55** cards, representing **25,871,133** shares with voting rights at the meeting corresponding to the total number of votes for members of the Supervisory Board: **77,613,399** votes.
2. Total number of Voting Cards collected:



- Total number of Voting Cards for Supervisory Board members collected: **55** Cards, representing **25,871,133** shares with voting rights at the meeting corresponding to the total number of votes for Supervisory Board members: **77,613,399** votes.

In which:

+ Total number of valid Supervisory Board Voting Cards: **55** Cards, representing **25,871,133** shares with voting rights at the meeting, corresponding to the total number of votes for Supervisory Board members: **77,613,399** votes.

+ Total number of invalid Supervisory Board Voting Cards: 0 Cards, representing 0 shares with voting rights at the meeting, corresponding to the total number of votes of 0 votes, accounting for 0% of the total number of votes.

### RESULTS OF THE ELECTION OF THE SUPERVISORY BOARD

No	Full name	Number of votes	Occupy % of votes
1	Pham Thi Thu Hoai	26,462,833	102.29%
2	Nguyen Thi Anh Tuyet	25,343,833	97.96%
3	Lam Tang Quang	25,806,733	99.75%

Pursuant to Enterprise Law No. 59/2020/QH14, the Company's Charter and the above results, the following named Mr. and Mrs. have been elected to the Supervisory Board of TNT Group Joint Stock Company for the term 2021-2026.

1. Pham Thi Thu Hoai
2. Nguyen Thi Anh Tuyet
3. Lam Tang Quang

The minutes of the vote count were completed at 11 o'clock 30, March 31, 2025 and were publicly approved before the Congress.

#### Recipients:

- Board of Directors,
- Supervisory Board;
- Save

#### VOTE COUNTING COMMITTEE

Head of Committee.....

Member.....



*Hanoi, on March 06, 2025*

**REGULATIONS**  
**ON ORGANIZING THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN**  
**2025**  
**TNT GROUP JOINT STOCK COMPANY**

*- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;*

*- Pursuant to the Charter of Organization and Operation of TNT Group Joint Stock Company;*

*The Organizing Committee of the General Meeting of Shareholders of TNT Group Joint Stock Company promulgates the Regulations on organizing the Annual General Meeting of Shareholders in 2025 as follows:*

**Article 1. Goals**

- Ensure the principles of transparency, fairness, and democracy based on the actual situation of the Company.
- Facilitate the organization and conduct of the General Meeting of Shareholders.

**Article 2. Scope of application**

This regulation applies to the organization of the Annual General Meeting of Shareholders in 2025 of TNT Group Joint Stock Company.

Shareholders and other participants in the General Meeting are responsible for complying with the provisions of this Regulation.

**Article 3. General requirements**

- All shareholders attending the General Meeting must be at least 18 years old and dressed appropriately.
- Shareholders must sit in the designated seat or area as assigned by the Organizing Committee. Strictly adhere to the seating arrangement set by the Organizing Committee.
- Smoking is prohibited in the meeting room during the General Meeting.
- Private conversations and the use of mobile phones are not allowed during the meeting. All mobile phones must be turned off or set to silent mode.

Shareholders or their representatives are required to attend the General Meeting from the start until it concludes. If a shareholder/representative leaves the meeting before it ends without notifying the Organizing Committee, the shareholder will be considered to have forfeited their voting rights at the meeting.



#### **Article 4. Conditions for holding the Congress**

The General Meeting of Shareholders will be conducted when the number of shareholders or their representatives attending the meeting represents more than 50% of the total shares with voting rights. The list of shareholders will be based on the decision to convene the General Meeting of Shareholders.

### **CHAPTER II: RIGHTS AND OBLIGATIONS OF PARTIES PARTICIPATING IN THE CONGRESS**

#### **Article 5. Rights and obligations of shareholders attending the General Meeting**

##### *5.1. Shareholders' rights when attending the General Meeting*

All shareholders are entitled to attend the General Meeting of Shareholders or may authorize a representative to attend the meeting on their behalf if they are unable to attend. Shareholders or their representatives who attend the meeting will receive voting ballots corresponding to the number of shares they hold for the issues discussed at the meeting.

Each shareholder/representative attending the meeting must bring the invitation letter, identification documents (ID card, passport, etc.), and the authorization letter (if any) to present to the Organizing Committee of the General Meeting and receive a voting ballot and a ballot for electing the supervisory board, corresponding to the number of voting shares they represent, with the official seal of TNT Group Joint Stock Company.

The voting value of the Voting Ballot and Supervisory Board Election Ballot held by the shareholder/representative corresponds to the percentage of voting shares they own or represent in relation to the total number of voting shares held by shareholders/representatives attending the meeting.

Shareholders/representatives who arrive late must register immediately and will then be allowed to participate in voting/elections at the meeting. However, the Chairman is not responsible for pausing the meeting to allow them to register, and the validity of any votes/elections that have already taken place will not be affected.

##### *5.2. Obligations of shareholders when attending the General Meeting*

- Comply with the regulations and conditions in the Company Charter and this regulation.
- Complete the registration procedures to attend the Congress with the Congress Organizing Committee
- Strictly comply with the regulations at the Congress, respect the results of the work at the Congress
- Be self-sufficient in transportation, food and rest.

