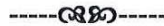




THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness



No.: 01/2026/NQ-ĐHĐCĐ

Ho Chi Minh City, dated 22 April 2026

RESOLUTION
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
FOR THE FISCAL YEAR 2025
THIEN LONG GROUP CORPORATION

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Charter on Organization and Operation of Thien Long Group Corporation;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders for the fiscal year 2025 dated 22 April 2026.

The meeting of Annual General Meeting of Shareholders for the fiscal year 2025 of Thien Long Group Corporation was held at 09:20 AM on 22 April 2026 and ended at 12:00 AM on the same day at New World Saigon Hotel, No. 76 Le Lai, Ben Thanh Ward, Ho Chi Minh City, Vietnam. The total number of (direct and authorized) shareholders and delegates attending the meeting was 151 people, owning and representing 78,141,989 shares, accounting for 80.9524% of the total shares with voting rights of Thien Long Group Corporation.

After discussing and voting, the General Meeting of Shareholders of Thien Long Group Corporation at the annual meeting for the fiscal year 2025 approved the following decisions:

RESOLVED:

Article 1. Approved the Report of the Board of Directors on business performance in 2025

The Meeting voted to approve the Report of the Board of Directors on business performance in 2025, as follows:

- a) Assessment of the Company's operations in 2025
 - Consolidated net revenue reached VND 4,174 billion, fulfilling 99% of the plan approved by the General Meeting of Shareholders.
 - Consolidated net profit after tax (excluding non-controlling interests) reached VND 446 billion, achieving 99% of the plan approved by the General Meeting of Shareholders.
- b) Remuneration, operating expenses, and other benefits of the Board of Directors, the Audit Committee, the Board of Supervisors and the Board of Management
 - The remuneration policy for the Board of Directors, the Audit Committee, the Board of Supervisors as well as the salary and bonuses for the Board of Management, are always ensured to comply with legal regulations.



- The remuneration for the Board of Directors and the salary and bonuses for the Chief Executive Officer in 2025 amounted to VND 17.7 billion, as presented in Note No. 40 (a) of the 2025 Audited consolidated Financial Statements.
 - Remuneration for the Audit Committee: the Board of Directors members who also serve as members of the Audit Committee receive remuneration based on their single title as a Board of Directors member, the Board of Directors members' remuneration has been detailed in the 2025 audited financial statements, in compliance with legal regulations and the Company's Charter.
 - Remuneration for the Board of Supervisors in 2025 was VND 283,200,000.
- c) Summary of Board of Directors' Meetings and Decisions
- The Board of Directors held 28 meetings to deliberate and implement resolutions of the General Meeting of Shareholders, aiming to approve major orientations in the Company's development direction.
 - The adoption of resolutions by the Board of Directors is always consistent with the Company's vision and business strategy in each stage.
- d) Activities of Independent Board Members and their evaluation of the Board of Directors
- Independent Board Members play a crucial role in ensuring transparency, objectivity, and effectiveness in the company's governance. With their independent perspectives and diverse professional experience, these members actively participate in discussions, provide constructive challenges, and advise on material issues related to the company's strategic direction.
 - Results of Independent Members' assessment of the Board of Directors' performance in 2025: The Company's the Board of Directors has performed its duties and roles with a high sense of responsibility for the legitimate interests of the Company and its shareholders.
- e) Investor relations and obligations to Shareholders: Always committed to maintaining fairness and equality and prioritizing the best interests of investors and shareholders.
- f) Overseeing the activities of the Board of Management: The Board of Management consistently demonstrates a pioneering role, dedication and effort; Always ensures internal regulations are strictly followed; Deploys work and operates in accordance with the spirit of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors, closely following the Company's strategy and development orientation; Focuses on developing products according to green, safe, and sustainable criteria, linked to business ethics and social responsibility, while simultaneously building a suitable working environment to support the Company's long-term development goals.
- g) 2026 Orientation
- 2026 marks the point when Thien Long realizes its “Glocalisation” strategy with a completely new mindset: Creating a knowledge ecosystem based on a solid foundation of Vietnamese identity.
- Thien Long focuses on three overarching strategic pillars to create a foundation for sustainable growth in the 2026 - 2027 period:

- Expanding international markets: Thien Long continues to expand its OEM/ODM capabilities as an important pillar in its global value chain integration strategy. The Group focuses on strategic customers in the US, Europe and Japan, while expanding into new markets through local partners.
- Enhancing product value: Thien Long continues to position pens and markers as its core foundation, with approximately 70% of its R&D resources focused on these strategic product lines. In 2026, Thien Long plans to launch new products, emphasizing improvements in writing experience (smooth, quick-drying, smudge-free), ergonomic design, and the application of new materials.
- Optimizing operational capacity: Thien Long is boosting investment in automation and digital transformation, with a focus on applying artificial intelligence in supply chain management, demand forecasting, and production quality control.

In 2026, the Board of Directors plans to submit the following business plan targets to the General Shareholders' Meeting for approval: Net revenue of VND 4,400 billion, after-tax profit of VND 440 billion, and a dividend of 35% of par value.

Specifically, in the context of increasingly complex and unpredictable macroeconomic and geopolitical developments, the Company has set a post-tax profit target of VND 440 billion, representing a slight decrease of 1.1% compared to the 2025 actual results. This is part of a “investment-led growth” roadmap aimed at safeguarding long-term fundamentals and maintaining shareholder interests. This decision is based on the recognition of rising and highly unpredictable input material costs, which are exerting pressure on production costs. Instead of fully passing this cost burden onto consumers through significant price increases, Thien Long prioritizes preserving the competitiveness of its distribution network and maintaining market share amid the influx of low-cost imported products. At the same time, in a high-inflation environment, proactively enhancing compensation and benefits for employees is considered a necessary investment to strengthen internal capabilities and uphold the organization’s commitment to “exceeding standards”. The Company is committed to rigorously optimizing production and operational efficiency to reduce costs, ensure the achievement of profit targets, and build momentum for the next cycle of sustainable growth.

The approval rate 99.7609%

The disapproving rate 0.0000%

The abstentions rate 0.0011%

Article 2. Approved the Report of the Board of Management on business performance in 2025

The Meeting voted to approve Report of the Board of Management on business performance in 2025 as follows:

No.	Item	Amount
1	Net revenue	VND 4,174 billion

No.	Item	Amount
2	Net profit after tax (excluding non-controlling interests)	VND 446 billion

The approval rate 99.7609%

The disapproving rate 0.0000%

The abstentions rate 0.0011%

Article 3. The Report on the activities of the Independent Member of the Board of Directors serving on the Audit Committee in 2025

The Meeting voted to approve the Report on the activities of the Independent Member of the Board of Directors serving on the Audit Committee in 2025.

The approval rate 99.7609%

The disapproving rate 0.0000%

The abstentions rate 0.0011%

Article 4. Approved the Report on the activities of the Independent Member of the Board of Directors in 2025

The Meeting voted to approve the Report on the activities of the Independent Member of the Board of Directors in 2025.

The approval rate 99.7609%

The disapproving rate 0.0000%

The abstentions rate 0.0011%

Article 5. Approved the 2025 audited Financial Statements

The Meeting voted to approve the 2025 Separate Financial Statements and Consolidated Financial Statements of Thien Long Group Corporation, audited by PwC (Vietnam) Limited.

The approval rate 99.7609%

The disapproving rate 0.0000%

The abstentions rate 0.0011%

Article 6. Approved the profit distribution for 2025 and authorized the Board of Directors to decide the distribution of profits for 2025

- The Meeting voted to approve the profit distribution for 2025 as follows:

Profit distribution	Amount
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	(Unit: thousand VND)
Undistributed profits accumulated to the end of the previous year	593,725,203
Consolidated profit after tax for 2025	446,474,887
- Cash dividends for 2025 (35% of par value) (*)	329,074,425
- Bonus and welfare fund (10% of profit after tax)	44,647,489
- Remuneration for the Board of Directors	20,000,000
Retained earnings after distribution	646,478,176

Note:

(*) The company has made an interim payment of 35% for the 2025 cash dividends, equivalent to VND 329,074,425,000.

- The General Meeting of Shareholders authorizes the Board of Directors to decide on other matters related to the distribution of profits for 2025 that have been approved by the General Meeting of Shareholders.

The approval rate 99.7609%

The disapproving rate 0.0000%

The abstentions rate 0.0011%

Article 7. Approved the target of revenue, profit and the profit distribution plan for 2026

- The Meeting voted to approve the target of revenue, profit and the profit distribution plan for 2026 as follows:

No.	Profit distribution	Amount
1	Plan of revenue and profit for 2026	
	- Net revenue	VND 4,400 billion <i>Increased by 5.4% compared to the 2025 actual results and by 4.8% compared to the 2025 plan</i>
	- Consolidated profit after tax	VND 440 billion <i>Decreased by 1.1% compared to the 2025 actual results and by 2.2% compared to the 2025 plan</i>
2	Plan of profit distribution for 2026	
	- Dividends for 2026	planned 35% of par value
	- Bonus and welfare fund	10% of profit after tax
	- Remuneration for the Board of Directors	VND 20 billion/ year

- Authorize the Board of Directors to change or adjust the above Plan according to the actual situation and to make interim dividend payments for 2026 (*) in accordance with the Company's business results for the year.

(*) Source of funds for interim dividend payments for 2026: Accumulated undistributed after-tax profits from previous years up to the time the company makes the interim dividend payment.

The approval rate 99.7595%

The disapproving rate 0.0000%

The abstentions rate 0.0025%

Article 8. Approved the authorizing the Board of Directors to select Audit Company for the fiscal year 2026

- The Meeting voted to approve authorizing the Board of Directors to select one of the following auditing firms to conduct an audit of the Company's financial statements for fiscal year 2026:
 1. Deloitte Vietnam Company Limited;
 2. PwC Company Limited (Vietnam);
 3. KPMG Company Limited.

The approval rate 98.8739%

The disapproving rate 0.0000%

The abstentions rate 0.8881%

Article 9. Approved the amendments to registered business activities of the Company in 2026

- The Meeting voted to approve the amendments to registered business activities of the Company in 2026 as follows:

❖ **Business activities before the amendments:**

No.	Name of business activities	Business lines
1.	Manufacture of plastic products <i>(except for the production of thermal insulation foam using R141b gas or pre-blended polyol containing HCFC-141b)</i>	2220
2.	Manufacture of measuring, testing, navigating and control equipment <i>Details: Manufacture of measuring and testing equipment in laboratory kits for chemistry, physics, technology, and engineering. (Not operated at the head office)</i>	2651
3.	Manufacture of office machinery and equipment (except for computers and peripheral devices) <i>(Not operated at the head office)</i>	2817
4.	Manufacture of other special-purpose machinery	2829

	<i>Details: Manufacture of automated machinery serving the Company's production, machinery for automation, and manufacture of industrial robots for various purposes (Not operated at the head office)</i>	
5.	Manufacture of toys and games <i>(excluding toys and games that are harmful to the education and health of children, or that may affect social order and safety) (Not operated at the head office)</i>	3240
6.	Other manufacturing not elsewhere classified <i>Details: Manufacture of stationery, school supplies, teaching aids made of plastic, processed plastic products (except for the production of thermal insulation foam using R141b gas, or pre-blended polyol containing HCFC-141b), plastic household products; manufacture of household tools and appliances. (Not operated at the head office)</i>	3290
7.	Wholesale of other household goods <i>Details: Wholesale of stationery, school supplies, teaching aids made of plastic, processed plastic products; wholesale of games and toys for children; wholesale of sporting equipment and supplies</i>	4649
8.	Wholesale of other machinery, equipment and spare parts <i>Details: Wholesale of molds; wholesale of machinery and equipment serving the Company's production sector; wholesale of machinery for automation; wholesale of office furniture (tables, chairs, cabinets); wholesale of office machinery and equipment, excluding computers and peripheral devices; wholesale of robots used in automated production activities; wholesale of machine tools for all types of materials; wholesale of computer-controlled machine tools (Except for the performance of the right to export, import, and distribute goods on the List of goods for which foreign investors and foreign-invested economic organizations are not entitled to perform the right to export, import, and distribute)</i>	4659
9.	Wholesale trade of other specialized products not classified elsewhere <i>Details: Wholesale trade of plastic granules, pigments; wholesale trade of packaging; wholesale trade of scrap metal and non-metal waste; wholesale trade of other products not classified elsewhere: lighters, batteries, glue sticks, chemical, physical, technological, and engineering laboratory equipment</i>	4669
10.	Management consulting services <i>(except for accounting, financial, and tax consulting)</i>	7020 (Main)

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❖ Amend the business activities:

No.	Name of business activities	Business lines
1.	Manufacture of office machinery and equipment (except for computers and peripheral devices) <i>(Not operated at the head office)</i>	2817
2.	Wholesale of other household goods <i>Details: Exercising the right to export, import, and wholesale distribute goods not included in the list of goods prohibited from export, import, or distribution under Vietnamese law, and not subject to restrictions under international treaties to which Vietnam is a signatory.</i>	4649
3.	Wholesale trade of other specialized products not classified elsewhere <i>Details: Wholesale trade of plastic granules, pigments; wholesale trade of packaging; wholesale trade of scrap metal and non-metal waste; wholesale trade of other products not classified elsewhere: lighters, batteries, glue sticks, chemical, physical, technological, and engineering laboratory equipment</i>	4679
4.	Management business consulting services and other management consulting services <i>(except for accounting, financial, and tax consulting)</i>	7020 <i>(Main)</i>

❖ The business activities of the Company after amendments:

No.	Name of business activities	Business lines
1.	Manufacture of plastic products <i>(except for the production of thermal insulation foam using R141b gas or pre-blended polyol containing HCFC-141b)</i>	2220
2.	Manufacture of measuring, testing, navigating and control equipment <i>Details: Manufacture of measuring and testing equipment in laboratory kits for chemistry, physics, technology, and engineering (Not operated at the head office)</i>	2651
3.	Manufacture of office machinery and equipment (except for computers and peripheral devices) <i>(Not operated at the head office)</i>	2817
4.	Manufacture of other special-purpose machinery <i>Details: Manufacture of automated machinery serving the Company's production, machinery for automation, and manufacture of industrial robots for various purposes (Not operated at the head office)</i>	2829
5.	Manufacture of toys and games <i>(excluding toys and games that are harmful to the education and health of children, or that may affect social order and safety) (Not operated at the head office)</i>	3240
6.	Other manufacturing not elsewhere classified	3290

	<i>Details: Manufacture of stationery, school supplies, teaching aids made of plastic, processed plastic products (except for the production of thermal insulation foam using R141b gas, or pre-blended polyol containing HCFC-141b), plastic household products; manufacture of household tools and appliances. (Not operated at the head office)</i>	
7.	Wholesale of other household goods <i>Details: Exercising the right to export, import, and wholesale distribute goods not included in the list of goods prohibited from export, import, or distribution under Vietnamese law, and not subject to restrictions under international treaties to which Vietnam is a signatory.</i>	4649
8.	Wholesale of other machinery, equipment and spare parts <i>Details: Wholesale of molds; wholesale of machinery and equipment serving the Company's production sector; wholesale of machinery for automation; wholesale of office furniture (tables, chairs, cabinets); wholesale of office machinery and equipment, excluding computers and peripheral devices; wholesale of robots used in automated production activities; wholesale of machine tools for all types of materials; wholesale of computer-controlled machine tools (Except for the performance of the right to export, import, and distribute goods on the List of goods for which foreign investors and foreign-invested economic organizations are not entitled to perform the right to export, import, and distribute)</i>	4659
9.	Wholesale trade of other specialized products not classified elsewhere <i>Details: Wholesale trade of plastic granules, pigments; wholesale trade of packaging; wholesale trade of scrap metal and non-metal waste; wholesale trade of other products not classified elsewhere: lighters, batteries, glue sticks, chemical, physical, technological, and engineering laboratory equipment</i>	4679
10.	Management business consulting services and other management consulting services <i>(except for accounting, financial, and tax consulting)</i>	7020 (Main)

- The General Meeting of Shareholders authorizes Legal Representative of the Company to prepare the necessary documents and carry out the required procedures in accordance with the laws to register changes to the Company's business activities. The scope of this authorization includes, but is not limited to, amending the "Details" describing the business activities, as well as providing explanations, supplementing documents, and supplying information as requested by competent authorities at the time of actual implementation (if any).

The approval rate 99.7591%

The disapproving rate 0.0000%

The abstentions rate 0.0028%

Article 10. This Resolution shall take effect as of 22 April 2026

This Resolution shall take effect as of 22 April 2026. The Board of Directors is responsible for disclosing this Resolution on the Company's website (www.thienlonggroup.com) in strict accordance with the provisions of the laws.

Article 11. Responsibility to disseminate and implement this Resolution

The General Meeting of Shareholders herein shall assign the Board of Directors to disseminate, implement and supervise the execution process in compliance with this Resolution.

**O/B THE GENERAL MEETING OF
SHAREHOLDERS**

CHAIRMAN



CO GIA THO



THIEN LONG GROUP CORPORATION

Address: 10th Floor, Sofic Tower, No. 10 Mai Chi Tho
Street, An Khanh Ward, Ho Chi Minh City.