#### **Article 6. Rights and obligations of the Shareholder Qualification Examination Board and the Election and Vote Counting Board**

The Shareholder Qualification Examination Board is appointed by the Board of Directors. The committee is responsible for verifying and reporting to the General Meeting the results of the eligibility check for shareholders/representatives attending the meeting. The committee receives shareholder documents for the meeting, distributes materials and voting ballots, and performs other organizational tasks.

The Election and Vote Counting Committee is appointed by the President and approved by a vote at the General Meeting. Members of the Election and Vote Counting Committee must be shareholders but cannot be nominated for the Supervisory Board.

The Election and Vote Counting Committee has the following responsibilities:

- Guide the process of electing the Supervisory Board.
- Determine the voting results of shareholders on issues approved at the General Meeting.
- Approve the list and distribute voting ballots for the election of Supervisory Board members.
- Organize the vote counting, prepare the vote counting minutes, and announce the election results to the General Meeting.
- Promptly notify the Secretariat of the voting results.
- Distribute and collect election ballots, supervise and monitor the voting process of shareholders.
- Conduct the vote counting, prepare the vote counting minutes, and announce the election results for the Supervisory Board to the General Meeting. The minutes and all voting ballots must be handed over to the Organizing Committee.
- Review and report to the General Meeting any violations of the election regulations or complaints regarding the election.
- During the performance of their duties, the Election and Vote Counting Committee must work honestly and accurately and is responsible for the voting and election results.

#### **Article 7. Rights and obligations of the Presidium and Secretariat of the Congress.**

- The Presidium consists of members of the Board of Directors. The Chairman of the Board of Directors will preside over the General Meeting of Shareholders (Chairman).
- The Chairman will conduct the meeting according to the agenda and regulations approved by the General Meeting of Shareholders. The Chairman works under the principles of democratic centralism and makes decisions based on the majority.
- The Chairman will guide the meeting's discussion, collect voting opinions on issues listed in the meeting's agenda, and address related matters throughout the meeting.



- The Chairman has the right to take necessary measures to manage the meeting in a reasonable, orderly manner, in line with the approved agenda, reflecting the majority of the attendees' wishes.
- The Chairman's decisions on the order, procedures, or any unexpected events outside the approved agenda will be final and binding.

The Chairman has the right to:

- Request all attendees to undergo checks or other security measures.
- Ask the relevant authorities to maintain order during the meeting; expel individuals who do not comply with the Chairman's authority, intentionally disrupt order, obstruct the normal progress of the meeting, or fail to follow security checks from the General Meeting of Shareholders.

The Chairman has the right to postpone the General Meeting of Shareholders, which has the required number of registered attendees, to a later time or change the meeting location in the following cases:

- The meeting location does not have enough seating to accommodate all attendees.
- An attendee engages in behavior that disrupts order, potentially preventing the meeting from proceeding fairly and legally.

The maximum postponement time is no more than 3 days from the originally scheduled start date.

The Secretariat will assist according to the Chairman's instructions. Specifically, the Secretariat has the following duties:

- Take accurate and complete notes of the entire proceedings of the meeting and the issues that have been approved or are still under consideration by shareholders/representatives at the meeting.
- Draft the Resolution of the meeting and any Resolutions related to issues approved at the meeting (if any).
- Carry out other tasks as assigned by the Chairman.

### **CHAPTER III: VOTING ON THE ISSUES OF THE CONGRESS**

#### **Article 8. Procedure for Conducting the Congress**

The General Meeting will sequentially discuss and approve the agenda items by raising voting cards.

#### **Article 9. Voting Method**

All issues on the agenda of the General Meeting must be approved by direct voting during the meeting. Each shareholder will be issued a voting card, which includes their full name, the number of shares they have voting rights for (both owned and by authorized) of the shareholder and the official seal of TNT Group Joint Stock Company.

Voting will be conducted by raising voting cards. Shareholders who do not raise their voting cards during all three rounds of the Chairman asking for opinions on the issue (Agree, Disagree, Other opinions) will be considered to have agreed with the content.

The Vote Counting Committee will record the voting cards and announce the voting results for each issue discussed at the meeting.

#### **Article 10. Approval by Voting at the General Meeting**

10.1 Resolutions on the following matters will be approved if they are supported by shareholders representing at least 65% of the total voting shares of all shareholders present at the meeting:

- The type of shares and the total number of shares of each type;
- Changes to the company's business sectors, industries, and activities;
- Changes to the company's organizational structure and management;
- Investment projects or the sale of assets valued at 35% or more of the company's total assets as stated in the most recent financial report, unless the company's charter specifies a different percentage or value;
- Company restructuring or liquidation;
- Other matters specified by the company's charter.

10.2 Resolutions will be approved if they are supported by shareholders owning more than 50% of the total voting shares of all shareholders present at the meeting, except for the cases mentioned in section 10.1 above; the specific percentage is determined by the company's charter.

### **CHAPTER IV: ELECTION OF BOARD OF DIRECTORS AND SUPERVISORY BOARD**

#### **Article 11. Principles of election of the Board of Directors and the Supervisory Board**

The election of members of the Board of Directors and the Supervisory Board will be carried out by cumulative voting, in the form of public, direct and secret ballot.

The ballots are distributed by the Ballot Counting Committee. Each ballot has the names of the candidates nominated for the Supervisory Board and is stamped by the agency and hung on the corner of the ballot.

When receiving the ballots, shareholders/shareholder representatives must check the total number of shares they represent (Total number of votes they represent) recorded on the ballots. If there are any errors, they must be notified immediately upon receipt of the ballots. The ballots are considered valid when they contain complete and accurate information as required on the ballots.

#### **Article 12. Vote Counting Organization**



The vote counting must be conducted by the Election and Vote Counting Committee at the meeting location immediately after the voting has concluded. Before opening the ballot box, the Election and Vote Counting Committee must tally, record, and seal the unused ballots.

The Election and Vote Counting Committee is not allowed to alter, erase, or amend any ballots.

*The following ballots will be considered invalid:*

- Ballots not issued by the Election and Vote Counting Committee.
- The Election and Vote Counting Committee is not responsible for any cases where shareholders lose their ballots or make errors on their ballots.
- Ballots containing names of individuals not on the list of candidates approved by the General Meeting.

Principles for Selecting Elected Candidates to the Board of Directors and the Supervisory Board; The selection of candidates for the Board of Directors and the Supervisory Board is based on the total number of voting shares received by the candidates, ensuring that each candidate receives at least 51% of the total voting shares present at the meeting, ranked from highest to lowest, up to the maximum number of members allowed by the regulations.

If the first round of voting does not result in the required number of Supervisory Board members, the General Meeting will recognize the number of members elected in the first round and hold a second round of voting. Based on all shareholders who participated in the first round, the second round will include only those members who were not elected in the first round.

If the second round of voting still does not result in the required number of Supervisory Board members, the General Meeting will conduct a third round of voting (the voting content will be the same as in the second round).

## **CHAPTER V: EXPRESSING OPINIONS AT THE CONGRESS**

### **Điều 13. Principles and Methods of Expressing Opinions**

Shareholders/representatives attending the General Meeting who wish to express their opinions during the discussion must obtain the consent of the Chairman.

Shareholders should keep their remarks brief and focus on the key issues that need to be addressed, in line with the approved agenda of the General Meeting. The Chairman will arrange for shareholders to speak in the order of their registration and will also address any questions raised by the shareholders.

## **CHAPTER VI: END OF CONGRESS**

### **Article 14. Minutes of meetings and resolutions of the Congress**

All contents at the General Meeting of Shareholders must be recorded in the Minutes of the General Meeting of Shareholders by the General Meeting of Shareholders, and the main issues approved must be recorded in the resolution. The

Resolution of the General Meeting must be read and approved before the closing of the General Meeting and kept in the Company Resolution Book.

## CHAPTER VII: OTHER PROVISIONS

### Article 15. Cases where the General Meeting of Shareholders fails to hold a meeting.

In case within 60 minutes from the time of the scheduled opening of the General Meeting, the first General Meeting of Shareholders does not meet the conditions to be conducted according to the provisions of Article 4 of this Charter, the convening of the second General Meeting of Shareholders will be conducted within 30 days from the date of the first General Meeting of Shareholders scheduled to open. The second General Meeting of Shareholders will only be conducted when the number of shareholders/shareholder representatives attending the meeting represents 33% or more of the total number of voting shares.

In case the second meeting is not eligible to be conducted according to the provisions, the third meeting will be convened within 20 days from the date of the scheduled second meeting and the third meeting will be conducted regardless of the number of shareholders/shareholder representatives attending the meeting and the percentage of voting shares of the shareholders/shareholder representatives attending the meeting.

### Article 16. Implementation provisions

This Regulation consists of 7 chapters and 16 articles and takes effect from the date of signing.

#### Recipients:

- Shareholders' meeting;
- Save: Administration, Board of Directors.

ON BEHALF OF BOARD OF  
DIRECTORS  
PRESIDENT





WORKING REGULATIONS  
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

TNT GROUP JOINT STOCK COMPANY

In order to facilitate the organization and conduct of the Annual General Meeting (AGM) of TNT Group Joint Stock Company in 2025, and to guide shareholders in attending the meeting and exercising their voting rights either directly or through a proxy, the Organizing Committee of the AGM in 2025 respectfully submits for approval the following working regulations for the meeting:

**I. ORDER OF THE CONGRESS:**

1. Shareholders and/or their representatives must sit in the designated seats or areas as specified by the Organizing Committee when entering the meeting room;
2. Smoking is prohibited in the meeting room;
3. Private conversations and the use of mobile phones are not allowed during the meeting. All mobile phones must be turned off or set to silent mode.

**II. VOTING ON ISSUES AT THE GENERAL MEETING:**

**1. Principals:**

- All issues on the agenda of the General Meeting must be discussed and voted on openly by raising the **Voting Cards** of all shareholders and/or their representatives.
- The Voting Cards are printed by the Company, stamped with the official seal, and distributed to shareholders/representatives at the General Meeting. The Voting Cards are printed by the Company, stamped with the official seal, and distributed to shareholders/representatives at the General Meeting<sup>1</sup>. The Voting Card will clearly display the shareholder's ID number, full name, and the number of voting shares held by that shareholder.

**2. Voting Method:**

- Shareholders and/or their representatives will vote (agree, disagree, or abstain) on an issue by directly raising the Voting Card at the General Meeting;
- When voting at the meeting, shareholders who agree to approve the matter will raise their Voting Card high. The members of the Vote Counting Committee will mark the shareholder's ID number and the corresponding number of voting shares of each shareholder who agrees. Similarly, under the direction of the Chairman, shareholders who disagree or abstain will raise their Voting Cards in turn;
- Immediately after completing the voting on the issues presented at the meeting, the Vote Counting Committee will count the votes and announce the results to the General Meeting.