Enterprise Registration Certificate No.: 0301464830, issued
on March 14, 2005,
by the Department of Planning and Investment of HCMC

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THE SOCIALIST REPUBLIC OF VIETNAM

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Ho Chi Minh City, 22 April 2026

MEETING MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR FISCAL YEAR 2025

THIEN LONG GROUP CORPORATION

Today, at 09:20 AM on 22 April 2026, at New World Saigon Hotel – 76 Le Lai Street, Ben Thanh Ward, Ho Chi Minh City, the Annual General Meeting of Shareholders (AGM) for the fiscal year 2025 of Thien Long Group Corporation was convened.

The total number of shareholders and authorized representatives attending at the beginning of the AGM was: 115 persons, representing 76,278,782 shares, accounting for 79.0222% of the total voting shares of the Company.

The Organizing Committee includes:

A- Meeting Chairpersons:

1. **Mr. Co Gia Tho** – Chairman of the Board of Directors
2. **Mr. Nguyen Dinh Tam** – Member of the Board of Directors
3. **Ms. Tran Phuong Nga** – Member of the Board of Directors, Chief Executive Officer

B- Secretariat:

1. **Mr. Nguyen Ngoc Trung Chanh** – Corporate Secretary

C- Vote Counting Committee:

1. **Ms. Le Thuy Hien** – Thien Long Group Corporation

As at 09:32 AM approval of the Working Regulations, List of Chairpersons, Vote Counting Committee and the Meeting Agenda with the following results:

The total number of shareholders and authorized representatives attending the General Meeting of Shareholders at the time of voting commencement: 125 persons, representing 76,388,046 shares, accounting for 79.1354% of the total voting shares of Thien Long Group Corporation.

Voting Results Summary:

- Total ballots issued: 125 representing 79,1354 voting shares, accounting for 100% of the total voting shares of attending shareholders.
- Total valid ballots: 78 representing: 76,156,172 voting shares, accounting for: 99.6965% of the total voting shares of attending shareholders.
- Total ballots not collected: 47 representing 231,874 voting shares, accounting for 0.3035% of the total voting shares of attending shareholders

The detailed voting results for specific item of the Working Regulations, List of Chairpersons, Vote Counting Committee, and the Meeting Agenda with the following results:

Total valid ballots: 78 representing: 76,156,172 voting shares, accounting for: 99.6965% of the total voting shares of attending shareholders.

- Total ballots in favor: 78 representing: 76,156,172 voting shares, accounting for: 99.6965% of the total voting shares at the Meeting.
- Total ballots against: 0 representing: 0 voting shares, accounting for: 0.0000% of the total voting shares at the Meeting.
- Total abstentions: 0 representing: 0 voting shares, accounting for: 0.0000% of the total voting shares at the Meeting.

Total invalid ballots: 0 representing: 0 voting shares, accounting for: 0.0000% of the total voting shares of attending shareholders.

As such, the General Meeting approved the Working Regulations, Nomination Regulations, List of Chairpersons, Vote Counting Committee, and the Meeting Agenda.

MEETING AGENDA:

Members representing the Board of Directors, the Board of Management, and the Audit Committee presented the following reports and proposals:

1. Report of the Board of Directors on business performance in 2025

- a) Assessment of the Company's operations in 2025
 - Consolidated net revenue reached VND 4,174 billion, fulfilling 99% of the plan approved by the General Meeting of Shareholders.
 - Consolidated net profit after tax (excluding non-controlling interests) reached VND 446 billion, achieving 99% of the plan approved by the General Meeting of Shareholders.
- b) Remuneration, operating expenses, and other benefits of the Board of Directors, the Audit Committee, the Board of Supervisors and the Board of Management
 - The remuneration policy for the Board of Directors, the Audit Committee, the Board of



Supervisors as well as the salary and bonuses for the Board of Management, are always ensured to comply with legal regulations.

- The remuneration for the Board of Directors and the salary and bonuses for the Chief Executive Officer in 2025 amounted to VND 17.7 billion, as presented in Note No. 40 (a) of the 2025 Audited consolidated Financial Statements.
- Remuneration for the Audit Committee: the Board of Directors members who also serve as members of the Audit Committee receive remuneration based on their single title as a Board of Directors member, the Board of Directors members' remuneration has been detailed in the 2025 audited financial statements, in compliance with legal regulations and the Company's Charter.
- Remuneration for the Board of Supervisors in 2025 was VND 283,200,000.

c) Summary of Board of Directors' Meetings and Decisions

- The Board of Directors held 28 meetings to deliberate and implement resolutions of the General Meeting of Shareholders, aiming to approve major orientations in the Company's development direction.
- The adoption of resolutions by the Board of Directors is always consistent with the Company's vision and business strategy in each stage.

d) Activities of Independent Board Members and their evaluation of the Board of Directors

- Independent Board Members play a crucial role in ensuring transparency, objectivity, and effectiveness in the company's governance. With their independent perspectives and diverse professional experience, these members actively participate in discussions, provide constructive challenges, and advise on material issues related to the company's strategic direction.
- Results of Independent Members' assessment of the Board of Directors' performance in 2025: The Company's the Board of Directors has performed its duties and roles with a high sense of responsibility for the legitimate interests of the Company and its shareholders.

e) Investor relations and obligations to Shareholders: Always committed to maintaining fairness and equality and prioritizing the best interests of investors and shareholders.

f) Overseeing the activities of the Board of Management: The Board of Management consistently demonstrates a pioneering role, dedication and effort; Always ensures internal regulations are strictly followed; Deploys work and operates in accordance with the spirit of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors, closely following the Company's strategy and development orientation; Focuses on developing products according to green, safe, and sustainable criteria, linked to business ethics and social responsibility, while

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simultaneously building a suitable working environment to support the Company's long-term development goals.

g) 2026 Orientation

2026 marks the point when Thien Long realizes its “Glocalisation” strategy with a completely new mindset: Creating a knowledge ecosystem based on a solid foundation of Vietnamese identity.

Thien Long focuses on three overarching strategic pillars to create a foundation for sustainable growth in the 2026 - 2027 period:

- Expanding international markets: Thien Long continues to expand its OEM/ODM capabilities as an important pillar in its global value chain integration strategy. The Group focuses on strategic customers in the US, Europe and Japan, while expanding into new markets through local partners.
- Enhancing product value: Thien Long continues to position pens and markers as its core foundation, with approximately 70% of its R&D resources focused on these strategic product lines. In 2026, Thien Long plans to launch new products, emphasizing improvements in writing experience (smooth, quick-drying, smudge-free), ergonomic design, and the application of new materials.
- Optimizing operational capacity: Thien Long is boosting investment in automation and digital transformation, with a focus on applying artificial intelligence in supply chain management, demand forecasting, and production quality control.

In 2026, the Board of Directors plans to submit the following business plan targets to the General Shareholders' Meeting for approval: Net revenue of VND 4,400 billion, after-tax profit of VND 440 billion, and a dividend of 35% of par value.

Specifically, in the context of increasingly complex and unpredictable macroeconomic and geopolitical developments, the Company has set a post-tax profit target of VND 440 billion, representing a slight decrease of 1.1% compared to the 2025 actual results. This is part of a “investment-led growth” roadmap aimed at safeguarding long-term fundamentals and maintaining shareholder interests. This decision is based on the recognition of rising and highly unpredictable input material costs, which are exerting pressure on production costs. Instead of fully passing this cost burden onto consumers through significant price increases, Thien Long prioritizes preserving the competitiveness of its distribution network and maintaining market share amid the influx of low-cost imported products. At the same time, in a high-inflation environment, proactively enhancing compensation and benefits for employees is considered a necessary investment to strengthen internal capabilities and uphold the organization’s commitment to “exceeding standards”. The Company is



committed to rigorously optimizing production and operational efficiency to reduce costs, ensure the achievement of profit targets, and build momentum for the next cycle of sustainable growth.

2. The Report of the Board of Management on business performance in 2025

No.	Item	Amount
1	Net revenue	VND 4,174 billion
2	Net profit after tax (excluding non-controlling interests)	VND 446 billion

3. The Report on the activities of the Independent Member of the Board of Directors serving on the Audit Committee in 2025

a) Regarding organizational structure of Audit Committee including:

Full name	Title		Term	Date of first membership of Audit Committee
Pham Ngoc Tuan	The independent Members of the Board of Directors	Chairman of Audit Committee	2025 – 2028	Appointment dated 10 April 2025
Nguyen Dinh Tam	Non-executive Member of the Board of Directors	Member of Audit Committee	2025 – 2028	Appointment dated 10 April 2025

b) Report on the activities of the Audit Committee in 2025

b.1) Remuneration, operating expenses, and benefits of the Audit Committee

- Members of the Board of Directors who are also members of the Audit Committee receive remuneration according to their position as a member of the Board of Directors. The remuneration for members of the Board of Directors has been detailed in the audited financial statements for 2025, in compliance with the applicable laws and the Company's Charter.

b.2) Summary of the Audit Committee meetings

In 2025, the Audit Committee held 03 meetings to exchange and update information on the Company's operations, finalize operational plans, and summarize the results of work performed, with the following main activities:

- Through the operating regulations of the Audit Committee and the 2025 operational plan of the Internal Audit Department.
- Report on the internal audit results of the Domestic Business Division and provide recommendations regarding risks identified during the audit.
- Working with PwC (Vietnam), the Chief Executive Officer, and the Chief Accountant of the Company on the content and scope of the audit for the fiscal year 2025.

Full name	Title	Number of meetings attended	Meeting attendance rate	Voting ratio
Pham Ngoc Tuan	Chairman of the Audit Committee	3/3	100%	100%
Nguyen Dinh Tam	Member of the Audit Committee	3/3	100%	100%

b.3) Supervising the Company's financial reports, operational performance, and financial situation

- The financial statements are prepared and published in accordance with current standards and legal regulations, reflecting the Company's financial situation fairly and truthfully.
- The auditing firm ensures reliability, honesty, adherence to audit deadlines, and independence and objectivity.
- Periodically, the Audit Committee discusses with the independent Auditor and the Board of Management and chief accountant to clarify important issues of concern to the Audit Committee, questions and requests from the Audit Committee during the review of the financial statements have been clarified and satisfactorily responded to by the Board of Management, the Chief Accountant, and the independent Auditor.

- In 2025, the Company's consolidated net revenue reached VND 4,174 billion, an increase of 11.1% compared to the previous year and achieving 99% of the planned target. Net profit after tax reached VND 446 billion (Achieving 99% of the plan).
- As of 31 December 2025, the Company's total assets reached VND 3,569 billion, and equity of the owner was VND 2,523 billion.

b.4) Supervising transactions as prescribed in point d, clause 2, Article 284 of Decree 155/2020/ND-CP

- Details of the transaction have been presented in the Corporate Governance Report for 2025, published on 30 January 2026, on the Company's website.
- The Company has complied with all relevant regulations regarding the authority to approve, monitor, and commentate transactions between the Company and its insiders; related parties of insiders with the Company, its subsidiaries, and companies under the Company's control.

b.5) Results of supervising and evaluating the Company's internal control and risk management system.

- The Company's operations are based on clear regulations and procedures, with specific guidelines, hierarchical structure, and delegation of authority, and are continuously supervised, inspected, and reported on, always maintaining a balance between efficiency and cost.
- Through the Company's periodic risk assessment and reporting mechanism, the Audit Committee and the Board of Directors are able to promptly grasp the trends in risk fluctuations at each unit, as well as key emerging risks, thereby providing guidance to risk owners to develop appropriate response and remediation plans.
- The Company has been and continues to strengthen the review and improvement of risk management documents, procedures, and processes to enhance work efficiency, optimize resources, and align with the growth rate and scale of the market.
- Focusing on the specific applications of artificial intelligence in reporting, document searching, and internal procedures and processes helps the Company maximize cost efficiency and effectiveness in handling tasks.
- The Audit Committee acknowledges that the Company has paid great attention to and actively improved its internal control and risk management systems, aiming to enhance the presence and effectiveness of the entire system in the Company's production and business operations.

b.6) Results of the internal audit function assessment

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- Over the past years, internal audit has been performing its role well, achieving 100% of the plan set for 2025, helping departments and member units identify shortcomings and providing appropriate recommendations, enabling the Company to adjust and supplement control measures to prevent and promptly detect significant risks in operations.

b.7) Results of supervising the Board of Directors, the Board of Management, and other executives of the Company

- The Audit Committee's supervise activities are carried out through various channels, including reporting and contact with the Board of Management, management staff, the audit department, internal control, risk management, and independent auditing firms.
- Through evaluation and supervision, the Audit Committee finds that the Board of Directors is operating in a highly specialized manner, with the Board's committees and subcommittees established and operating with a high sense of responsibility, strictly adhering to applicable laws.
- The Resolutions and Decisions of the Board of Directors are all issued legally, within their authority, and in line with the development direction and maximizing profits for the Company.
- The Board of Directors has strived to closely adhere to the production and business targets and plans approved by the General Meeting of Shareholders. They have complied with all regulations in the operation and management of the Company.
- The disclosure of information as required by regulations has been fully, promptly, transparently, and clearly implemented by the Board of Directors and the Board of Management.
- The Board of Directors, the Board of Management, and the Company's management staff always create favorable conditions and cooperate well with the Audit Committee in a spirit of respect, transparency, and objectivity.

4. The Report on the activities of the Independent Member of the Board of Directors in 2025

a) Report by Mr. Pham Ngoc Tuan

- ❖ **Activities of the Independent Member of the Board of Directors in 2025:** The Independent Member of the Board of Directors attended all Board meetings during the year, demonstrating a strong sense of responsibility and commitment to the Company's corporate governance. Regarding practical experience and professional expertise, the Member actively participated in discussions and contributed valuable, constructive, and independent opinions at meetings. These contributions have helped improve the policy framework, enhance the quality of governance decisions, and effectively support executive management, thereby ensuring that the Company's operations are

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carried out in a transparent, prudent manner and aligned with its sustainable development orientation.

❖ ***Assessment of the governance and management performance of the Board of Directors and the Board of Management in 2025***

- The Board of Directors has been effectively fulfilling its supervisory role over the Company's operations, particularly in monitoring the effectiveness of corporate governance and executive management, as well as the level of compliance with applicable laws. At the same time, the Board of Directors has placed strong emphasis on sustainable development, with due attention to environmental protection policies and the fulfillment of the Company's social responsibilities.
- Members of the Board of Directors have proactively engaged in supervisory activities and actively participated in discussions at periodic meetings as well as through written consultations. The working environment within the Board has been maintained in an open manner, encouraging members to take initiative in making proposals and recommendations to enhance operational efficiency, without constraints in terms of time, location, or scope of discussion.
- Key matters have been considered and discussed by the Board of Directors in an open and democratic manner, based on thorough and prudent analysis before reaching consensus and issuing resolutions. The Board of Management has diligently implemented and executed these resolutions, ensuring consistency in management and operations
- The Board of Directors has fully complied with regulations on its authority in approving, supervising, and disclosing information related to transactions between the Company and its insiders and related parties, including subsidiaries and entities controlled by the Company. Such transactions have been conducted and disclosed in accordance with applicable laws.
- During the year, the establishment of specialized committees has contributed to enhancing the quality of advisory support and assisting the Board of Directors in its decision-making process. As a result, governance solutions have been implemented in a flexible and effective manner, minimizing risks and contributing to the successful fulfillment of the plans assigned by the General Meeting of Shareholders, while ensuring the lawful rights and interests of shareholders.
- Overall, the Board of Directors' supervision and strategic orientation have been carried out in compliance with applicable laws and the Company's Charter, contributing to the Company's stable operations and sustainable development.
- In the coming period, the Independent Member of the Board of Directors shall continue to uphold the role of independent supervision and independent review, thereby contributing to the protection of shareholders' interests and enhancing the quality of corporate governance and the Company's operational efficiency.