<sup>1</sup>Shareholder code issued by TNT to each shareholder according to the list closed on February 14, 2025.



### **3. Voting Rules:**

- 3.1. 1 (one) common share corresponds to 1 (one) voting card.

As of the record date (February 14, 2025), the total number of shares in the company is 51,000,000 (*fifty-one million*) common shares, equivalent to 51,000,000 (*fifty-one million*) voting cards.

- 3.2. The following issues will be approved if more than 50% of the total voting cards of shareholders with voting rights present in person and through authorized representatives at the General Meeting of Shareholders approve:

- Report of the Board of Directors on operations in 2024 and plan for 2025;
- Report of the Supervisory Board;
- Audited financial statements for 2024;
- Profit distribution plan for 2024;
- Other issues (if any) as prescribed in the Company Charter.

- 3.3. The following issues will be approved if 65% or more of the total voting cards of shareholders with voting rights present in person and through authorized representatives at the General Meeting of Shareholders approve:

- Approving amendments and supplements to the Company Charter;
- Other issues (if any) as prescribed in the Company Charter

- 3.4. Other issues (if any) as prescribed in the Company Charter.

### **III. DISCUSSION AT THE CONGRESS:**

#### **1. Principals:**

- Discussions are only allowed within the specified time and within the scope of the issues presented in the AGM agenda;
- Shareholders who wish to speak must register their questions on the Question Form and submit it to the Secretariat of the meeting;
- The Secretariat of the meeting will arrange the Question Forms submitted by shareholders in the order of registration and forward them to the Chairman's Team.

#### **2. Answering shareholders' questions**

Based on the shareholders' question forms collected, arranged and submitted to the Presidium by the Secretariat, the Chairman or a member designated by the Chairman will answer shareholders' questions.

### **IV. RESPONSIBILITIES OF THE CHAIRMAN:**

1. Conduct the meeting according to the agenda and the rules approved by the General Meeting of Shareholders.

The Chairperson works based on the principles of democratic centralism and makes decisions based on the majority.

2. Guide the General Meeting of Shareholders in discussing and voting on the issues within the meeting agenda and related matters throughout the meeting.

3. Resolve any issues that arise during the meeting.

### **V. RESPONSIBILITIES OF THE SECRETARIAT:**



1. Take accurate and complete minutes of the entire proceedings of the meeting and the issues that have been approved or noted by the shareholders, and record them in the Meeting Minutes.
2. Draft resolutions on the issues that have been approved at the meeting.

#### **VI. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE:**

1. Accurately determine the voting results of the shareholders on the issues approved at the meeting.
2. Promptly notify the Secretariat of the voting results and the results of the election for the members of the Board of Directors (BOD) and the Supervisory Board (SB).
3. Review and report to the General Meeting of Shareholders any violations of the voting regulations or complaints regarding the voting results.

#### **VII. MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS:**

minutes of the General Meeting of Shareholders must be read and approved before the closing of the General Meeting.

Above are the entire working regulations of the Annual General Meeting in 2025 of Shareholders of TNT Group Joint Stock Company. The Organizing Committee respectfully submits to the General Meeting of Shareholders for consideration and approval.

***Best regards!***

#### **-Recipients:**

- *Annual General Meeting of Shareholders in 2025;*
- *Members of the Board of Directors, Board of Management, Board of Supervisors;*
- *Filed: Administration.*

#### **ORGANIZING COMMITTEE OF THE GENERAL MEETING OF SHAREHOLDERS**





TNT GROUP JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM

No.: 01-2025/BC-HDQT

Independence – Freedom – Happiness

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Hanoi, March 06, 2025

**REPORT OF THE BOARD OF DIRECTORS  
PRESENTED TO THE ANNUAL GENERAL MEETING OF  
SHAREHOLDERS IN 2025**

Pursuant to the rights and duties of the Board of Directors (BOD) as stipulated by the Law on Enterprises and the Charter of TNT Group Joint Stock Company, the BOD hereby reports to the General Meeting of Shareholders on the BOD's activities in 2024 and the operational plan for 2025 as follows:

**I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024**

**1. Term of the Board of Directors:**

The term of the Board of Directors is five (05) years, covering the period from 2021 to 2026. As of the present time, the Company's Board of Directors consists of 05 members as follows:

- Mr. Nguyen Gia Long	Chairman of the Board of Directors
- Mr. Nguyen Ba Huan	Vice Chairman of the Board of Directors
- Mr. Nguyen Gia Minh	Member of the Board of Directors
- Mr. Vu Tuan Hoang	Member of the Board of Directors
- Mr. Nguyen Thanh Sang	Independent Member of the Board of Directors

The Board of Directors has actively implemented, directed, and managed the Company's activities in accordance with legal regulations and the Company's Charter.

**2. Implementation of the Resolution of the Annual General Meeting of Shareholders in 2024:**

- Throughout the past year, the Board of Directors has fulfilled its duties with a high sense of







responsibility, strictly implementing the Resolutions approved by the General Meeting of Shareholders, supervising, and directing the Executive Board in the Company's business operations through the Resolutions of the Board of Directors.

- The Board of Directors' leadership in 2024 has closely followed market developments to formulate appropriate and effective decisions, demonstrating proactive supervision over the Executive Board's activities to ensure high business efficiency.
- The Company has strictly complied with reporting and corporate information disclosure obligations to relevant authorities and regulatory agencies in accordance with legal requirements.

### **3. Meetings and Decisions of the Board of Directors:**

- In 2024, the Board of Directors held regular meetings, issued resolutions within its authority, and closely coordinated with the Executive Board in managing all aspects of business operations.
- In addition to in-person meetings, the Board of Directors also maintained discussions and sought opinions among members through remote conferences, email communication, and direct phone calls, thereby reducing costs and enhancing the efficiency of information exchange between the Board of Directors and the Executive Board. The Board of Directors also agreed on assigning and delegating authority to each member in specific areas of work to leverage the individual strengths of each member, thereby improving the overall effectiveness of the Board of Directors.

### **4. Coordination Between the Board of Directors and the Executive Board:**

- In 2024, the members of the Board of Directors of the Company worked in harmony to make accurate and timely decisions, bringing high efficiency. The Board of Directors played a guiding role, directing and supervising the implementation of policies and decisions while supporting the Executive Board in the Company's business operations.
- In its relationship with the Executive Board, the Chairman of the Board of Directors regularly participated in the Executive Board's monthly briefing meetings to stay informed about business operations, provide guidance, set directions, and promptly address proposals and recommendations related to the Company's business activities. In addition, the Board of Directors required the



Executive Board to report on the Company's operational status and to submit urgent reports whenever issues arose that could seriously impact the Company's business operations.

- The Board of Directors closely followed the targets and plans assigned by the General Meeting of Shareholders, combining them with an analysis of practical conditions and market developments to provide appropriate and flexible guidance for the Company's operations.
- The Board of Directors focused on directing the restructuring of the Company's management system in alignment with the operational model and business production tasks. It improved the corporate governance system, adjusted the functions and responsibilities of departments, and optimized personnel to enhance efficiency. In addition to restructuring departments, the Board of Directors also stabilized the key personnel structure to ensure the effective management of the Company.
- The Board of Directors fully and promptly complied with the disclosure requirements for periodic, extraordinary, and on-demand information in accordance with regulations applicable to listed companies.

#### **5. Assessment of the Performance of the Executive Board and Management Personnel:**

The Executive Board of the Company has made great efforts in managing the Company's business operations. All aspects of business activities have been reported fully and promptly to the Board of Directors, while also providing necessary information and maximum support to the Supervisory Board. The Board of Directors agrees with the content of the business performance report in 2024 presented by the Executive Board.

## **II. OPERATIONAL PLAN OF THE BOARD OF DIRECTORS FOR 2025**

### **1. Business Production Targets:**

- Revenue: From 900 to 1,000 billion
- Profit after Corporate Income Tax: From 25 to 30 billion

### **2. Specific Operational Plan:**





- Strengthen and stabilize the Company's key management personnel. Focus on promoting commercial business activities, especially construction sand products. Monitor and analyze real estate market trends, government support policies, and the implementation of newly issued Laws, Decrees, and Circulars to develop specific and appropriate plans for executing the Company's real estate projects. For other projects or business activities, investment and implementation will only proceed at the right time when all necessary conditions are met, avoiding dispersion and inefficiency in resource allocation.
- Direct the Company's business operations in accordance with the spirit and content of the Resolutions of the General Meeting of Shareholders.
- Strategically guide and support the General Director in standardizing work processes, managing, and operating the Company's activities in alignment with established goals and plans.
- Strengthen relationships with domestic and international partners to create added value through joint ventures and collaborations, seeking international partners to implement the Company's major projects.
- Further promote corporate culture, sustainable development for the community, and uphold Vietnamese cultural values in interactions with employees, investors, and business partners. Actively participate in social movements and prioritize the well-being of employees.

This is the report on the activities of the Board of Directors in 2024 and the operational direction for 2025, respectfully submitted to the General Meeting of Shareholders for review, discussion, and approval.

**Recipients:**

- Company shareholders;
- Supervisory Board;
- Members of the Board of Directors;
- Members of the Executive Board;
- Administrative save.

**ON BEHALF OF THE BOARD OF DIRECTORS**





## **INDEPENDENT MEMBER'S ASSESSMENT REPORT BOARD OF DIRECTORS – 2025 TNT GROUP JOINT STOCK COMPANY**

In 2024, the independent member of the Board of Directors of TNT Group Joint Stock Company participated in strategic orientation, planning, compliance control, and critical review of the Company's business strategies to ensure adherence to corporate governance best practices. As an independent member, I positively assess the operations of the Board of Directors of TNT Group Joint Stock Company, specifically:

### **1. Regarding the organization of Board of Directors meetings:**

- The Board of Directors meetings were convened and conducted according to a specific schedule, with well-prepared materials, following established principles. Meeting agendas were thoroughly discussed, critically reviewed, and carefully evaluated by Board members to provide the best directions and solutions for the Company.
- Business strategy, financial strategy, corporate culture, and management system development.....were all rigorously discussed and controlled between the Board of Directors and the Executive Board..
- The Company's operational execution followed a clearly defined delegation framework, with continuous risk analysis and timely identification to ensure stability, safety, and legal compliance while achieving the targets set by the Board of Directors and the General Meeting of Shareholders.
- Investments in new strategies were independently researched, scientifically justified, and critically reviewed within the Board of Directors and the Executive Board.