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b) Report by Mr. Le Trung Thanh

- ❖ **Activities of the Independent Member of the Board of Directors in 2025:** The Independent Member of the Board of Directors attended all Board meetings during the year, demonstrating a strong sense of responsibility and commitment to the Company's corporate governance. Based on practical experience and professional expertise, the Member actively in discussions, offering constructive feedback and objective critiques. These contributions have helped mechanisms and policies, enhancing the quality of management decisions, and effectively supporting operational activities, ensuring transparency, prudence, and sustainable development for the Company.
- ❖ **Assessment of the governance and management performance of the Board of Directors and the Board of Management in 2025**
 - Overall, the Board of Directors has effectively fulfilled its role in implementing the plans, policies, and strategic directions set forth by the General Meeting of Shareholders.
 - The Board of Directors has operated with a high sense of responsibility, ensuring transparency in corporate governance and full compliance with regulations applicable to public companies. Board meetings were convened in a timely manner and conducted in accordance with the procedures and processes set out in the Company's Charter and Internal Regulations on Corporate Governance. The contents of the meetings were thoroughly and prudently discussed and reviewed by Board members, providing a basis for determining appropriate directions and optimal solutions in line with the Company's interests.
 - The Board of Directors has fully complied with corporate governance regulations, proactively convening both periodic and ad hoc meetings to provide timely direction and issue decisions appropriate to actual circumstances. Decisions of the Board are adopted on a majority basis, and meeting minutes are duly prepared, accurately reflecting the content of discussions.
 - The Board of Directors has properly performed its functions and duties in providing direction, support, and supervision over the Board of Management in implementing matters approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with applicable laws and a balance of interests between the Company and its shareholders.
 - Members of the Board of Directors who concurrently hold positions in the Board of Management have attended all meetings, thereby contributing to ensuring that key decisions of the Board of Management are reviewed, analyzed, and consulted in a timely manner from a high-level governance perspective.
 - At the same time, members of the Board of Directors have proactively played a supportive role, enhancing communication, sharing experience, and closely coordinating with the Board of Management in the Company's governance and management activities.
 - In the coming period, the Independent Member of the Board of Directors shall continue to uphold the role of independent supervision and critical review, thereby contributing to the protection of



shareholders' interests and enhancing the quality of corporate governance and the Company's operational efficiency.

c) Report by Ms. Tieu Yen Trinh

- ❖ **Activities of the Independent Member of the Board of Directors in 2025:** The Independent Member of the Board of Directors attended all the Board meetings in 2025, ensuring the full performance of duties and responsibilities in accordance with regulations. During discussions and voting, the Independent Member consistently maintained objectivity, transparency, and independence. At the same time, they actively contributed opinions and provided critical review on key matters, including strategic direction, business and production plans, financial and investment proposals, and senior personnel management of the Company.
- ❖ **Assessment of the governance and management performance of the Board of Directors and the Board of Management in 2025**
 - Regarding corporate governance, the Board of Directors has fully performed its functions and duties in accordance with the Company's Charter and applicable laws. Board meetings were convened and conducted in compliance with prescribed procedures, ensuring full participation of members and transparency in the decision-making process. The Board of Directors has promptly reviewed and decided on matters within its authority as stipulated.
 - At the same time, the Board of Directors conducted regular supervision over the management and operations of the Chief Executive Officer and other Managers, thereby ensuring that the Company's activities and decisions are consistently aligned with the lawful interests of its Shareholders.
 - Regarding executive management, the Board of Management has managed the Company's business and production activities in accordance with the resolutions of the General Meeting of Shareholders and the Board of Directors. All executive decisions have been directed toward protecting the lawful and legitimate interests of shareholders and optimizing the Company's operational efficiency. No violations of the rights and interests of shareholders or employees, nor any actions causing damage to the Company, were identified.
 - Regarding executive management, the Board of Management has organized and operated the Company's business and production activities in line with the resolutions of the General Meeting of Shareholders and the Board of Directors. Executive decisions have been made on the basis of careful consideration, ensuring the lawful rights and interests of shareholders, while also contributing to enhancing the Company's efficiency and sustainability
 - During the reporting period, no cases of violations of the rights and interests of shareholders or employees, nor any losses to the Company, were identified.

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- The Independent Member of the Board of Directors assesses that, in the 2025 financial year, the Board of Directors and the Board of Management have fully and effectively performed their assigned functions and duties, ensuring compliance with applicable laws, the Company's Charter, and the resolutions of the General Meeting of Shareholders.
- In the coming period, the Independent Member of the Board of Directors commits to continuing to uphold the role of independent supervision and critical review, contributing opinions in an objective and prudent manner, thereby helping to safeguard the lawful rights and interests of all shareholders while enhancing the quality of corporate governance and the Company's operational efficiency.

5. The 2025 audited Financial Statements

The General Meeting of Shareholders voted to approve the 2025 Separate and Consolidated Financial Statements audited by PwC (Vietnam) Company Limited.

6. The profit distribution for 2025 and authorized the Board of Directors to decide the distribution of profits for 2025

- The General Meeting of Shareholders voted to approve the profit distribution for 2025 and authorized the Board of Directors to decide the distribution of profits for 2025 as follows:

Profit distribution	Amount (Unit: thousand VND)
Undistributed profits accumulated to the end of the previous year	593,725,203
Consolidated profit after tax for 2025	446,474,887
- Cash dividends for 2025 (35% of par value) (*)	329,074,425
- Bonus and welfare fund (10% of profit after tax)	44,647,489
- Remuneration for the Board of Directors	20,000,000
Retained earnings after distribution	646,478,176

Note:

(*) The company has made an interim payment of 35% for the 2025 cash dividends, equivalent to VND 329,074,425,000.

- The General Meeting of Shareholders authorizes the Board of Directors to decide on other matters related to the distribution of profits for 2025 that have been approved by the General Meeting of Shareholders.

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7. Approved the target of revenue, profit and the profit distribution plan for 2026

The Meeting voted to approve the target of revenue, profit and the profit distribution plan for 2026 as follows:

No.	Profit distribution	Amount
1	Plan of revenue and profit for 2026	
	-Net revenue	VND 4,400 billion <i>Increased by 5.4% compared to the 2025 actual results and by 4.8% compared to the 2025 plan</i>
	- Consolidated profit after tax	VND 440 billion <i>Decreased by 1.1% compared to the 2025 actual results and by 2.2% compared to the 2025 plan</i>
2	Plan of profit distribution for 2026	
	- Dividends for 2026	planned 35% of par value
	- Bonus and welfare fund	10% of profit after tax
	- Remuneration for the Board of Directors	VND 20 billion/ year

- Authorize the Board of Directors to change or adjust the above Plan according to the actual situation and to make interim dividend payments for 2026 (*) in accordance with the Company's business results for the year.

(*) Source of funds for interim dividend payments for 2026: Accumulated undistributed after-tax profits from previous years up to the time the company makes the interim dividend payment.

8. Approved the authorization the Board of Directors to select Audit Company for the fiscal year 2026

The General Meeting of Shareholders voted to approve authorizing the Board of Directors to select one



of the following auditing firms to conduct an audit of the Company's financial statements for fiscal year 2026:

1. Deloitte Vietnam Company Limited;
2. PwC Company Limited (Vietnam);
3. KPMG Company Limited.

9. Approved the amendments to registered business activities of the Company in 2026

- The General Meeting of Shareholders voted to approve the amendments to registered business activities of the Company in 2026 as follows:

❖ Business activities before the amendments:

No.	Name of business activities	Business lines
1.	Manufacture of plastic products <i>(except for the production of thermal insulation foam using R141b gas or pre-blended polyol containing HCFC-141b)</i>	2220
2.	Manufacture of measuring, testing, navigating and control equipment <i>Details: Manufacture of measuring and testing equipment in laboratory kits for chemistry, physics, technology, and engineering. (Not operated at the head office)</i>	2651
3.	Manufacture of office machinery and equipment (except for computers and peripheral devices) <i>(Not operated at the head office)</i>	2817
4.	Manufacture of other special-purpose machinery <i>Details: Manufacture of automated machinery serving the Company's production, machinery for automation, and manufacture of industrial robots for various purposes (Not operated at the head office)</i>	2829
5.	Manufacture of toys and games <i>(excluding toys and games that are harmful to the education and health of children, or that may affect social order and safety) (Not operated at the head office)</i>	3240
6.	Other manufacturing not elsewhere classified <i>Details: Manufacture of stationery, school supplies, teaching aids made of plastic, processed plastic products (except for the production of thermal insulation foam using R141b gas, or pre-blended polyol containing HCFC-141b), plastic household products; manufacture of household tools and appliances.</i>	3290

	<i>(Not operated at the head office)</i>	
7.	Wholesale of other household goods <i>Details: Wholesale of stationery, school supplies, teaching aids made of plastic, processed plastic products; wholesale of games and toys for children; wholesale of sporting equipment and supplies</i>	4649
8.	Wholesale of other machinery, equipment and spare parts <i>Details: Wholesale of molds; wholesale of machinery and equipment serving the Company's production sector; wholesale of machinery for automation; wholesale of office furniture (tables, chairs, cabinets); wholesale of office machinery and equipment, excluding computers and peripheral devices; wholesale of robots used in automated production activities; wholesale of machine tools for all types of materials; wholesale of computer-controlled machine tools</i> <i>(Except for the performance of the right to export, import, and distribute goods on the List of goods for which foreign investors and foreign-invested economic organizations are not entitled to perform the right to export, import, and distribute)</i>	4659
9.	Wholesale trade of other specialized products not classified elsewhere <i>Details: Wholesale trade of plastic granules, pigments; wholesale trade of packaging; wholesale trade of scrap metal and non-metal waste; wholesale trade of other products not classified elsewhere: lighters, batteries, glue sticks, chemical, physical, technological, and engineering laboratory equipment</i>	4669
10.	Management consulting services <i>(except for accounting, financial, and tax consulting)</i>	7020 (Main)

❖ Amend the business activities:

No.	Name of business activities	Business lines
1.	Manufacture of office machinery and equipment (except for computers and peripheral devices) <i>(Not operated at the head office)</i>	2817
2.	Wholesale of other household goods <i>Details: Exercising the right to export, import, and wholesale distribute goods not included in the list of goods prohibited from export, import, or distribution under Vietnamese law, and not subject to restrictions under international treaties to which Vietnam is a signatory.</i>	4649
3.	Wholesale trade of other specialized products not classified elsewhere <i>Details: Wholesale trade of plastic granules, pigments; wholesale trade of packaging; wholesale trade of scrap metal and non-metal waste; wholesale</i>	4679

	<i>trade of other products not classified elsewhere: lighters, batteries, glue sticks, chemical, physical, technological, and engineering laboratory equipment</i>	
4.	Management business consulting services and other management consulting services <i>(except for accounting, financial, and tax consulting)</i>	7020 (Main)

❖ **The business activities of the Company after amendments:**

No.	Name of business activities	Business lines
1.	Manufacture of plastic products <i>(except for the production of thermal insulation foam using R141b gas or pre-blended polyol containing HCFC-141b)</i>	2220
2.	Manufacture of measuring, testing, navigating and control equipment <i>Details: Manufacture of measuring and testing equipment in laboratory kits for chemistry, physics, technology, and engineering</i> <i>(Not operated at the head office)</i>	2651
3.	Manufacture of office machinery and equipment (except for computers and peripheral devices) <i>(Not operated at the head office)</i>	2817
4.	Manufacture of other special-purpose machinery <i>Details: Manufacture of automated machinery serving the Company's production, machinery for automation, and manufacture of industrial robots for various purposes</i> <i>(Not operated at the head office)</i>	2829
5.	Manufacture of toys and games <i>(excluding toys and games that are harmful to the education and health of children, or that may affect social order and safety)</i> <i>(Not operated at the head office)</i>	3240
6.	Other manufacturing not elsewhere classified <i>Details: Manufacture of stationery, school supplies, teaching aids made of plastic, processed plastic products (except for the production of thermal insulation foam using R141b gas, or pre-blended polyol containing HCFC-141b), plastic household products; manufacture of household tools and appliances.</i> <i>(Not operated at the head office)</i>	3290
7.	Wholesale of other household goods <i>Details: Exercising the right to export, import, and wholesale distribute goods not included in the list of goods prohibited from export, import, or distribution under Vietnamese law, and not subject to restrictions under</i>	4649

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	<i>international treaties to which Vietnam is a signatory.</i>	
8.	Wholesale of other machinery, equipment and spare parts <i>Details: Wholesale of molds; wholesale of machinery and equipment serving the Company's production sector; wholesale of machinery for automation; wholesale of office furniture (tables, chairs, cabinets); wholesale of office machinery and equipment, excluding computers and peripheral devices; wholesale of robots used in automated production activities; wholesale of machine tools for all types of materials; wholesale of computer-controlled machine tools</i> <i>(Except for the performance of the right to export, import, and distribute goods on the List of goods for which foreign investors and foreign-invested economic organizations are not entitled to perform the right to export, import, and distribute)</i>	4659
9.	Wholesale trade of other specialized products not classified elsewhere <i>Details: Wholesale trade of plastic granules, pigments; wholesale trade of packaging; wholesale trade of scrap metal and non-metal waste; wholesale trade of other products not classified elsewhere: lighters, batteries, glue sticks, chemical, physical, technological, and engineering laboratory equipment</i>	4679
10.	Management business consulting services and other management consulting services <i>(except for accounting, financial, and tax consulting)</i>	7020 (Main)

- The General Meeting of Shareholders authorizes Legal Representative of the Company to prepare the necessary documents and carry out the required procedures in accordance with the laws to register changes to the Company's business activities. The scope of this authorization includes, but is not limited to, amending the "Details" describing the business activities, as well as providing explanations, supplementing documents, and supplying information as requested by competent authorities at the time of actual implementation (if any).

SHAREHOLDER'S OPINION:

The discussion contents are attached to these Minutes.

SHAREHOLDER'S VOTING

As at 11:15 AM, the total number of shareholders and authorized representatives attending the General Meeting of Shareholders at the time of voting was: **151** persons, representing **78,141,989** shares, accounting for **80.9524%** of the total voting shares of Thien Long Group Corporation.

Voting Results Summary:

- Total ballots issued: **151** representing **78,141,989** voting shares, accounting for **100.0000%** of the total voting shares of attending shareholders.
- Total ballots collected: **94** representing **77,956,001** voting shares, accounting for **99.7620%** of the total voting shares of attending shareholders.
- Total ballots not collected: **57** representing **185,988** voting shares, accounting for **0.2380%** of the total voting shares of attending shareholders.

The detailed voting results for each content are as follows:

1. Approval of the Report of the Board of Directors on business performance in 2025

Total valid ballots: **94** representing: **77,956,001** voting shares, accounting for: **99.7620%** of the total voting shares of attending shareholders.

- Total ballots in favor: **93** representing: **77,955,138** voting shares, accounting for: **99.7609%** of the total voting shares at the Meeting.
- Total ballots against: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares at the Meeting.
- Total abstentions: **1** representing: **863** voting shares, accounting for: **0.0011%** of the total voting shares at the Meeting.

Total invalid ballots: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares of attending shareholders.

As such, the General Meeting approved the Report of the Board of Directors on business performance in 2025.

2. Approval of the Report of the Board of Management on business performance in 2025

Total valid ballots: **94** representing: **77,956,001** voting shares, accounting for: **99.7620%** of the total voting shares of attending shareholders.

- Total ballots in favor: **93** representing: **77,955,138** voting shares, accounting for: **99.7609%** of the total voting shares at the Meeting.
- Total ballots against: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares at the Meeting.
- Total abstentions: **1** representing: **863** voting shares, accounting for: **0.0011%** of the total voting shares at the Meeting.

Total invalid ballots: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares of attending shareholders.

As such, the General Meeting approved the Report of the Board of Management on business performance



in 2025.

3. Approval of the Report on the activities of the Independent Member of the Board of Directors serving on the Audit Committee in 2025

Total valid ballots: **94** representing: **77,956,001** voting shares, accounting for: **99.7620%** of the total voting shares of attending shareholders.

- Total ballots in favor: **93** representing: **77,955,138** voting shares, accounting for: **99.7609%** of the total voting shares at the Meeting.

- Total ballots against: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares at the Meeting.

- Total abstentions: **1** representing: **863** voting shares, accounting for: **0.0011%** of the total voting shares at the Meeting.

Total invalid ballots: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares of attending shareholders.

As such, the General Meeting approved the Report on the activities of the Independent Member of the Board of Directors serving on the Audit Committee in 2025.

4. Approval of the Report on the activities of the Independent Member of the Board of Directors in 2025

Total valid ballots: **94** representing: **77,956,001** voting shares, accounting for: **99.7620%** of the total voting shares of attending shareholders.

- Total ballots in favor: **93** representing: **77,955,138** voting shares, accounting for: **99.7609%** of the total voting shares at the Meeting.

- Total ballots against: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares at the Meeting.

- Total abstentions: **1** representing: **863** voting shares, accounting for: **0.0011%** of the total voting shares at the Meeting.

Total invalid ballots: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares of attending shareholders.

As such, the General Meeting approved the Report on the activities of the Independent Member of the Board of Directors in 2025.

5. Approval of the 2025 audited Financial Statements

Total valid ballots: **94** representing: **77,956,001** voting shares, accounting for: **99.7620%** of the total voting shares of attending shareholders.

- Total ballots in favor: **93** representing: **77,955,138** voting shares, accounting for: **99.7609%** of the total voting shares at the Meeting.



- Total ballots against: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares at the Meeting.

- Total abstentions: **1** representing: **863** voting shares, accounting for: **0.0011%** of the total voting shares at the Meeting.

Total invalid ballots: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares of attending shareholders.

As such, the General Meeting approved the 2025 audited Financial Statements.

6. Approval of the profit distribution for 2025 and authorized the Board of Directors to decide the distribution of profits for 2025

Total valid ballots: **94** representing: **77,956,001** voting shares, accounting for: **99.7620%** of the total voting shares of attending shareholders.

- Total ballots in favor: **93** representing: **77,955,138** voting shares, accounting for: **99.7609%** of the total voting shares at the Meeting.

- Total ballots against: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares at the Meeting.

- Total abstentions: **1** representing: **863** voting shares, accounting for: **0.0011%** of the total voting shares at the Meeting.

Total invalid ballots: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares of attending shareholders.

As such, the General Meeting approved profit distribution for 2025 and authorized the Board of Directors to decide the distribution of profits for 2025.