### **2. Regarding the supervision of the General Director and other members of the Executive Board:**

- Overall, the Board of Directors has effectively supervised the Executive Board, ensuring that the Company's operations are closely monitored to align with strategic directions and that decisions are promptly adjusted as required by actual circumstances.
- Members of the Board of Directors attended both regular and extraordinary meetings of the Executive Board. The decisions of the General Director were analyzed, critically reviewed, and consulted by the Board of Directors to optimize solutions for the Company's best interests. Through this, the Board of Directors consistently maintained a clear understanding of the Group's operations, identified emerging situations, and quickly adapted to real-world demands.
- Members of the Board of Directors played a proactive and responsible role in supporting the Executive Board, conducting multiple experience-sharing sessions with other management levels.





- The Board of Directors placed significant emphasis on risk management solutions to assist the Executive Board in early identification of issues, ensuring the Company's sustainability, operational stability, and investor protection.

### 3. **General Assessment of the Board of Directors' Operations:**

- According to the Board of Directors' operational plan, the tasks carried out in 2024 were aligned with the Resolutions of the General Meeting of Shareholders, the Company's Charter, Corporate Governance Regulations, and standard Corporate Governance practices.
- All members of the Board of Directors demonstrated a strong sense of responsibility and a high level of professionalism. As a result, the assigned responsibilities in protecting the Company's interests were clearly defined, and each member carefully fulfilled their respective roles.
- The Board of Directors proposed timely and effective solutions to help the Executive Board overcome certain challenges in managing the Company, ensuring proper supervision and control while upholding strict compliance with legal regulations.
- The Board of Directors successfully led and managed the Company to achieve revenue and profit growth targets for the year, generating high returns for shareholders and ensuring stable income for employees.
- The Board of Directors collaborated with the Executive Board in implementing initiatives to strengthen corporate culture. Through innovative strategies, the Board effectively contributed to building sustainable corporate values.



Hanoi, March 6, 2025

Independent Member of the Board of Directors

**Nguyen Thanh Sang**



TNT GROUP JOINT STOCK  
COMPANY

No.: 01-2025/BC-BKS

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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Hanoi, March 06, 2025

## REPORT OF THE SUPERVISORY BOARD

PRESENTED TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

To: Esteemed Shareholders of TNT Group Joint Stock Company

I. In fulfilling its responsibilities in 2024, the Supervisory Board of TNT Group Joint Stock Company has carried out the following specific tasks:

1. Developed the overall supervisory plan for 2024, assigned specific tasks to each member of the Supervisory Board.
2. Supervised the legality, reasonableness, and transparency in the management and operation of business activities, in the organization of accounting work, in statistical work, and in the preparation of financial statements. In 2024, the Supervisory Board held periodic meetings to evaluate the activities of the Board of Directors and the Executive Board, reviewed financial statements, and assessed the company's quarterly and annual business performance. The Supervisory Board conducted inspections and supervision of compliance with legal regulations and the company's internal regulations in the management and operation of the Board of Directors and the Executive Board, specifically:
  - The Supervisory Board was fully provided with information regarding the resolutions and decisions of the Board of Directors and the Executive Board of the Company. It maintained regular communication with the Board of Directors and the Executive Board regarding the implementation of the business plan and the resolutions approved by the General Meeting of Shareholders. Based on this, the Supervisory Board assessed that the management and operation of the company's business activities by the Board of Directors and the Executive Board fully complied with legal regulations and aligned with the resolutions of the Annual General Meeting of Shareholders in 2024.







- The Board of Directors proactively supervised and promptly directed the company's business strategy as well as specific decisions in its operations.
- The Supervisory Board did not detect any violations of the law by the Board of Directors or the Executive Board.
- Regarding the organization of accounting work:
  - + The accounting work has fully complied with relevant regulations, ensuring that accounting principles are upheld and financial reports are prepared in strict accordance with current accounting standards.
  - + The accounting work has provided the Board of Directors and the Executive Board with timely and appropriate decisions for business operations.
  - + The Supervisory Board did not detect any violations of the law in financial and accounting activities.
- Review of the Financial Statements in 2024:
  - + Assessed the business performance reports, annual financial statements, semi-annual, and quarterly reports of the Company.
  - + The Supervisory Board found that these reports demonstrate a high level of compliance with current regulations regarding content and reporting timelines.
  - + The Supervisory Board also concurred with the figures presented in the Financial Statements in 2024 prepared by the auditing firm.
- Supervision of Resolutions and Decisions of the Board of Directors and the Executive Board:
  - + The Supervisory Board finds that the Resolutions and Decisions of the Board of Directors and the Executive Board are in compliance with the Enterprise Law and the Company's Charter.
  - + The Supervisory Board did not detect any violations of the law or the Company's Charter by members of the Board of Directors or the Executive Board.





+ The Supervisory Board agrees with the content of the business performance report in 2024 presented by the Executive Board.