7. Approval of the target of revenue, profit and the profit distribution plan for 2026

Total valid ballots: **94** representing: **77,956,001** voting shares, accounting for: **99.7620%** of the total voting shares of attending shareholders.

- Total ballots in favor: **91** representing: **77,954,033** voting shares, accounting for: **99.7595%** of the total voting shares at the Meeting.

- Total ballots against: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares at the Meeting.

- Total abstentions: **3** representing: **1,968** voting shares, accounting for: **0.0025%** of the total voting shares at the Meeting.

Total invalid ballots: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares of attending shareholders.

As such, the General Meeting approved the target of revenue, profit and the profit distribution plan for 2026.

8. Approval of the authorizing the Board of Directors to select Audit Company for the fiscal year 2026



Total valid ballots: **94** representing: **77,956,001** voting shares, accounting for: **99.7620%** of the total voting shares of attending shareholders.

- Total ballots in favor: **90** representing: **77,262,055** voting shares, accounting for: **98.8739%** of the total voting shares at the Meeting.

- Total ballots against: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares at the Meeting.

- Total abstentions: **4** representing: **693,946** voting shares, accounting for: **0.8881%** of the total voting shares at the Meeting.

Total invalid ballots: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares of attending shareholders.

As such, the General Meeting approved the authorizing the Board of Directors to select Audit Company for the fiscal year 2026.

9. Approval of the amendments to registered business activities of the Company in 2026

Total valid ballots: **94** representing: **77,956,001** voting shares, accounting for: **99.7620%** of the total voting shares of attending shareholders.

- Total ballots in favor: **91** representing: **77,953,783** voting shares, accounting for: **99.7591%** of the total voting shares at the Meeting.

- Total ballots against: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares at the Meeting.

- Total abstentions: **3** representing: **2,218** voting shares, accounting for: **0.0028%** of the total voting shares at the Meeting.

Total invalid ballots: **0** representing: **0** voting shares, accounting for: **0.0000%** of the total voting shares of attending shareholders.

As such, the General Meeting approved the amendments to registered business activities of the Company in 2026.

APPROVAL OF THE MEETING MINUTES

These Minutes consist of 34 pages and were read aloud at the Meeting for all shareholders to approve prior to the closing of the General Meeting.

The General Meeting voted and unanimously approved the full text of the Minutes of the 2025 Annual General Meeting of Shareholders with **99.6690%** approval.

The General Meeting of Shareholders authorized the Chairman of the Board of Directors to issue the Resolution of the General Meeting of Shareholders for the fiscal year 2025 in accordance with the above contents.

The General Meeting was adjourned at 12 PM on 22 April 2026.



MEETING CHAIRPERSON



CO GIA THO



PHAM NGOC TUAN



TRAN PHUONG NGA

SECRETARIAT



NGUYEN NGOC TRUNG CHANH



DISCUSSION CONTENTS

(Attached to the Minutes of the 2026 Annual General Meeting of Shareholders of Thien Long Group Corporation dated 22 April 2026)

No.	Questions	Answers
1.	Why was KOKUYO chosen for the share transfer? What benefits does this transaction bring to Thien Long?	<p>Response from Mr. Co Gia Tho - Chairman of the Board of Directors:</p> <ul style="list-style-type: none"> • KOKUYO is a long-standing partner of Thien Long Group, having previously placed OEM orders manufactured by Thien Long Group Corporation. This is a long - established Japanese company in the stationery industry, with a presence across multiple markets, including Southeast Asia. In Vietnam, KOKUYO offers a wide range of products such as school supplies and office stationery, notably its Campus notebook line, which is highly favored by both domestic and international consumers - this is also the segment where TLG still sees significant room for our further growth. • Through the course of collaboration, both parties have clearly recognized strong compatibility and mutual support: Thien Long has strengths in writing instruments, while KOKUYO excels in notebooks and learning stationery. This complementary positioning forms a well-matched partnership, enabling Thien Long to expand its product portfolio to better meet the diverse demands of international markets - where customers typically require a wide range of product categories within a single supply relationship. At the same time, Thien Long aims to participate in and grow within international markets while maintaining and strengthening its brand presence in Vietnam. These are the key factors underpinning the decision to collaborate with KOKUYO.
2.	How does TLG compete with the trend of low-priced goods in the market?	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • In the face of competition from low - priced products, Thien Long has taken a clear stance: it will not engage in a race to the bottom on pricing. Competing through continuous price cuts would either erode shareholder returns or require compromising product quality - both of which are inconsistent with the Group's long-



		<p>term, sustainable development strategy. Instead, Thien Long adopts a multi-pronged approach:</p> <ul style="list-style-type: none"> - First, continuously launching new products to enhance added value - most notably, in the past year Thien Long developed 60–80 new products, generating VND 283 billion in revenue and exceeding the plan by 9%. - Second, continuously developing alternative raw material solutions that deliver equivalent quality and value, or combining multiple approaches simultaneously to optimize costs without compromising product quality. - Third, product development at Thien Long is not confined to R&D or manufacturing; it is embedded across a broad, market - driven value chain. Products are researched, refined, and deployed based on specific regional, channel, and usage needs - for example, notebook formats differ between the Northern and Southern markets, as do ink colors and ink properties across various markets. • Furthermore, the Group implements TQM not only in the factory but also extends it to guiding product storage and preservation at distributors and points of sale to maintain consistent quality until it reaches consumers. In addition, after-sales service is considered an integral part of the product development process, as market feedback is a crucial basis for continuous improvement. Thien Long's advantage lies in its ability to integrate design, technology, production, distribution, and after-sales service to create sustainable, differentiated value.
3.	<p>As an independent member of the Board of Directors, what does Mr. Tuan consider to be the significant risks of Thien Long and what is the general view on risk management at the Group?</p>	<p>Response from Mr. Pham Ngoc Tuan – Member of the Board of Directors, Chairman of the Audit Committee:</p> <ul style="list-style-type: none"> • For a corporation in its establishment and operation phase as Thien Long Group, risks are always present in many aspects - from the market, supply chain, production, operations to legal liabilities. This is an unavoidable reality. • As an independent member of the Board of Directors and the Audit Committee during the past period, I acknowledge that the Board of Directors and the Board of Management of Thien Long Group have always paid close attention to this issue and have always had methods to prevent potential risks. Based on practical

		<p>experience in many businesses, especially manufacturing companies, I assess Thien Long Group's risk management as good.</p>
<p>4. Selling expenses have increased sharply — is this a gap in the Company's operating cost control?</p>		<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • It is true that selling expenses have increased significantly, from VND 770 billion to VND 1,240 billion. However, this should not be viewed as a management inefficiency, as there are two distinct underlying drivers that need to be clearly distinguished. • The first driver is a change in accounting policy effective from May 1, 2025. As disclosed in the notes to the financial statements, distributors previously advanced trade promotion expenses on behalf of the Company and offset these against revenue. Since May 2025, such expenses have been recognized as the Company's selling expenses, while revenue is recorded on a gross basis. This accounting change has been prepared over several years to enhance risk control and ensure stronger tax compliance. Importantly, it does not affect the Group's net profit. • The second one is the need for substantial investment in the brand and distribution system, comprising two parts. Firstly: The Group must invest in strengthening brand communication – previously focusing on a general brand, now concentrating on a few strategic product lines such as Butter Gel, Lucky Bean Pens, Quickdry ink pens, and Hoshi pens. These product lines are expected to drive higher gross margins while strengthening the Thien Long brand over the long term. Secondly, the Group must safeguard its market share in an environment where competitors are deploying aggressive sales spending to attract Thien Long's customers and distributors. Remaining passive would risk erosion of market share and weaken long-term partnerships with its extended distribution network. Hence, the Group's strategy is to enhance product value and gross profit, thereby creating sufficient resources to selectively increase sales spending when necessary, while maintaining a balanced alignment of interests among all stakeholders—from shareholders, customers,

		<p>consumers to employees and suppliers. This reflects disciplined cost control and prudent management with a strong sense of responsibility, rather than any gap in governance.</p>
5.	<p>Other income surged to VND 49 billion — where did this come from and will it continue in 2026?</p>	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • This other income is duly recorded in the financial statements and does not arise from the Group’s core business operations. Specifically, it stems from the Company’s reassessment of certain underutilized properties and the decision to transition from ownership to a leasing model—considered more appropriate at this stage to enable leaner and more flexible operations. • This is a non-recurring item, not incorporated into the 2026 business plan, and is not expected to recur in the coming year.
6.	<p>Why is the profit target for 2026 set no higher than that of 2025?</p>	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • Based on the Group’s core profit performance in 2025 (excluding non-recurring items), a growth target of approximately 10% has been set for 2026. However, the 2026 plan must take into account significant challenges arising from supply chain disruptions and sharply rising raw material costs—this represents a real and material risk to the Company. If these factors are not properly considered in the planning process, the consequence is not merely the risk of missing targets; more critically, pursuing targets at all costs could deplete resources needed for long-term investment—an outcome that would be fundamentally irresponsible. • The global geopolitical landscape is extremely complex, and Vietnam is not immune to these influences. The key risk in 2026 has been identified as supply chain management. The Group is and will continue to implement specific preventative and remedial solutions – this is the responsibility of both the Board of Directors and the Board of Management. • However, the Board of Management would like to highlight a very positive signal: in Q1 2026, the Group’s consolidated net revenue reached VND 1,000 billion for the first time, marking a 26% year-on-year



		<p>increase—of which the domestic market grew by 29% and exports by 20%. Consolidated profit after tax for the quarter amounted to VND 116 billion, up 47% compared to the same period last year.</p> <ul style="list-style-type: none"> • This strong performance reflects the investments made in market development throughout 2025, with momentum accelerating from the very beginning of the year. That said, the Group remains cautious, as rising raw material costs are expected to flow through into cost of goods sold. Accordingly, it will continue to stay the course—maintaining flexibility while upholding disciplined execution.
7.	<p>How has the company been affected by the Middle East conflict, and what solutions are being implemented to ensure business continuity?</p>	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • The Group has been impacted by disruptions stemming from the conflict in the Middle East, particularly through rising input cost pressures as oil prices have increased rapidly. At the same time, the market has experienced a shortage of plastic supply, driving prices up significantly compared to 2025. In addition, the costs of various other inputs—such as pen tips, chemicals, and packaging—have risen by 20–30% due to elevated transportation costs. In some cases, suppliers have even been unable to provide quotations or have suspended production altogether due to shortages of raw materials. • However, thanks to a sound risk management system, Thien Long proactively prepared early: from the beginning of 2026, the Group built up strategic inventory reserves for finished products, semi-finished products, and raw materials to prepare for the second and third quarter seasons. At the same time, the Group expanded its backup supplier network and continuously negotiated with existing suppliers to ensure supply and reasonable prices. This proactive inventory management is a major competitive advantage in 2026 — without that reserve, with thousands of raw material codes and thousands of finished product codes, the Group would not be able to maintain its current advantage. • Regarding pricing, the Group has made every effort to absorb the increased costs through operational improvements. However, if necessary, a portion of these costs will be passed on to the selling price – this is

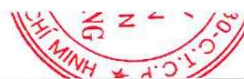


		<p>a last resort and will be implemented very cautiously, carefully considering the interests of partners and consumers. Furthermore, the Group views each increase in raw material prices as an opportunity to accelerate improvement initiatives, raising the bar in operational optimization and management – this is also where service-oriented leadership is demonstrated.</p>
8.	<p>What is the specific transaction structure between KOKUYO and Thien Long?</p>	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • As the transaction is currently at the stage of public disclosure of intention and regulatory approval, the Group is not in a position to provide detailed information on the transaction structure at this time. However, based on the structure officially announced by KOKUYO on its website, the transaction comprises two components: the first one is an acquisition of shares from a major shareholder of Thien Long, and the second one is a public tender offer for shares listed on the stock exchange. • Official information has been published in the press and on the websites of the parties involved. The Group recommends that shareholders carefully consider sources of information other than official information, as inaccurate information may affect the rights of shareholders.
9.	<p>What will happen to the Company after KOKUYO joins?</p>	<p>Response from Mr. Co Gia Tho - Chairman of the Board of Directors:</p> <ul style="list-style-type: none"> • To achieve faster, stronger, and more sustainable growth, the Group needs better resources and capabilities. Over the past 45 years, Thien Long has accomplished much, and its shareholders have observed that the Group is relatively sustainable, generating profits and dividends annually. However, looking to the future, the Group aims for even greater sustainability through its Glocalization strategy. • Having a long-standing, serious, and compliant Japanese company as a partner, with over 100-year history and strengths in notebooks and school supplies—while Thien Long has strengths in writing instruments—is a compatible collaboration that will help the Group grow stronger and expand globally. At this time, Thien Long exports to 75 countries, but its strength lies primarily in writing instruments. While Thien Long enjoys



		<p>strong brand affinity in the domestic market, international markets demand a broader and more diversified product portfolio—hence the need for a more extensive and versatile resource base. In this context, selecting a reputable investor with a long-term development vision is critical to supporting Thien Long’s path toward more sustainable growth in the future.</p>
<p>10.</p>	<p>After KOKUYO's entry, will Thien Long continue to pay dividends regularly?</p>	<p>Response from Mr. Co Gia Tho - Chairman of the Board of Directors:</p> <ul style="list-style-type: none"> • KOKUYO is also a publicly listed company. They understand the regulations of the stock exchange and recognize that gaining shareholder trust is crucial for the survival of a public company. If the collaboration helps the Group achieve more sustainable development and growth, then dividend distribution issues will become more favorable in the future.
<p>11.</p>	<p>Please share more about online shopping trends and the Group's future direction?</p>	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • Thien Long is not outside the e-commerce trend—this is no longer a question of whether to participate, but rather how early to engage and how effectively to leverage it. In 2025, Thien Long’s e-commerce channel recorded nearly double growth compared to 2024, rising to a leading position within the industry; notably, the TikTok Shop channel grew by more than 2.5 times. This performance is the result of early investments dating back to 2018—when online shopping habits were not yet widespread—combined with a consistent commitment to long-term trends, even during the initial phase when results were not immediately evident. • Looking ahead, the Group will continue to invest in digital engagement content, enhance multi-platform shopping experiences, and strengthen its omnichannel capabilities. Over the next five years, e-commerce is projected to account for approximately 20% of domestic sales; accordingly, Thien Long aims to sustain the growth momentum of this channel in line with broader market trends. • Beyond its contribution to revenue, e-commerce serves as a highly effective brand-building channel, enhancing awareness of Thien Long’s products, amplifying brand visibility, and creating positive spillover

		<p>effects for other distribution channels. At the same time, it enables the Group to engage more directly with consumers, respond more swiftly to purchasing behaviors, and continuously optimize its product portfolio in line with evolving consumption trends.</p>
12.	<p>Will the role of Chairman Co Gia Tho diminish when foreign partners appear? And what will happen to the Chairman's candidacy for the Board of Directors at Phuong Nam Corporation?</p>	<p>Response from Mr. Co Gia Tho - Chairman of the Board of Directors:</p> <ul style="list-style-type: none"> • The position of Chairman of the Board of Directors is elected by the confidence of the shareholders — and to maintain that confidence, the responsibility of the leader is to do what is best for the shareholders, which is always the top priority and something I always cherish. • As the founder of the Company, I carry a deep sense of commitment and responsibility for the Group's development. Under all circumstances, the Group's long-term growth will remain my foremost priority. With respect to the nomination by Phuong Nam Corporation to its Board of Directors—should I be elected with shareholder approval—I view this as a mutually beneficial opportunity. Phuong Nam is both a customer and a strategic partner of Thien Long, and this role could further strengthen collaboration and create additional avenues for growth for both parties. That said, my potential appointment to Phuong Nam's Board of Directors will neither alter nor diminish my commitment to, and priority for, Thien Long Group.
13.	<p>Why is export revenue heavily concentrated in Southeast Asia, and what are the company's plans to break into more demanding markets?</p>	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • Thien Long has identified Southeast Asia as a strategic market, given its clear economic advantages: a large population base, favorable geography that supports efficient logistics costs, and consumer behaviors that are relatively similar to those in Vietnam. Importantly, the Group has built a strong foundation in the region over many years. Leveraging these existing strengths will enable faster and more efficient investment returns as it accelerates expansion. Accordingly, Thien Long's strategy is to use Southeast Asia as a key springboard and concentrate resources to drive growth in the region. • This does not mean that Thien Long is not engaging in more demanding markets. The Group continues to



		<p>actively participate in markets such as the US and Japan—but through a strategy of partnering with the right, capable counterparts. For example, building a brand independently in the US with an in-house team—similar to the approach taken in Southeast Asia—would require substantial investment and a long lead time. Identifying the right partners therefore helps significantly shorten both the time and cost of market entry.</p>
14.	<p>Why did revenue increase but profit decrease slightly?</p>	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • In 2025, the Group maintained strong margins, both in terms of return on revenue and return on capital. More importantly, as highlighted in the CEO’s report, the Group does not focus solely on short-term revenue but places a strong emphasis on sustainable growth. At times, necessary investments are made to safeguard the market and preserve the strengths of its distribution system—not only to maintain market share, but also to stand alongside partners and customers during critical periods. • In Q1 2026, consolidated net revenue reached VND 1,000 billion for the first time, representing a 26% year-on-year increase—of which the domestic market grew by 29% and exports by 20%. Consolidated profit after tax amounted to VND 116 billion, up 47% compared to the same period last year. The Group remains cautious, as rising raw material costs are expected to flow through into cost of goods sold. Accordingly, it will continue to stay the course—maintaining flexibility while upholding disciplined execution. Should there be opportunities to exceed the 2026 profit target, the Group will make every effort to deliver higher-than-planned results. However, if such efforts risk compromising market share, long-term priorities will take precedence.
15.	<p>When foreign partners enter the company, what will be the roles of the key executives — Mr. Co Gia Tho and Ms. Tran Phuong Nga?</p>	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • Thank you to our shareholders for your interest and support. On a personal note, Thien Long is not only my workplace but also a place with which I share a long-standing and profound connection. That said, my role at Thien Long going forward will depend on the decisions of the Board of Directors and the shareholders.



		<p>From my perspective, I sincerely hope to continue contributing to the Company, with full dedication, responsibility, and a constant commitment to learning and improving my performance.</p> <p>Response from Mr. Co Gia Tho - Chairman of the Board of Directors:</p> <ul style="list-style-type: none"> • For me personally, Thien Long is my brainchild, representing over 45 years of my whole career. Accordingly, I remain deeply committed to the Group and will work closely with the new investor to support Thien Long's sustainable development. The Japanese partner's long-established corporate culture further strengthens my confidence in the Group's long-term future.
16.	Total assets increased but cash decreased — where did the money go?	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • Cash is allocated to three specific areas: equity investment in joint ventures and additional share purchases totaling approximately VND 143 billion; fixed asset purchases for production and business operations totaling VND 125 billion; and cash dividend payments totaling approximately VND 217 billion. The Group's cash liquidity remains abundant, at approximately 26% of total assets, so shareholders can rest assured about the Company's liquidity situation.
17.	Short-term receivables have increased sharply — what is the quality of accounts receivable?	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • The increase in receivables is primarily because of the export expansion — new markets and new OEM customers often offer longer payment terms compared to domestic transactions. This is an inherent characteristic of international payments, reflecting the Group's export growth momentum rather than indicating credit risk.
18.	Inventory increased by more than 30 billion compared to 2024 — should the provision for inventory	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> • Inventory levels increased primarily due to rising raw material costs — in the context of market volatility, timely stocking of raw materials is a significant benefit to the Group. Goods and finished products remain

	devaluation still be fully provisioned?	well-controlled and seasonal. Regarding provisions, all goods have been adequately provided with an increased provision for raw material inventory, partly thanks to quality assurance from suppliers.
19.	What advantages does Thien Long have in manufacturing technology to increase its competitive value?	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> Thien Long has mastered the core technologies of the industry — especially mold making and pen tip manufacturing with accuracy up to 1/10,000 mm, along with self-manufacturing of automated machinery and equipment. The Group's level of automation is high. In particular, Thien Long's strength in writing ink is highly valued by the international market — this is a real competitive advantage that has been proven in practice.
20.	What is Glocal Team?	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> The “Glocal Team” represents a combination of global mindset (Global) and deep local market understanding (Local). This is a key strategy for Thien Long to expand internationally more effectively - moving beyond a purely export-driven approach toward truly understanding local consumers in each market and leveraging the unique strengths of those markets. In doing so, the Group aims to enhance value creation and deliver higher-quality products for both the Vietnamese and global markets. At the same time, the Glocal Team promotes a workforce that embodies the professionalism of a global organization while maintaining the necessary flexibility to adapt to local business environments - enabling scalable growth while optimizing operational efficiency.
21.	Will Thien Long's export growth momentum be sustained in the coming years?	<p>Response from Ms. Tran Phuong Nga - Member of the Board of Directors, Chief Executive Officer:</p> <ul style="list-style-type: none"> Exports continue to be one of the Group's biggest growth drivers and will be maintained in the coming years. The Group still aims for a 20% annual export growth.
22.	When exporting to the two main markets of Japan and the US, what do	<p>Response from Mr. Co Gia Tho - Chairman of the Board of Directors:</p>

<p>they value most about Thien Long — quality or price?</p>	<ul style="list-style-type: none">• Both factors are highly valued, but in different orders of priority.• Regarding quality: Thien Long has invested heavily in research and development — including the production of pen tips, ink, and machinery and equipment. These are demanding markets with very strict quality standards, and quality is paramount. Regarding reputation: when customers entrust their designs to Thien Long for production, the Group commits to fulfilling 100% of the requirements and absolutely maintaining the confidentiality of their intellectual property information — this is a prerequisite for long-term OEM relationships. Regarding price: In Vietnam, there is no in-depth supporting industrial ecosystem like China — where specialized factories for each component optimize costs. That said, Thiên Long’s full control over the entire value chain—from raw materials to finished products, with fully integrated and compatible components—serves as a key advantage in effectively managing costs, particularly in export relationships with Japan and the US.
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AGENDA
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
FOR THE FISCAL YEAR 2025
THIEN LONG GROUP CORPORATION
(Wednesday, 22 April 2026, from 09:00 AM to 11:30 AM)

I. TIME AND VENUE:

1. **Time:** Wednesday, 22 April 2026, 09:00 AM.
2. **Venue:** New World Saigon Hotel - 76 Le Lai, Ben Thanh Ward, Ho Chi Minh City.

II. CONTENT:

No.	Content	Presenters	Time	Notes
A	REGISTRATION			
1	Welcome shareholders and verification of eligibility of attendees	Organizing Committee	Before 09:00	
B	MEETING OPENING			
2	Announce the purpose of the meeting and introduce the delegation	Secretary	09:00 – 09:05 (5 mins)	
3	Announcement of Shareholders' attendance ratio	Organizing Committee	09:05 – 09:10 (5 mins)	
4	Approval of the Working regulation	Secretary	09:10 – 09:20 (10 mins)	
5	Approval of the Presidium, the Vote Counting Committee, and the Meeting Agenda	Secretary	09:20 – 09:25 (5 mins)	
6	Opening Ceremony Speech.	Chairman	09:25 – 09:30 (5 mins)	
C	MAIN CONTENT			
7	Report of the Board of Directors on business performance in 2025	Chairman	09:30 – 09:45 (15 mins)	
8	Report of the Board of Management on business performance in 2025	Chief Executive Officer	09:45 – 10:00 (15 mins)	
9	Report on the activities of the Independent Member of the Board of Directors serving on the Audit Committee in 2025	Audit Committee	10:00 – 10:05 (5 mins)	
10	Report on the activities of the Independent Member of the Board of Directors in 2025	Independent Member BOD	10:05 – 10:10 (5 mins)	

No.	Content	Presenters	Time	Notes
11	The contents of the proposal: - Proposal for Approving the audited Financial Statements for 2025; - Proposal for Approving the profit distribution for 2025; - Proposal for Approving the target of revenue, profit and the profit distribution plan for 2026; - Proposal for Selection of an Auditing Company for the fiscal year 2026; - Proposal for Approving of amendments to registered business activities.	Secretary	10:10 – 10:30 (20 mins)	
12	Questions and Answers	The Presidium	10:30 – 10:50 (20 mins)	
13	Guidelines for Voting and Approval of Reports and Proposals	Vote Counting Committee	10:50 – 11:00 (10 mins)	
14	Break, Counting vote	-	11:00 – 11:10 (10 mins)	
15	Announcement of the voting results.	Vote Counting Committee	11:10 – 11:20 (10 mins)	
16	Approval of the Meeting Minutes of the Annual General Meeting of Shareholders for the fiscal year 2025	Secretary	11:20 – 11:30 (10 mins)	
D	CLOSING			
17	Announcement of the Closing	Secretary	11:30	

**ORGANISING COMMITTEE
OF THE GENERAL MEETING OF SHAREHOLDERS**

**WORKING REGULATION OF THE MEETING
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR
THE FISCAL YEAR 2025
THIEN LONG GROUP CORPORATION**

Pursuant to:

- *Law on Enterprises no.59/2020/QH14 dated June 17, 2020;*
- *Law on Securities no.54/2019/QH14 dated November 26, 2019; and the attached documents;*
- *Decree no.155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities issued on December 31, 2020;*
- *Charter on Organization and Operation of Thien Long Group Corporation;*
- *Internal Regulation on Corporate Governance of Thien Long Group Corporation.*

To ensure that the meeting of annual General Meeting of Shareholders for the fiscal year 2025 of Thien Long Group Corporation will take place successfully, the Board of Directors shall establish regulations, principles of operation, conduct, and voting procedures for the General Meeting of Shareholders to approve as follows:

1. PURPOSE

- Ensure that the procedures, principles of conduct, and voting at the annual General Meeting of Shareholders of Thien Long Group Corporation are carried out in accordance with regulations and successfully completed.
- The Meeting's resolutions shall demonstrate the unified will of Shareholders, satisfy Shareholders' desires and interests, and comply with applicable laws.

2. SUBJECT AND SCOPE

- **Subjects:** All Shareholders, representatives (authorized persons) of the eligible Shareholders, and guests attending the meeting of annual General Meeting of Shareholders of Thien Long Group Corporation shall obey and comply with this Regulation, the Company Charter, and prevailing laws.
- **Scope:** This Regulation shall be applied to the Annual General Meeting of Shareholders for the fiscal year 2025 of Thien Long Group Corporation, conducting direct meeting and regulating voting process through electronic voting methods.

3. INTERPRETATIONS OF TERMS/ABBREVIATIONS

- Company : Thien Long Group Corporation
- BOD : Board of Directors



- OC : Organizing Committee
- GMS : General Meeting of Shareholders
- Delegate : Shareholder, authorized representative (authorized persons)
- AGM : Annual General Meeting
- Electronic Voting : The act of delegates using Internet-connected devices to cast votes/elections through the electronic voting system prescribed and communicated by the Company to delegates at the time of their registration to attend the AGM
- Electronic Voting System : The system used by the Company to provide Delegates with tools to exercise their rights when attending the GMS.

4. CONTENT

4.1 Conditions for Conducting the General Meeting of Shareholders

- The GMS shall be conducted when the number of shareholders attending the meeting represents more than 50% of the total shares with voting rights.
- In the event that the first meeting does not meet the conditions for proceeding as prescribed in Clause 1, Article 18 of the Company's Charter, the convener of the meeting shall cancel the meeting. GMS must be reconvened, and a notice of invitation to the meeting must be sent within thirty (30) days from the date originally scheduled for the first GMS. The reconvened GMS may only take place when there are members present, including shareholders and authorized representatives, representing at least 33% of the voting shares or more.
- In the event that the second GMS cannot be held due to insufficient conditions as prescribed in Clause 2, Article 18 of the Company's Charter, the third GMS may be convened, and a new notice of the meeting must be sent within twenty (20) days from the date originally scheduled for the second GMS. In this case, the GMS may proceed regardless of the number of shareholders or authorized representatives attending.
- Note:

The percentage of shareholders attending the GMS voting directly and electronically is determined when delegates are present at the location stated in the meeting notice and have registered to attend the meeting with the organizing committee.

4.2 Conditions for shareholders to attend the AGM

All the Company's Shareholders on the list as of the record date of 25 March 2026 shall have the right to participate or authorize representatives to participate in the GMS. If there is more than one person legally authorized to participate in the meeting, the number of shares of each such representative must be specified.

4.3 Guests of the AGM

- The persons holding managerial positions in the Company, the guests, and members of the OC of AGM who are not the Company's Shareholders are invited to participate in the Meeting.

- The Guests shall not express their opinions at the AGM (*unless invited by the Chairperson of the AGM or registered with the OC of AGM and permitted by the Chairperson of the AGM*)

4.4 Delegates must comply with the following regulations

- Punctuality, formal attire, compliance with security checks (if any), identification documents, etc., as requested by the OC of AGM.
- Receive documents for the AGM at the reception in front of the meeting hall.
- Late-arriving delegates have the right to register, participate and vote at the AGM. It is not the responsibility of the Chairperson to delay the AGM for late-arriving delegates to attend; The results of voting on issues that were voted on before the delegate came to attend will not be affected.
- Leave the phone in vibrate or shutdown mode, when needed, please go outside to connect.
- Do not smoke; keep order in the meeting room.
- Comply with the regulations of the OC and the Chairperson of the AGM.
- In case a delegate fails to comply with the aforementioned inspection regulations or measures, the Chairperson, after careful consideration, may refuse or expel his/her from the place where the AGM takes place to ensure that the AGM proceeds normally according to the planned program.

4.5 Chairperson and Presidium

- The Presidium includes the Chairperson and members.
- The Chairman of the BOD shall act as the Chairperson or delegate the authority to another member of the BOD meeting to act as the Chairperson of the GMS convened by the BOD.
- In case the Chairman is absent or temporarily unable to work, the remaining members of the BOD shall elect one of them to act as the Chairperson of the meeting by a majority vote. If no Chairperson is elected, the signatory of the decision to convene the GMS shall direct the GMS to elect a Chairperson, and the person receiving the highest number of votes is appointed as the Chairperson of the meeting.
- In other cases, the signatory of the decision to convene the GMS shall direct the GMS to elect a Chairperson, and the person receiving the highest number of votes is appointed as the Chairperson of the meeting.
- The Chairperson may take any actions deemed necessary to conduct the GMS in a lawful and orderly manner or to reflect the desires of the majority of those attending the GMS.
- The Chairperson of the GMS has the right to adjourn the meeting, even when the required number of attendees has been reached, no later than three (3) working days from the date the meeting is scheduled to begin. The meeting may only be adjourned, or the location changed in accordance with Clause 8, Article 146 of the Enterprise Law.
- Responsibilities of the Presidium:
 - Direct the meeting in conformity with the meeting agenda, regulations, and rules approved by the AGM.

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- Guide the Delegates and the AGM in discussing the agenda items.
 - Present drafts and conclude the necessary issues for the AGM to vote on.
 - Respond to questions raised by the AGM.
 - Resolve any issues arising during the AGM.
 - Approve and issue documents, results, minutes, and resolutions of the AGM after its conclusion.
- Working principles of the Presidium: The Presidium works on the principle of collective decision-making, with a focus on democratic centralism and decisions made by majority vote.

4.6 Meeting Secretary:

- The meeting secretary shall include one or more persons appointed by the Chairperson.
- Responsibilities:
- Record the minutes of the GMS in a complete and accurate manner, covering all developments during the meeting and issues that have been approved or noted by shareholders during the meeting;
 - Receive and review the registration forms for shareholder speeches and submit them to the Presidium for decision;
 - Compose the meeting minutes and the GMS resolutions;
 - Assist the Chairperson in disclosing information related to the GMS meeting and notify the Shareholders in accordance with legal regulations and the Company's Charter;
 - Perform other tasks as required by the Chairperson.

4.7 Vote Counting Committee

- The GMS shall elect one or more individuals to the Vote Counting Committee as proposed by the Chairperson of the meeting.
- Duties of Vote Counting Committee:
- Disseminate the principles, rules, and instructions for the voting procedures.
 - Check and record the voting ballots, prepare the vote counting minutes, announce the results, and submit the minutes to the Chairperson.
 - Review and report to the AGM any violations of the voting rules or any complaints regarding the voting results.

4.8 Delegate Eligibility Check Committee

- The Delegate Eligibility Check Committee of the AGM consists of one Chairperson and members introduced to the AGM by the Chairperson.
- Duties of the Delegate Eligibility Check Committee:
- Verify the eligibility and status of shareholders and shareholder representatives attending the meeting;

- Head of the Delegation Inspection Committee reports to the GMS on the status of shareholders attending the meeting. If the meeting has a sufficient number of shareholders and authorized representatives with the right to attend the meeting representing at least 51% of the shares with voting rights, the Company's GMS will be held and proceed.

4.9 Discussion at the Meeting

- The discussion can only be conducted within the specified time and under the scope of the issues presented in the agenda of the GMS;
- Delegates attending the GMS who want to express their opinions must be approved by the Chairperson. Delegates make brief speeches and focus on the right key contents to be discussed, per the program approved by the GMS or send written comments to the Secretary of the GMS to report to the Chairperson.
- The Chairperson will arrange for delegates to speak in the order of registration and answer shareholders' questions at the meeting or record the following response in documents.

4.10 Voting to approve issues at the AGM

4.10.1 Principles

- All issues on the agenda and contents of the meeting must be discussed and voted on publicly at the GMS.
- Delegates must register to attend the meeting location specified in the invitation letter sent to all shareholders listed in the shareholder list as of 25 March 2026. After registering with the meeting's organizing committee, delegates will be provided with an account and password to log in and vote on all matters put to vote at the AGM through the electronic voting system at the following link: www.ezgsm.fpts.com.vn.
- If delegates encounter difficulties during login or voting, the organizing committee will provide technical support and guidance to assist delegates. Delegates are responsible for verifying their information and ensuring the accuracy of their votes.

4.10.2 Electronic Voting

- Voting Procedure:
 - Delegates shall select one of three voting options: “*affirmative votes*”, “*negative votes*” or “*abstentions*” for each issue presented for voting at the AGM, as configured in the electronic voting system.
 - Subsequently, delegates shall confirm their option to allow the electronic voting system to record the result.
- Other Regulations for Electronic Voting:
 - In the event that delegates do not vote on all issues listed in the AGM agenda, any issues not voted on will be considered as if the delegate did not cast a vote on those matters.
 - In the event of additional issues arising beyond the scheduled agenda, delegates may vote on these supplementary matters. If delegates do not vote on the additional issues, it will be regarded as if delegates did not cast a vote on those issues.