## II. Observations and Opinions of the Supervisory Board:

- With a spirit of responsibility, cooperation, and dedication to fulfilling the tasks entrusted by the shareholders, the Supervisory Board has consistently engaged in discussions and provided frank and honest feedback to the Board of Directors and the Executive Board in the development of regulations, resolutions, and decisions.
- To build upon the achievements of 2024, strive to meet the targets for 2025, and enhance transparency, the Supervisory Board recommends the following actions:
  - + The Board of Directors and the Executive Board should promptly establish policies to ensure competitiveness, thereby encouraging the development of the Company's business units.
  - + The Board of Directors and the Executive Board should promptly implement policies to strengthen risk management and ensure compliance with legal regulations in business operations.

This is the report of the Supervisory Board, respectfully submitted to the General Meeting of Shareholders for review, feedback, and approval.

*Sincerely thanks./.*

### Recipients:

- The Annual General Meeting of Shareholders in 2025;
- Members of the Board of Directors; Supervisory Board;
- Members of the Executive Board;
- Administrative Save.

ON BEHALF OF THE SUPERVISORY  
BOARD



NGUYEN VAN GIAP



**PROPOSAL**

**To: Annual General Meeting of Shareholders in 2025**

**TNT Group Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on Organization and Operation of TNT Group Joint Stock Company;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders for consideration and approval of the following matters at the Annual General Meeting in 2025:

**1. Approval of the report on the activities of the Board of Directors in 2024 and the plan and directions for 2025**

*(The detailed report on the Activities of the Board of Directors in 2024 and the Plan and Directions for 2025 has been sent to the shareholders.).*

**2. Approval of the business plan for 2025**

The company's 2025 business plan is as follows:

- Revenue : From 900 to 1.000 billion VND
- Net Profit after Corporate Income Tax : From 25 to 30 billion VND

**3. Approval of the Supervisory Board's Report**

*(The detailed report of the Supervisory Board on the company's operations in 2024 and the operational plan for 2025 has been sent to the shareholders.).*

**4. Approval of the Consolidated Financial Statements and Parent Company Financial Statements for 2024 audited by International Auditing Company Limited**

The Consolidated Financial Statements and Parent Company Financial Statements for 2024 have been audited by International Auditing Company Limited in accordance with applicable standards. These financial statements have been disclosed in compliance with regulations by TNT Group Joint Stock Company and published on the company's website: <https://tnt-group.vn/cong-bo-thong-tin/> including:

- (1) Auditor's Report;
- (2) Balance Sheet as of December 31, 2024;
- (3) Statement of Business Performance for 2024;
- (4) Cash Flow Statement for 2024;
- (5) Financial statement footnotes.



**5. Approval of the Profit Distribution Plan in 2024**

- No profit distribution for 2024.

**6. Approval of the Remuneration Plan in 2024 for the Board of Directors and the Supervisory Board**

- It is unanimously agreed that no remuneration will be paid to the Board of Directors and the Supervisory Board for 2024.

**7. Approval of authorizing the Board of Directors to select the audit firm for the Financial Statements in 2025**

The General Meeting of Shareholders authorizes the Board of Directors to independently select a reputable audit firm that meets the conditions for auditing listed companies on the stock exchange, as per the list of the State Securities Commission of Vietnam, to conduct the audit for the financial year in 2025.

**8. Approval for the General Meeting of Shareholders to authorize the Board of Directors to decide on certain matters under the authority of the General Meeting of Shareholders, specifically as follows:**

- Approval of the General Meeting of Shareholders authorizing the Board of Directors to decide on a number of issues under the authority of the General Meeting of Shareholders, specifically as follows
- Approval of Contracts/transactions with a value of 35% or more or transactions resulting in a total transaction value arising within 12 months from the date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statement between the company and the following related persons:
  - + Shareholders, authorized representatives of shareholders who are organizations owning more than 10% of the total number of common shares of the company and their related persons;
  - + Members of the Board of Directors, Directors or General Directors and their related persons;
  - + Enterprises in which members of the Board of Directors, Supervisors, Directors or General Directors and other managers of the company must declare according to the provisions of Clause 2, Article 164 of the Law on Enterprises.
- Be allowed to borrow, issue bonds, mobilize legal capital sources to serve the Company's business activities.
- Decide on the establishment, dissolution, plans for buying and selling shares, divestment, restructuring of operations of subsidiaries, joint ventures and associated companies.
- Decide on purchasing the company's headquarters, changing the head office address, establishing/dissolving transaction offices, representative offices, branches in accordance with the Company's business situation.
- Increase the Company's charter capital when eligible.





**9. Dismissal and Election of New Members of the Supervisory Board (Term 2021-2026)**

- The General Meeting of Shareholders is requested to approve the dismissal of three members of the Supervisory Board who have submitted resignation letters, including the following individuals:

1) Mr. Nguyen Van Giap	Position: Head of the Supervisory Board
2) Ms. Tran Thi Tram	Member of the Supervisory Board
3) Ms. Ha Huyen Trang	Member of the Supervisory Board

- The General Meeting of Shareholders is requested to approve the election of 03 new members to the Supervisory Board to replace 03 dismissed members.
- The General Meeting of Shareholders is requested to approve the list of nominated candidates for election to the Supervisory Board, as detailed in the attached summary of candidate profiles

*(Summary Table of Candidate Profiles for the Supervisory Board for the term 2021-2026).*

Respectfully submitted to the General Meeting of Shareholders for review and approval./

**Recipients:**

- As stated above;
- Board of Directors, Board of Supervisors, Executive Board;
- Save: Documents.