- Delegates may change their vote (but cannot cancel their vote), including votes on supplementary issues arising beyond the AGM agenda. The online system will only record the final voting result at the time the electronic voting period ends for each round of vote counting, as stipulated in the AGM working rules.
- **Electronic Voting Timeframe for Issues to Be Voted on at the AGM** (including AGM working rules, AGM Personnel, AGM Agenda, Reports and Proposals, Minutes, Resolutions of the AGM): Delegates may cast their votes from the time they complete the registration procedure until the organizing committee announces the end of the electronic voting period for the voting matters.

Once the voting period ends, the system will no longer accept additional electronic votes from delegates.

4.10.3 Voting Procedures

Each ordinary share represents one voting right. Each delegate attending the meeting represents one or more voting ballots.

- As of the shareholder record date (25 March 2026), the total number of shares with voting rights of the Company is: 96,528,340 shares, equivalent to 96,528,340 voting rights.
- Issues requiring a vote at the AGM will only be approved if more than 50% of the total voting shares of all attending shareholders approve the matter. However, in certain cases, as stipulated in Clause 2, Article 20 of the Company's Charter, approval must be obtained from at least 65% of the total voting shares of all attending shareholders.
- Note:
 - Shareholders/authorized representatives with a vested interest are not entitled to vote on contracts and transactions valued at 35% or more of the Company's total assets as stated in the most recent financial report; such contracts or transactions may only be approved with the consent of shareholders/authorized representatives holding 65% or more of the remaining voting rights (under Clause 4, Article 167 of the 2020 Enterprise Law).
 - Shareholders/authorized representatives holding 51% or more of the voting shares, or related persons of such shareholders, are not entitled to vote on contracts and transactions valued at more than 10% of the Company's total assets as stated in the most recent financial report, between the Company and such shareholder (under Point b, Clause 3, and Clause 4, Article 167 of the 2020 Enterprise Law).

4.10.4 Recording of Voting Results

- At the AGM, the GMS will approve the Vote Counting Committee.
- The Vote Counting Committee is responsible for compiling the votes of the Delegates attending in person and conducting the Voting by electronic voting method.
- The Vote Counting Committee will verify the votes of "affirmative votes", "negative votes" or "abstentions" for each issue and is responsible for recording, compiling, and reporting the vote results at the AGM

4.11 AGM Meeting Minutes

All matters discussed at the AGM must be recorded by the AGM Secretary in the meeting minutes. The meeting minutes must be read and approved before the AGM is adjourned.

5. Implementation of the Regulation

- All delegates, representatives, and guests attending the GMS are responsible for fully complying with the contents specified in this Regulation, regulations, internal rules, current management regulations of the Company, and relevant laws.
- The convener of the GMS has the right to:
 - Require all meeting attendees to submit to screening or other security measures;
 - Require the competent authorities to maintain order during the meeting; expel individuals who do not comply with the Chairperson's authority, intentionally disrupt the meeting, obstruct the normal progress of the meeting, or fail to comply with security inspection requirements from the General Meeting of Shareholders.
- Contents not detailed in this regulation shall uniformly apply according to the provisions of the company's charter, the Enterprise Law 2020, and current legal documents of the State.

This Regulation shall take effect immediately after being approved by the GMS of the Company.

Recipients:

- *GMS;*
- *Member of BOD, BOM;*
- *Filed: Secretary.*

O/B THE BOARD OF DIRECTORS



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REPORT OF THE BOARD OF DIRECTORS ON BUSINESS PERFORMANCE IN 2025

The Board of Directors (BOD) hereby respectfully submits to the General Meeting of Shareholders (GMS) of Thien Long Group Corporation the report on the BOD's performance in 2025 and the orientation for 2026 as follows:

1. Assessment of the Company's operations in 2025

In 2025, facing continued difficulties and challenges, most economies around the world are recording slower growth, with global GDP projected at only 3.1% - 3.2%. In Vietnam, the economy is expected to achieve a positive result of 8.02% in 2025, only slightly lower than the record growth rate of 2022 in the entire 2011-2025 period.

Despite the business environment being affected by fluctuating global economic, political, and social factors, thanks to the collective efforts of all employees and the effective utilization of resources, the Company has maintained stable operations and recorded positive business results as follows:

- Consolidated net revenue reached VND 4,174 billion, fulfilling 99% of the plan approved by the GMS.
- Consolidated net profit after tax (excluding non-controlling interests) reached VND 446 billion, achieving 99% of the plan approved by the GMS.

2. Remuneration, operating expenses, and other benefits of the Board of Directors, the Audit Committee (AC), the Board of Supervisors (BOS) and the Board of Management (BOM)

The remuneration policy for the BOD, the AC, the BOS as well as the salary and bonuses for the CEO, are always ensured to comply with legal regulations.

The remuneration for the BOD and the salary and bonuses for the CEO in 2025 amounted to VND 17.7 billion, as presented in Note No. 40 (a) of the 2025 Audited consolidated Financial Statements.

Remuneration for the AC: BOD members who also serve as members of the AC receive remuneration based on their single title as a BOD member, the BOD members' remuneration has been



detailed in the 2025 audited financial statements, in compliance with legal regulations and the Company's Charter.

Remuneration for the BOS in 2025 was VND 283,200,000, specifically:

Nguyen Thi Bich Nga	Head of the BOS	: 153,300,000 VND
Ta Hong Diep	Member of the BOS	: 76,600,000 VND
Vu Thi Thanh Nga	Member of the BOS	: 53,300,000 VND

3. Summary of Board of Directors' Meetings and Decisions

The BOD consistently defines its role in guiding, directing, managing, and supervising the Company's operations in accordance with the resolutions of the GMS, the Charter, the Corporate Governance Regulations, and applicable laws.

In 2025, the BOD held 28 meetings to deliberate and implement resolutions of the GMS, aiming to approve major orientations in the Company's development direction.

The adoption of resolutions by the BOD is always consistent with the Company's vision and business strategy in each stage. The resolutions/decisions issued include:

No.	Resolution/Decision No.	Date	Approved contents
1	01/2025/NQ-HĐQT	20/01/2025	Appointment of the Company Secretary cum the Person in charge of Corporate Governance
2	02/2025/NQ-HĐQT	20/02/2025	The convening of the Annual General Meeting of Shareholders of the fiscal year 2024
3	03/2025/NQ-HĐQT	20/02/2025	Approval of the profit transfer from Subsidiaries to the Holding Company.
4	04/2025/NQ-HĐQT	20/03/2025	The establishment of a branch of Thien Long Group Corporation in the Republic of Indonesia
5	05/2025/NQ-HĐQT	10/04/2025	Relief from executive position
6	06/2025/NQ-HĐQT	10/04/2025	The Election of the Chairman of the Board of Directors and the establishment of Committees under the Board of Directors
7	07/2025/NQ-HĐQT	23/04/2025	Selection of the record date for the list of shareholders to pay the second advance dividends of 2024 in cash.
8	08/2025/NQ-HĐQT	23/04/2025	Appointment of the Controller of Thien Long Hoan Cau Trading Service Limited Company

9	09/2025/NQ-HĐQT	09/05/2025	Selection of the auditing company to conduct the audit of the 2025 financial statements of Thien Long Group Corporation
10	10/2025/NQ-HĐQT	19/05/2025	South Tan Luc Trading and Service Company Limited receives share transfers from the shareholders of Phuong Nam Cultural Joint Stock Company
11	11/2025/NQ-HĐQT	10/06/2025	Approving the Regulations on Operations of the Audit Committee of Thien Long Group Corporation
12	12/2025/NQ-HĐQT	10/06/2025	Increase in capital contribution of Thien Long Group Corporation at Thien Long Long Thanh Manufacturing and Trading Company Limited
13	13/2025/NQ-HĐQT	10/06/2025	The implementation of the plan to issue the shares under the Employee Stock Ownership Program; The list of employees eligible to participate in ESOP; The plan to ensure that issue the shares meet the regulations on the foreign ownership ratio
14	14/2025/NQ-HĐQT	17/06/2025	Establish credit relations with the Bank
15	15/2025/NQ-HĐQT	21/07/2025	Approval of the transaction(s) between Thien Long Group Corporation and related parties
16	16/2025/NQ-HĐQT	21/07/2025	Approval of the Internal Audit Regulations of Thien Long Group Corporation
17	17/2025/NQ-HĐQT	15/08/2025	Outward investment to Philippines
18	18/2025/NQ-HĐQT	15/08/2025	The amendments and supplements to the principles for determining the number of shares distributed to employees in Clause 12, Article 1 of Resolution No. 13/2025/NQ-HDT dated June 10, 2025
19	19/2025/NQ-HĐQT	03/09/2025	Approval of the organization of the collection of shareholders' opinions in writing
20	20/2025/NQ-HĐQT	15/09/2025	Approval of the results of the shares issuance under the Employee Stock Ownership Program (ESOP) 2025 of the Company pursuant to the Resolution of the Annual General Meeting of Shareholders for the fiscal year 2024 No. 01/2025/NQ-AGM dated April 10, 2025
21	21/2025/NQ-HĐQT	23/09/2025	Amending the Charter Capital and changing the Business Registration Certificate; registering additional; securities with VSDC and registering

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			additional listing with HOSE
22	22/2025/NQ-HĐQT	23/09/2025	Amending the Company's head office address
23	23/2025/NQ-HĐQT	13/10/2025	Approval of the policy on the transfer of land use rights and assets attached to the land in relation to the real estate property – the Gamuda Hanoi Building
24	24/2025/NQ-HĐQT	15/10/2025	Approval for the release of the transfer restriction on 800,000 shares issued under the 2023 Employee Stock Ownership Plan (ESOP) (as detailed in the attached appendix)
25	25/2025/NQ-HĐQT	28/10/2025	Approval of the implementation of plan to issue shares to pay dividends in 2024
26	26/2025/NQ-HĐQT	01/12/2025	Approving the record date to issue shares to pay dividends in 2024 according to the plan approved by the Annual General Meeting of Shareholders of 2024 and advance dividends of 2025 in cash
27	27/2025/NQ-HĐQT	04/12/2025	Acknowledgment of information received from the Thien Long An Think Investment JSC (TLAT) – a major shareholder owning 46.82% of TLG's charter capital
28	28/2025/NQ-HĐQT	26/12/2025	Amending the Charter Capital and changing the Business Registration Certificate, registering additional; securities with VSDC and registering additional listing with HOSE

4. Activities of Independent Board Members and their evaluation of the Board of Directors

Independent Board Members play a crucial role in ensuring transparency, objectivity, and effectiveness in the company's governance. With their independent perspectives and diverse professional experience, these members actively participate in discussions, provide constructive challenges, and advise on material issues related to the company's strategic direction.

Results of Independent Members' assessment of the BODs' performance in 2025:

- In 2025, the Company's BOD supervised, managed, and operated the business activities in full compliance with all legal regulations and the Company's Charter.
- Regarding the activities of the BOD: regular and extraordinary meetings have been held as prescribed; resolutions and decisions related to management, production and business operations, and the restructuring of the Company's personnel are issued. All resolutions and

decisions of the BOD are valid and in accordance with the authority stipulated in the Company's Charter.

- The BOD has proactively improved the corporate governance system, including appointing governance personnel, establishing and perfecting the operating mechanisms of committees/subcommittees, and issuing important internal regulations such as the internal audit regulations and the operating regulations of the Audit Committee, thereby contributing to improving the quality of governance and internal control.
- Regarding the Company's transactions: The BOD has complied with regulations on the authority to approve, monitor, and disclose transactions between the Company and insiders, related parties of insiders, subsidiaries, and companies controlled by the Company. Information disclosure regarding these transactions has been fully carried out in accordance with the law.
- The Company's BOD has performed its duties and roles with a high sense of responsibility for the legitimate interests of the Company and its shareholders.

5. Investor relations and obligations to Shareholders

Thien Long Group Corporation, as a public company, is always committed to maintaining fairness and equality and prioritizing the best interests of investors and shareholders.

The BOD is committed to and guarantees full communication with shareholders, investors, regulatory agencies, and the public by implementing a transparent and effective information disclosure policy.

In 2025, Thien Long completed the payment of the remaining 25% dividend for 2024 (15% in cash and 10% in shares) and an advance payment of 10% dividend for 2025 in cash.

6. Overseeing the activities of the Board of Management

The BOD acknowledges and highly appreciates the significant contributions of the BOM in leading and managing the Company's operations, with a high sense of responsibility and effort in implementing development directions.

The BOM has ensured strict compliance with current legal regulations, the Company Charter, the Governance Regulations, and internal procedures and regulations, while continuing to strengthen the internal control system to improve governance efficiency and transparency in operations.

The BOM has organized and implemented activities in accordance with the spirit of the Shareholders' General Meeting Resolution and the BOD Resolution, closely adhering to the Company's strategy and development direction, thereby contributing to improved governance efficiency and transparency in operations. At the same time, the BOM focuses on developing

products according to green, safe, and sustainable criteria, linked to business ethics and social responsibility, while simultaneously building a suitable working environment to support the Company's long-term development goals.

7. 2026 Orientation

2026 marks the point when Thien Long realizes its “Glocalisation” strategy with a completely new mindset: Creating a knowledge ecosystem based on a solid foundation of Vietnamese identity.

Thien Long focuses on three overarching strategic pillars to create a foundation for sustainable growth in the 2026 - 2027 period:

- (1) Expanding international markets: Thien Long continues to expand its OEM/ODM capabilities as an important pillar in its global value chain integration strategy. The Group focuses on strategic customers in the US, Europe and Japan, while expanding into new markets through local partners.
- (2) Enhancing product value: Thien Long continues to position pens and markers as its core foundation, with approximately 70% of its R&D resources focused on these strategic product lines. In 2026, Thien Long plans to launch new products, emphasizing improvements in writing experience (smooth, quick-drying, smudge-free), ergonomic design, and the application of new materials.
- (3) Optimizing operational capacity: Thien Long is boosting investment in automation and digital transformation, with a focus on applying artificial intelligence in supply chain management, demand forecasting, and production quality control.

In 2026, the BOD plans to submit the following business plan targets to the General Shareholders' Meeting for approval: Net revenue of VND 4,400 billion, after-tax profit of VND 440 billion, and a dividend of 35% of par value.

Specifically, in the context of increasingly complex and unpredictable macroeconomic and geopolitical developments, the Company has set a post-tax profit target of VND 440 billion, representing a slight decrease of 1.1% compared to the 2025 actual results. This is part of a “investment-led growth” roadmap aimed at safeguarding long-term fundamentals and maintaining shareholder interests. This decision is based on the recognition of rising and highly unpredictable input material costs, which are exerting pressure on production costs. Instead of fully passing this cost burden onto consumers through significant price increases (15–20%), Thien Long prioritizes preserving the competitiveness of its distribution network and maintaining market share amid the influx of low-cost imported products. At the same time, in a high-inflation environment, proactively enhancing compensation and benefits for employees is considered a necessary investment to strengthen internal capabilities and uphold the organization’s commitment to “exceeding standards”.

The Company is committed to rigorously optimizing production and operational efficiency to reduce costs, ensure the achievement of profit targets, and build momentum for the next cycle of sustainable growth.

The above is the Board of Directors' report on its performance in 2025 and its direction for 2026. Respectfully submitted this to the General Meeting of Shareholders for consideration and approval.

O/B THE BOARD OF DIRECTORS

Chairman

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REPORT OF THE BOARD OF MANAGEMENT ON BUSINESS PERFORMANCE IN 2025

Fiscal year 2025 concluded not only with growth milestones but also with profound symbolic significance. It served as a pivotal “hinge” year leading toward the 45th anniversary of Thien Long Group’s foundation and development (1981–2026). From a small production facility in 1981, Thien Long has undergone a powerful transformation into the “Glocal” era where national identity and global mindset find a common voice. With the highest spirit of accountability and a commitment to transparency according to international governance standards, the Board of Management hereby presents the 2025 performance results, strategic analysis, and long-term value creation orientation as follows:

1. Economic and Market Context: Resilience Amidst Volatility

2025 was a challenging year as macroeconomic factors, policy shifts, and natural disasters simultaneously pressured business operations. In the domestic market, changes in regulatory and tax policies, alongside intensified anti-counterfeit measures, reshaped traditional business models across many sectors. While beneficial for long-term market transparency, these shifts temporarily impacted short-term growth momentum in certain distribution channels. Furthermore, prolonged natural disasters and flooding in several regions significantly affected purchasing power and caused inventory losses.

Internationally, the business environment was influenced by geopolitical instability, trade policy shifts in major economies, and slowing growth in potential markets. Competitive pressure intensified as international players expanded their networks and low-priced imports penetrated the market. In this context, Thien Long remained steadfast in its strategy to expand the product ecosystem, enhance manufacturing capabilities, and accelerate internationalization to bolster long-term competitiveness.

2. Business Performance Overview: Strength from Perseverance

In a volatile market, Thien Long recorded positive results with net revenue of VND 4,174 billion, an 11.1% increase compared to 2024, achieving 99% of the target. Net profit after tax reached VND 446 billion, a slight decrease of 3.3% year-on-year, yet fulfilling 99% of the annual plan. The marginal decline in profit reflects a proactive strategy by the Management: “Investment-led Growth.”



We proactively increased strategic spending on sales and demand-generation programs to solidify market share and brand coverage against competitive pressures. The ROAE of 18.3% and ROAA of 12.9% continue to affirm the Group’s robust financial foundation.

3. Operational Analysis: Glocalization Strategy and Multi-channel Breakthroughs

Operations in 2025 reflected a clear shift toward the “Glocalization” strategy—combining global vision with local insight.

- Domestic Market: Revenue reached VND 2,989 billion, contributing 71.6% to total revenue. A standout highlight was the E-commerce breakthrough, which grew by 99% compared to 2024. We effectively leveraged social commerce, with TikTok Shop seeing 258% growth by engaging young consumers through digital interactive content. Modern Trade (MT) maintained a positive momentum of 16% thanks to system restructuring and creative point-of-sale merchandising.
- International Market: Revenue reached VND 1,185 billion (+17.1%), increasing its contribution to 28.4%. Thien Long deepened its presence in Southeast Asia with impressive growth. Establishing joint ventures and direct legal entities in key markets are strategic steps to enhance supply chain control and develop local branding. Additionally, the OEM segment remains a vital pillar in integrating into the global value chain.

4. Manufacturing and Supply Chain: Mastering Technology and Operational Optimization

Integrated manufacturing capabilities and full control over technology across the entire value chain constitute Thien Long’s core competitive advantage. The Company proactively designs and manufactures machinery, produces high-precision molds, and develops pen tips that meet complex technical requirements. This technological autonomy enables Thien Long to maintain stringent quality control while optimizing production costs.

In 2025, the Group continued modernizing infrastructure through automation and AI applications in process control. Supply chain operations were optimized to meet large-scale orders and the rapid delivery demands of E-commerce. Through performance improvement initiatives and cost management, Thien Long can strengthen price competitiveness.

5. Product Innovation and R&D: Strategic Growth Lever

R&D at Thien Long is positioned as a strategic lever to create solutions for lifelong learning and creativity. In 2025, the Group developed new products, generating VND 283 billion in revenue (9% above plan). We focused our R&D resources on core writing instruments and markers, featuring user-centric innovations like the *Free Ink System* for stable flow and *Quickdry Gel* pens for superior drying speed.

Thien Long’s innovation capacity was further validated by strengthening Intellectual Property (IP) protection with 8 patent and copyright applications. The WB-022 liquid ink whiteboard marker, with its intelligent self-regulating mechanism, won the 2025 IPSTAR Invention Star Award, demonstrating the leading technical expertise of a Vietnamese enterprise.

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6. Marketing and Brand Development: Empowering the Creative Generation

2025 marked a brand refresh with the message “*Happy Learning, Easy Exams.*” Thien Long’s brand value surged to VND 1,700 billion (~USD 63 million) according to Brand Finance, a 70% increase year-on-year. Our marketing strategy revolved around three pillars: Cultural Engagement, Creative Community, and Brand Ecosystem.

Campaigns like “Smooth Start” for Tet or the “Lucky Bean Pen” collection for exam seasons reached tens of millions of students and parents, creating deep emotional bonds. Furthermore, collaborating with global IPs like *Demon Slayer* and developing the *Akooland* universe transformed traditional stationery into collectible items reflecting the personalities of Gen Z and Alpha.

7. Human Resources and Corporate Culture: The Power of Innovation

At Thien Long, “Innovative People” are the core engines driving the business through its 45-year journey. We view training as a strategic investment, with 138,875 training hours in 2025 (averaging 37.9 hours per employee). Programs focused not only on expertise but also on AI literacy for over 400 staff and ESG (Environmental, Social, and Governance) awareness for leadership.

We are consistently building a “Glocal Team” —a workforce integrated globally while remaining rooted in Vietnamese values. Initiatives such as *D-Day* (sales experience) and *Happy Run* have fostered a positive working environment and long-term employee commitment.

8. Digital Transformation: Elevating Operational Capacity

Digital transformation has become a core competency. This year, we upgraded our Order Management and Warehouse Management Systems, increasing processing capacity by 2.5 times and reducing warehouse operating costs.

AI has been deeply integrated into invoice processing and export order handling, ensuring data integrity. Notably, Thien Long pioneered AI Livestreaming on e-commerce platforms, contributing to online revenue growth. Our AI assistant, Halie, was launched to support employees in navigating internal procedures quickly and efficiently.

9. Risk Management: Proactive and Systematic

The Board of Management conducts risk management based on the “Risk Management Regulations,” with categories monitored via early warning indicators. We identified and implemented mitigation strategies for key risk groups.

10. Outlook and Strategic Orientation: Reaching Global Heights

Entering 2026, a proud 45-year milestone, Thien Long positions this as the start of a new growth cycle: **Accelerated Integration and Global Expansion.** Our goal is to become an international-standard stationery group by 2030, based on three strategic pillars:

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- **Market Expansion:** Target export growth, enhancing our position in core Southeast Asian markets and gradually establishing a presence in developed markets (Europe, North America).
- **Value Enhancement:** Continue positioning writing instruments and markers as the core foundation, with new products planned for 2026 featuring ergonomic designs and new materials. Expand OEM/ODM capabilities as a key pillar in global value chain integration.
- **Operational Excellence:** Focus on AI applications in supply chain management, demand forecasting, and quality control. Continue building the “Glocal Team” and finalizing the ESG governance framework to ensure growth is coupled with environmental and social responsibility.

The Board of Management commits to leading the Group with integrity, creativity, and determination to realize our vision of going global, bringing sustainable value to our Shareholders, customers, and the community.

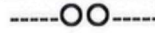
A. FINANCIAL PERFORMANCE

Shareholders are kindly requested to refer to the attached audited separate and consolidated financial statements for 2025.

ON BEHALF OF THE BOARD OF MANAGEMENT

Chief Executive Officer





**REPORT ON THE
ACTIVITIES OF INDEPENDENT MEMBERS OF THE BOARD OF
DIRECTORS SERVING ON THE AUDIT COMMITTEE IN 2025**

The independent members of the Board of Directors (BOD) in the Audit Committee (AC) report on their performance in 2025 as follows:

I. Regarding organizational structure

The organizational structure of the Inspection Committee in 2025 will include:

Full name	Title		Term	Date of first membership of AC
Pham Ngoc Tuan	The independent Members of the BOD	Chairman of AC	2025 – 2028	Appointment dated 10 April 2025
Nguyen Dinh Tam	Non-executive Member of the BOD	Member of AC	2025 – 2028	Appointment dated 10 April 2025

II. Report on the activities of the Audit Committee in 2025

1. Remuneration, operating expenses, and benefits of the Audit Committee

- Members of the BOD who are also members of the AC receive remuneration according to their position as a member of the BOD. The remuneration for members of the BOD has been detailed in the audited financial statements for 2025, in compliance with the applicable laws and the Company's Charter.

2. Summary of the Audit Committee meetings

In 2025, the AC held 03 meetings to exchange and update information on the Company's operations, finalize operational plans, and summarize the results of work performed, with the following main activities:

- Through the operating regulations of the Audit Committee and the 2025 operational plan of the Internal Audit Department.



- Report on the internal audit results of the Domestic Business Division and provide recommendations regarding risks identified during the audit.
- Working with PwC (Vietnam), the Chief Executive Officer, and the Chief Accountant of the Company on the content and scope of the audit for the fiscal year 2025.

Full name	Title	Number of meetings attended	Meeting attendance rate	Voting ratio
Pham Ngoc Tuan	Chairman of AC	3/3	100%	100%
Nguyen Dinh Tam	Member of AC	3/3	100%	100%

3. Supervising the Company's financial reports, operational performance, and financial situation

- The financial statements are prepared and published in accordance with current standards and legal regulations, reflecting the Company's financial situation fairly and truthfully.
- The auditing firm ensures reliability, honesty, adherence to audit deadlines, and independence and objectivity.
- Periodically, the AC discusses with the independent Auditor and the Board of Management and chief accountant to clarify important issues of concern to the AC, questions and requests from the AC during the review of the financial statements have been clarified and satisfactorily responded to by the Board of Management, the Chief Accountant, and the independent Auditor.
- In 2025, the Company's consolidated net revenue reached VND 4,174 billion, an increase of 11.1% compared to the previous year and achieving 99% of the planned target. Net profit after tax reached VND 446 billion (Achieving 99% of the plan).
- As of 31 December 2025, the Company's total assets reached VND 3,569 billion, and equity of the owner was VND 2,523 billion.

4. Supervising transactions as prescribed in point d, clause 2, Article 284 of Decree 155/2020/ND-CP

- Details of the transaction have been presented in the Corporate Governance Report for 2025, published on 30 January 2026, on the Company's website.
- The Company has complied with all relevant regulations regarding the authority to approve, monitor, and commentate transactions between the Company and its insiders; related parties of insiders with the Company, its subsidiaries, and companies under the Company's control.



5. Results of supervising and evaluating the Company's internal control and risk management system.

- The Company's operations are based on clear regulations and procedures, with specific guidelines, hierarchical structure, and delegation of authority, and are continuously supervised, inspected, and reported on, always maintaining a balance between efficiency and cost.
- Through the Company's periodic risk assessment and reporting mechanism, the AC and the BOD are able to promptly grasp the trends in risk fluctuations at each unit, as well as key emerging risks, thereby providing guidance to risk owners to develop appropriate response and remediation plans.
- The Company has been and continues to strengthen the review and improvement of risk management documents, procedures, and processes to enhance work efficiency, optimize resources, and align with the growth rate and scale of the market.
- Focusing on the specific applications of artificial intelligence in reporting, document searching, and internal procedures and processes helps the Company maximize cost efficiency and effectiveness in handling tasks.
- The AC acknowledges that the Company has paid great attention to and actively improved its internal control and risk management systems, aiming to enhance the presence and effectiveness of the entire system in the Company's production and business operations.

6. Results of the internal audit function assessment

- Over the past years, internal audit has been performing its role well, achieving 100% of the plan set for 2025, helping departments and member units identify shortcomings and providing appropriate recommendations, enabling the Company to adjust and supplement control measures to prevent and promptly detect significant risks in operations.

7. Results of supervising the Board of Directors, the Board of Management, and other executives of the Company

- The AC's supervise activities are carried out through various channels, including reporting and contact with the Board of Management, management staff, the audit department, internal control, risk management, and independent auditing firms.
- Through evaluation and supervision, the AC finds that the BOD is operating in a highly specialized manner, with the Board's committees and subcommittees established and operating with a high sense of responsibility, strictly adhering to applicable laws.
- The Resolutions and Decisions of the BOD are all issued legally, within their authority, and in line with the development direction and maximizing profits for the Company.
- The Board of Directors has strived to closely adhere to the production and business targets and plans approved by the GMS. They have complied with all regulations in the operation and management of the Company.

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- The disclosure of information as required by regulations has been fully, promptly, transparently, and clearly implemented by the BOD and the BOM.
- The BOD, the BOM, and the Company's management staff always create favorable conditions and cooperate well with the AC in a spirit of respect, transparency, and objectivity.

The above are the contents of the report submitted by the independent member of the BOD in the Audit Committee to the General Meeting.

Respectfully submitted this Report to the General Meeting of Shareholders for consideration and approval in full.

Sincerely./.

**INDEPENDENT BOARD MEMBER
IN THE AUDIT COMMITTEE**



PHAM NGOC TUAN





THE SOCIALIST REPUBLIC OF VIETNAM

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No: 04/2026/BC - ĐHĐCĐ

Ho Chi Minh City, dated 22 April 2026

**REPORT ON THE ACTIVITIES OF THE INDEPENDENT MEMBER OF THE BOARD
OF DIRECTORS IN 2025**

Respectfully to: The General Meeting of Shareholders of Thien Long Group Corporation

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 31 2020;
- Pursuant to the Charter of Thien Long Group Corporation.

The Independent Member of the Board of Directors of Thien Long Group Corporation respectfully reports to the General Meeting of Shareholders on the activities of the Independent Member of the Board of Directors in 2025 as follows:

1. Activities of the Independent Member of the Board of Directors in 2025

The Independent Member of the Board of Directors attended all Board meetings during the year, demonstrating a strong sense of responsibility and commitment to the Company's corporate governance. Regarding practical experience and professional expertise, the Member actively participated in discussions and contributed valuable, constructive, and independent opinions at meetings. These contributions have helped improve the policy framework, enhance the quality of governance decisions, and effectively support executive management, thereby ensuring that the Company's operations are carried out in a transparent, prudent manner and aligned with its sustainable development orientation.

2. Assessment of the governance and management performance of the Board of Directors and the Board of Management in 2025

The Board of Directors has been effectively fulfilling its supervisory role over the Company's operations, particularly in monitoring the effectiveness of corporate governance and executive management, as well as the level of compliance with applicable laws. At the same time, the Board of Directors has placed strong emphasis on sustainable development, with due attention to environmental protection policies and the fulfillment of the Company's social responsibilities.

Members of the Board of Directors have proactively engaged in supervisory activities and actively participated in discussions at periodic meetings as well as through written consultations. The working environment within the Board has been maintained in an open manner, encouraging members to take initiative in making proposals and recommendations to enhance operational efficiency, without constraints in terms of time, location, or scope of discussion.

Key matters have been considered and discussed by the Board of Directors in an open and democratic manner, based on thorough and prudent analysis before reaching consensus and issuing resolutions. The Board of Management has diligently implemented and executed these resolutions, ensuring consistency in management and operations

The Board of Directors has fully complied with regulations on its authority in approving, supervising, and disclosing information related to transactions between the Company and its insiders and related parties, including subsidiaries and entities controlled by the Company. Such transactions have been conducted and disclosed in accordance with applicable laws.

During the year, the establishment of specialized committees has contributed to enhancing the quality of advisory support and assisting the Board of Directors in its decision-making process. As a result, governance solutions have been implemented in a flexible and effective manner, minimizing risks and contributing to the successful fulfillment of the plans assigned by the General Meeting of Shareholders, while ensuring the lawful rights and interests of shareholders.

Overall, the Board of Directors' supervision, and strategic orientation have been carried out in compliance with applicable laws and the Company's Charter, contributing to the Company's stable operations and sustainable development.

In the coming period, the Independent Member of the Board of Directors shall continue to uphold the role of independent supervision and independent review, thereby contributing to the protection of shareholders' interests and enhancing the quality of corporate governance and the Company's operational efficiency.

The above is the Report on the activities of the Independent Member of the Board of Directors for 2025.

Respectfully submitted to the General Meeting of Shareholders of the Company.

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS

A handwritten signature in blue ink, appearing to read 'Pham Ngoc Tuan', is written over a horizontal blue line.

PHAM NGOC TUAN



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No: 05/2026/BC - ĐHĐCĐ

Ho Chi Minh City, dated 22 April 2026

**REPORT ON THE ACTIVITIES OF THE INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS IN 2025**

Respectfully to: The General Meeting of Shareholders of Thien Long Group Corporation

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 26 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020;
- Pursuant to the Charter of Thien Long Group Corporation.

The Independent Member of the Board of Directors of Thien Long Group Corporation hereby reports to the General Meeting of Shareholders on the activities of the Independent Member of the Board of Directors in 2025 as follows:

1. Activities of the Independent Member of the Board of Directors in 2025

The Independent Member of the Board of Directors attended all Board meetings during the year, demonstrating a strong sense of responsibility and commitment to the Company's corporate governance. Based on practical experience and professional expertise, the Member actively in discussions, offering constructive feedback and objective critiques. These contributions have helped mechanisms and policies, enhancing the quality of management decisions, and effectively supporting operational activities, ensuring transparency, prudence, and sustainable development for the Company.

2. Assessment of the governance and management performance of the Board of Directors and the Board of Management in 2025

Overall, the Board of Directors has effectively fulfilled its role in implementing the plans, policies, and strategic directions set forth by the General Meeting of Shareholders.

The Board of Directors has operated with a high sense of responsibility, ensuring transparency in corporate governance and full compliance with regulations applicable to public companies. Board meetings were convened in a timely manner and conducted in accordance with the procedures and processes set out in the Company's Charter and Internal Regulations on Corporate Governance. The contents of the meetings were thoroughly and prudently

discussed and reviewed by Board members, providing a basis for determining appropriate directions and optimal solutions in line with the Company's interests.

The Board of Directors has fully complied with corporate governance regulations, proactively convening both periodic and ad hoc meetings to provide timely direction and issue decisions appropriate to actual circumstances. Decisions of the Board are adopted on a majority basis, and meeting minutes are duly prepared, accurately reflecting the content of discussions.

The Board of Directors has properly performed its functions and duties in providing direction, support, and supervision over the Board of Management in implementing matters approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with applicable laws and a balance of interests between the Company and its shareholders.

Members of the Board of Directors who concurrently hold positions in the Board of Management have attended all meetings, thereby contributing to ensuring that key decisions of the Board of Management are reviewed, analyzed, and consulted in a timely manner from a high-level governance perspective.