**ON BEHALF OF THE BOARD OF  
DIRECTORS**



Hanoi, March 6, 2025

**REGULATIONS ON THE ELECTION OF  
SUPERVISORY BOARD MEMBERS<sup>1</sup>**

**(TERM 2021 – 2026)**

**AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025**

**1. Legal Basis**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter on Organization and Operation of TNT Group Joint Stock Company;

**2. Regulations on the Additional Election of Supervisory Board Members**

**2.1. Voting Method:**

- Voting is conducted by secret ballot using the cumulative voting method. Shareholders have the right to:
  - + Accumulate their total votes for a single candidate; or
  - + Distribute their votes among multiple candidates. In this case, the number of votes assigned to each candidate does not have to be equal; or
  - + Use only a portion of their total votes for one or more candidates, while the remaining votes may not be assigned to any candidate.
- Each shareholder will receive one (01) Ballot for Supervisory Board Member Election ("Ballot"), **Total Number of Votes**. The total number of votes (permitted total votes) is calculated as follows: **Total number of votes = Total number of voting shares owned and represented × 3** (the number of Supervisory Board members being elected at the General Meeting)
- How to fill out the Ballot:
  - + Shareholders voting for a candidate must write the exact number of votes assigned to that candidate in the "Number of Votes" column;
  - + If a shareholder does not wish to vote for a particular candidate, they should leave the column blank, cross it out, or enter "0" in the "Number of Votes" column;
  - + The maximum number of candidates a shareholder may vote for (by entering a specific number of votes) is three (03) candidates.

<sup>1</sup> This document may be amended, supplemented appropriately and submitted to the General Meeting of Shareholders for consideration and decision at the General Meeting.



- + *The total number of votes assigned to candidates on a single ballot* must not exceed the *total number of permitted votes*, meaning it must be less than or equal to the *total permitted votes*.
- If a shareholder makes an error while filling out the Ballot, and has not yet placed it in the ballot box, they may request a new Ballot directly from the Head of the Vote Counting Committee to ensure their voting rights are protected.
- Voting will commence after the General Meeting of Shareholders approves the List of Candidates and the Election Regulations or upon the announcement by the Head of the Vote Counting Committee. The voting process will conclude when the last shareholder has cast their Voting Card into the ballot box or immediately after the Chairman asks the General Meeting whether any shareholders have not yet voted, and no shareholders raise any concerns;

## **2.2. Invalid Ballot in the Following Cases:**

- The ballot is not issued by the Organizing Committee of the General Meeting; and/or
- The ballot does not bear the official control stamp of the Organizing Committee of the General Meeting; and/or
- The ballot is torn, crossed out, erased, altered, or includes additional candidates who are not on the list of candidates approved by the General Meeting of Shareholders before voting begins; and/or
- The ballot contains additional information or added symbols; and/or
- The total number of votes allocated to candidates exceeds the total number of votes allowed for that shareholder; and/or
- The number of candidates voted for exceeds the number of additional members to be elected to the Board of Directors and the Supervisory Board; and/or
- The ballot does not have the signature of the shareholder or their authorized representative; and/or
- The ballot is submitted to the Vote Counting Committee after the voting process/time has ended and/or after the ballot box has been sealed; and/or
- The ballot does not specify any number of votes in the "Number of Votes" column.

## **2.3. Vote Counting:**

### **2.3.1. Vote Counting Regulations:**

- The Vote Counting Committee shall conduct vote counting in a separate room or designated area;
- The Vote Counting Committee may utilize electronic technical equipment and technical staff to assist in the vote counting process;
- The Vote Counting Committee may inspect the ballot box in the presence of shareholder representatives;
- The Vote Counting Committee shall verify the validity of the ballots and proceed with vote counting;



- Upon completion of vote counting, the Vote Counting Committee shall prepare a Vote Counting Report, and the Head of the Vote Counting Committee shall announce the results at the General Meeting.

### **2.3.2. Preparation and Announcement of the Vote Counting Report:**

- Upon completion of vote counting, the Vote Counting Committee shall prepare the Vote Counting Report;
- The report shall include the following key information:
  - + Date, time, and location of the vote counting process;
  - + Composition of the Vote Counting Committee;
  - + Total number of shareholders attending the meeting;
  - + Total number of shareholders casting votes;
  - + Number and percentage of valid and invalid ballots;
  - + Number and percentage of votes received by each candidate for the supplementary election;

### **3. Principles for Selecting Elected Candidates to the Supervisory Board**

- 3.1 The three candidates receiving the highest number of votes, ranked from highest to lowest, shall be elected to the Supervisory Board.
- 3.2 In the event that the required number of Supervisory Board members cannot be selected due to multiple candidates receiving an equal number of votes, preference shall be given to the candidate who holds a higher number of shares in TNT Group Joint Stock Company. If the candidates do not hold any shares, or if the number of shares held by these candidates is equal, the General Meeting shall conduct a re-election among these candidates who received an equal number of votes. The winning candidate shall be the one with the higher number of votes in the re-election.
- 3.3 Any arising issues shall be addressed by the Chairman seeking direct shareholder input at the General Meeting.

### **4. Enforcement**

- 4.1 This regulation shall be publicly announced before the General Meeting of Shareholders and submitted for voting by all shareholders before the election process begins.
- 4.2 Any complaints (if any) related to the election shall be resolved by the Chairman
- 4.3 This regulation shall take effect immediately after approval by the General Meeting of Shareholders.

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