At the same time, members of the Board of Directors have proactively played a supportive role, enhancing communication, sharing experience, and closely coordinating with the Board of Management in the Company's governance and management activities.

In the coming period, the Independent Member of the Board of Directors shall continue to uphold the role of independent supervision and critical review, thereby contributing to the protection of shareholders' interests and enhancing the quality of corporate governance and the Company's operational efficiency.

The above is the Report on the activities of the Independent Member of the Board of Directors in 2025.

Respectfully submitted to the General Meeting of Shareholders of the Company.

INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS



LE TRUNG THANH



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No: 06/2026/BC - ĐHĐCĐ

Ho Chi Minh City, dated 22 April 2026

**REPORT ON THE ACTIVITIES OF THE INDEPENDENT MEMBER OF THE BOARD
OF DIRECTORS IN 2025**

**Respectfully to: The General Meeting of Shareholders of Thien Long Group
Corporation**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 26 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020;
- Pursuant to the Charter of Thien Long Group Corporation.

Independent Member of the Board of Directors of Thien Long Group Corporation reports to the General Meeting of Shareholders on the activities of the Independent Member of the Board of Directors in 2025 as follows:

1. Activities of the Independent Member of the Board of Directors in 2025

The Independent Member of the Board of Directors attended all the Board meetings in 2025, ensuring the full performance of duties and responsibilities in accordance with regulations. During discussions and voting, the Independent Member consistently maintained objectivity, transparency, and independence. At the same time, they actively contributed opinions and provided critical review on key matters, including strategic direction, business and production plans, financial and investment proposals, and senior personnel management of the Company.

2. Assessment of the governance and management performance of the Board of Directors and the Board of Management in 2025

Regarding corporate governance, the Board of Directors has fully performed its functions and duties in accordance with the Company's Charter and applicable laws. Board meetings were convened and conducted in compliance with prescribed procedures, ensuring full participation of members and transparency in the decision-making process. The Board of Directors has promptly reviewed and decided on matters within its authority as stipulated.

At the same time, the Board of Directors conducted regular supervision over the management and operations of the Chief Executive Officer and other Managers, thereby ensuring that the Company's activities and decisions are consistently aligned with the lawful interests of its Shareholders.

Regarding executive management, the Board of Management has managed the Company's business and production activities in accordance with the resolutions of the General Meeting of Shareholders and the Board of Directors. All executive decisions have been directed toward protecting the lawful and legitimate interests of shareholders and optimizing the Company's operational efficiency. No violations of the rights and interests of shareholders or employees, nor any actions causing damage to the Company, were identified.

Regarding executive management, the Board of Management has organized and operated the Company's business and production activities in line with the resolutions of the General Meeting of Shareholders and the Board of Directors. Executive decisions have been made on the basis of careful consideration, ensuring the lawful rights and interests of shareholders, while also contributing to enhancing the Company's efficiency and sustainability.

During the reporting period, no cases of violations of the rights and interests of shareholders or employees, nor any losses to the Company, were identified.

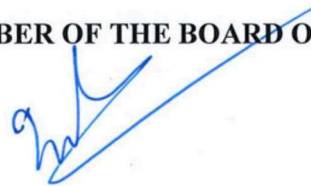
The Independent Member of the Board of Directors assesses that, in the 2025 financial year, the Board of Directors and the Board of Management have fully and effectively performed their assigned functions and duties, ensuring compliance with applicable laws, the Company's Charter, and the resolutions of the General Meeting of Shareholders.

In the coming period, the Independent Member of the Board of Directors commits to continuing to uphold the role of independent supervision and critical review, contributing opinions in an objective and prudent manner, thereby helping to safeguard the lawful rights and interests of all shareholders while enhancing the quality of corporate governance and the Company's operational efficiency.

The above is the Report on the activities of the Independent Member of the Board of Directors for 2025.

Respectfully submitted to the General Meeting of Shareholders of the Company.

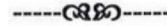
INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS



TIEU YEN TRINH



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No.: 01/2026/TT - ĐHĐCĐ

Ho Chi Minh City, dated 22 April 2026

**PROPOSAL TO
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
FOR THE FISCAL YEAR 2025**

Re: Approving the Audited Financial Statements for 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Charter on Organization and Operation of Thien Long Group Corporation;
- Pursuant to the audited 2025 Separate Financial Statements and Consolidated Financial Statements of Thien Long Group Corporation;
- Pursuant to Meeting Minutes of the Board of Directors No. 08/2026/BBH-HĐQT dated 01 April 2026.

The Board of Directors would like to propose to the General Meeting of Shareholders for approval of the 2025 Separate Financial Statements and Consolidated Financial Statements of Thien Long Group Corporation, audited by PwC (Vietnam) Limited.

The audited Separate Financial Statements and Consolidated Financial Statements for 2025 have been released in accordance with relevant regulations and publicized on the Company's website, including the following:

1. Independent auditor's report;
2. Balance sheet dated 31 December 2025;
3. Report on 2025 business results;
4. Cash flow statement;
5. Financial statement footnotes.

Excerpt from the audited separate and consolidated financial statements for 2025 at the link:
<https://thienlonggroup.com/quan-he-co-dong/bao-cao-tai-chinh>

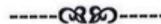
Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

O/B THE BOARD OF DIRECTORS

CHAIRMAN



CÔ GIA THO



No.: 02/2026/TT - ĐHĐCĐ

Ho Chi Minh City, dated 22 April 2026

PROPOSAL TO
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
FOR THE FISCAL YEAR 2025

Re: Approving the profit distribution for 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Charter on Organization and Operation of Thien Long Group Corporation;
- Pursuant to the 2025 Audited Consolidated Financial Statements of Thien Long Group Corporation;
- Pursuant to Meeting Minutes of the Board of Directors No. 08/2026/BBH-HĐQT dated 01 April 2026.

The Board of Directors would like to propose to the General Meeting of Shareholders for approval of the profit distribution for the fiscal year 2025 as below:

1. Plan of profit distribution:

Profit distribution	Amount (Unit: thousand VND)
Undistributed profits accumulated to the end of the previous year	593,725,203
Consolidated profit after tax for 2025	446,474,887
- Cash dividends for 2025 (35% of par value) (*)	329,074,425
- Bonus and welfare fund (10% of profit after tax)	44,647,489
- Remuneration for the Board of Directors	20,000,000
Retained earnings after distribution	646,478,176

Note:

(*) The company has made an interim payment of 35% for the 2025 cash dividends, equivalent to VND 329,074,425,000.

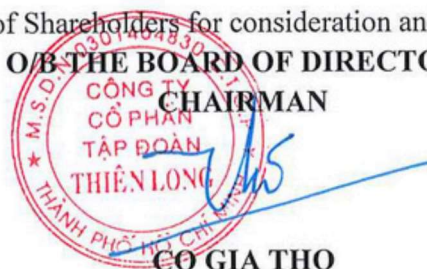
2. Authorization for the Board of Directors:

- The General Meeting of Shareholders authorizes the Board of Directors to decide on other matters related to the distribution of profits for 2025 that have been approved by the General Meeting of Shareholders.

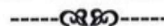
Respectfully submitted to the General Meeting of Shareholders for consideration and approval.

O/B THE BOARD OF DIRECTORS

CHAIRMAN



CO GIA THO



No.: 03/2026/TT – ĐHĐCĐ

Ho Chi Minh City, dated 22 April 2026

**PROPOSAL TO
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
FOR THE FISCAL YEAR 2025**

Re: Approving the target of revenue, profit and the profit distribution plan for 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Charter on Organization and Operation of Thien Long Group Corporation;
- Pursuant to the 2025 Consolidated Financial Statements of Thien Long Group Corporation;
- Pursuant to Meeting Minutes of the Board of Directors No. 08/2026/BBH-HĐQT dated 01 April 2026.

The Board of Directors would like to propose to the General Meeting of Shareholders for approval of the target of revenue, profit and the 2026 profit distribution plan as below:

1) Plan of revenue and profit for 2026:

- Net revenue: VND 4,400 billion (Increased by 5.4% compared to the 2025 actual results and by 4.8% compared to the 2025 plan)
- Consolidated profit after tax: VND 440 billion (Decreased by 1.1% compared to the 2025 actual results and by 2.2% compared to the 2025 plan)

2) Plan of profit distribution for 2026:

- Dividends for 2026 : planned 35% of par value
- Bonus and welfare fund : 10% of profit after tax
- Remuneration for the Board of Directors : VND 20 billion/ year

Authorize the Board of Directors to change or adjust the above Plan according to the actual situation and to make interim dividend payments for 2026 (*) in accordance with the Company's business results for the year.

(*) Source of funds for interim dividend payments for 2026: Accumulated undistributed after-tax profits from previous years up to the time the company makes the interim dividend payment.

Respectfully submitted to the General Meeting of Shareholders to consider, approve and authorize the Board of Directors to change or adjust the above Plan according to the actual situation and an interim payment in 2026 suitable with the company's production and business results.

O/B THE BOARD OF DIRECTORS
CHAIRMAN

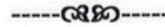
CO GIA THO



No: 04/2026/TT - ĐHĐCĐ

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness



Ho Chi Minh City, dated 22 April 2026

PROPOSAL TO
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE
FISCAL YEAR 2026

Re: Selection of an Auditing Company for the fiscal year 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Charter on Organization and Operation of Thien Long Group Corporation.

Dear General Meeting of Shareholders,

The Company's Audit Committee respectfully submits to the General Meeting of Shareholders for approval the proposal to select an independent auditing firm to audit the Company's financial statements for the fiscal year 2026 as follows:

- Select one (1) from the three (3) following Auditing Companies to audit the Company's 2026 Financial Statements:
 1. Deloitte Vietnam Company Limited;
 2. PwC Company Limited (Vietnam);
 3. KPMG Company Limited.
- Authorize the Board of Directors to select a specific Auditing Company.

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

**O/B THE AUDIT COMMITTEE
CHAIRPERSON**

PHAM NGOC TUAN

PROPOSAL***Re: Approving of amendments to registered business activities***

- Pursuant to Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;
- Pursuant to the Charter on Organization and Operation of Thien Long Group Corporation;
- Pursuant to Decision 36/2025/QĐ-TTg of the Prime Minister promulgating the System of Vietnamese Economic Sectors dated September 29, 2025;
- Pursuant to Meeting Minutes of the Board of Directors No. 08/2026/BBH-HĐQT dated 01 April 2026 of the Board of Directors of Thien Long Group Corporation.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following amendments to the Company's business activities:

1. Business activities before the amendment:

No.	Name of business activities	Business lines
1.	Manufacture of plastic products <i>(except for the production of thermal insulation foam using R141b gas or pre-blended polyol containing HCFC-141b)</i>	2220
2.	Manufacture of measuring, testing, navigating and control equipment <i>Details: Manufacture of measuring and testing equipment in laboratory kits for chemistry, physics, technology, and engineering. (Not operated at the head office)</i>	2651
3.	Manufacture of office machinery and equipment (except for computers and peripheral devices) <i>(except for computers and peripheral devices) (Not operated at the head office)</i>	2817
4.	Manufacture of other special-purpose machinery <i>Details: Manufacture of automated machinery serving the Company's production, machinery for automation, and manufacture of industrial robots for various purposes (Not operated at the head office)</i>	2829

5.	Manufacture of toys and games <i>(excluding toys and games that are harmful to the education and health of children, or that may affect social order and safety)</i> <i>(Not operated at the head office)</i>	3240
6.	Other manufacturing not elsewhere classified <i>Details: Manufacture of stationery, school supplies, teaching aids made of plastic, processed plastic products (except for the production of thermal insulation foam using R141b gas, or pre-blended polyol containing HCFC-141b), plastic household products; manufacture of household tools and appliances. (Not operated at the head office)</i>	3290
7.	Wholesale of other household goods <i>Details: Wholesale of stationery, school supplies, teaching aids made of plastic, processed plastic products; wholesale of games and toys for children; wholesale of sporting equipment and supplies</i>	4649
8.	Wholesale of other machinery, equipment and spare parts <i>Details: Wholesale of molds; wholesale of machinery and equipment serving the Company's production sector; wholesale of machinery for automation; wholesale of office furniture (tables, chairs, cabinets); wholesale of office machinery and equipment, excluding computers and peripheral devices; wholesale of robots used in automated production activities; wholesale of machine tools for all types of materials; wholesale of computer-controlled machine tools</i> <i>(Except for the performance of the right to export, import, and distribute goods on the List of goods for which foreign investors and foreign-invested economic organizations are not entitled to perform the right to export, import, and distribute)</i>	4659
9.	Wholesale trade of other specialized products not classified elsewhere <i>Details: Wholesale trade of plastic granules, pigments; wholesale trade of packaging; wholesale trade of scrap metal and non-metal waste; wholesale trade of other products not classified elsewhere: lighters, batteries, glue sticks, chemical, physical, technological, and engineering laboratory equipment</i>	4669
10.	Management consulting services <i>(except for accounting, financial, and tax consulting)</i>	(7020) (Main)



2. Amend the business activities:

No.	Name of business activities	Business lines
1.	Manufacture of office machinery and equipment (except for computers and peripheral devices)	2817

	<i>(except for computers and peripheral devices)</i> <i>(Not operated at the head office)</i>	
2.	Wholesale of other household goods <i>Details: Exercising the right to export, import, and wholesale distribute goods not included in the list of goods prohibited from export, import, or distribution under Vietnamese law, and not subject to restrictions under international treaties to which Vietnam is a signatory.</i>	4649
3.	Wholesale trade of other specialized products not classified elsewhere <i>Details: Wholesale trade of plastic granules, pigments; wholesale trade of packaging; wholesale trade of scrap metal and non-metal waste; wholesale trade of other products not classified elsewhere: lighters, batteries, glue sticks, chemical, physical, technological, and engineering laboratory equipment</i>	4679
4.	Management business consulting services and other management consulting services <i>(except for accounting, financial, and tax consulting)</i>	7020

3. The business activities of the Company after amendments:

No.	Name of business activities	Business lines
1.	Manufacture of plastic products <i>(except for the production of thermal insulation foam using R141b gas or pre-blended polyol containing HCFC-141b)</i>	2220
2.	Manufacture of measuring, testing, navigating and control equipment <i>Details: Manufacture of measuring and testing equipment in laboratory kits for chemistry, physics, technology, and engineering. (Not operated at the head office)</i>	2651
3.	Manufacture of office machinery and equipment (except for computers and peripheral devices) <i>(except for computers and peripheral devices)</i> <i>(Not operated at the head office)</i>	2817
4.	Manufacture of other special-purpose machinery <i>Details: Manufacture of automated machinery serving the Company's production, machinery for automation, and manufacture of industrial robots for various purposes</i> <i>(Not operated at the head office)</i>	2829

5.	Manufacture of toys and games <i>(excluding toys and games that are harmful to the education and health of children, or that may affect social order and safety)</i> <i>(Not operated at the head office)</i>	3240
6.	Other manufacturing not elsewhere classified <i>Details: Manufacture of stationery, school supplies, teaching aids made of plastic, processed plastic products (except for the production of thermal insulation foam using R141b gas, or pre-blended polyol containing HCFC-141b), plastic household products; manufacture of household tools and appliances. (Not operated at the head office)</i>	3290
7.	Wholesale of other household goods <i>Details: Exercising the right to export, import, and wholesale distribute goods not included in the list of goods prohibited from export, import, or distribution under Vietnamese law, and not subject to restrictions under international treaties to which Vietnam is a signatory.</i>	4649
8.	Wholesale of other machinery, equipment and spare parts <i>Details: Wholesale of molds; wholesale of machinery and equipment serving the Company's production sector; wholesale of machinery for automation; wholesale of office furniture (tables, chairs, cabinets); wholesale of office machinery and equipment, excluding computers and peripheral devices; wholesale of robots used in automated production activities; wholesale of machine tools for all types of materials; wholesale of computer-controlled machine tools</i> <i>(Except for the performance of the right to export, import, and distribute goods on the List of goods for which foreign investors and foreign-invested economic organizations are not entitled to perform the right to export, import, and distribute)</i>	4659
9.	Wholesale trade of other specialized products not classified elsewhere <i>Details: Wholesale trade of plastic granules, pigments; wholesale trade of packaging; wholesale trade of scrap metal and non-metal waste; wholesale trade of other products not classified elsewhere: lighters, batteries, glue sticks, chemical, physical, technological, and engineering laboratory equipment</i>	4679
10.	Management business consulting services and other management consulting services <i>(except for accounting, financial, and tax consulting)</i>	(7020) (Main)



4. Authorizing:

The General Meeting of Shareholders authorizes Legal Representative of the Company to prepare the necessary documents and carry out the required procedures in accordance with the laws

to register changes to the Company's business activities. The scope of this authorization includes, but is not limited to, amending the "Details" describing the business activities, as well as providing explanations, supplementing documents, and supplying information as requested by competent authorities at the time of actual implementation (if any).

The General Meeting of Shareholders assigns the Board of Directors to update the amendments and supplements to the Company's Charter in line with the previously mentioned changes.

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

**O/B THE BOARD OF DIRECTORS
CHAIRMAN**



CO GIA THO