

Tay Ninh., October 3rd, 2026

**PROPOSAL 09 TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS
FOR THE FISCAL YEAR 2025 – 2026**

(Re: Amendement, supplement of the Internal Corporate Governance Regulation)

To: THE GENERAL MEETING OF SHAREHOLDERS

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly on 17 June 2020, as amended and supplemented from time to time (the “**Law on Enterprises**”);
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly on 26 November 2019, as amended and supplemented from time to time (the “**Law on Securities**”);
- Pursuant to Decree No. 155/2020/NĐ-CP date 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, as amended and supplemented by Decree No. 245/2025/NĐ-CP dated 11 September 2025 (“**Decree 155**”);
- Pursuant to Circular No. 116/2020/TT-BTC dated 31 December 2020 by the Ministry of Finance providing guidance on corporate governance applicable to public company under Decree 155 (“**Circular 116**”);
- Pursuant to the Charter of Thanh Thanh Cong – Bien Hoa Joint Stock Company (the “**Company’s Charter**”).

The Board of Director of Thanh Thanh Cong – Bien Hoa Joint Stock Company (the “**Company**”) respectfully submits to the General Meeting of Shareholders for approval the amendments and supplementations of the Company’s Internal Corporate Governance Regulation with the principal contents as follows:

Following the comprehensive review of the current Internal Corporate Governance Regulations, the Board of Directors has determined that certain provisions should be updated, amended and supplemented to ensure the compliance with the prevailing laws and regulations, while further strengthening the Company’s corporate framework in accordance with the good corporate governance practices and the Company’s evolving governance requirements.

The detailed proposed amendments and supplementations to the Internal Corporate Governance Regulation are set out in the Appendix attached to this Proposal.

The Board of Directors respectfully submits this Proposal to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

Recipients:

- As above;
- Archived: Corporate Secretary.

OBO. THE BOARD OF DIRECTORS
CHAIRLADY



DANG HUYNH UC MY

APPENDIX: PROPOSED AMENDMENTS AND SUPPLEMENTS TO THE INTERNAL CORPORATE GOVERNANCE REGULATION

(Attached to Proposal No. 09 dated 03/10/2026 regarding the amendments and supplements of the Internal Corporate Governance Regulation)

Notes:

- Articles not specifically addressed in the Appendix remain unchanged;
- The proposed amendments appearing under the column “Current provision” are italicized;
- The proposed amendments appearing under the column “Proposed Amendment/ Supplement” represented the proposed revisions are bold and underlined.

No.	Current provision	Proposed Amendment/ Supplement	Basis for Amendment	Rationale
1	VI.3.3.a_Qualifications and Conditions for Board Members ix) A Board member must not concurrently serve as a member of the Board of Directors or Members’ Council of more than 05 other companies.	VI.3.3.a_Qualifications and Conditions for Board Members ix) A Board member must not concurrently serve as a member of the Board of Directors or Members’ Council of more than 05 other companies. <u>In particular, an independent Board member or a non-executive Board member of the Company must not concurrently hold more than 05 (five) Board seats.</u>	Item D.2.6 of the ACGS 2024	Supplemented with reference to the recommendation under the ASEAN Corporate Governance Scorecard (Version 2, 2024) .
2	VI.3.7. Remuneration, Bonuses and Other Benefits of Board Members b) The remuneration, bonus and other benefits policy for the Board is established based on the following principles: iv) No provision.	VI.3.7. Remuneration, Bonuses and Other Benefits of Board Members b) The remuneration, bonus and other benefits policy for the Board is established based on the following principles: <u>iv) As a matter of principle, the remuneration of non- performance-based remuneration or share options. In exceptional circumstances, the Board may consider and decide otherwise, provided that such decision is consistent with the Company’s long-term interests and applicable corporate governance principles.executive Board members shall not include</u>	Item C.3.1 of the ACGS 2024, Guiding Reference 5.1	Supplemented with reference to the recommendation under the ASEAN Corporate Governance Scorecard (Version 2, 2024) .

No.	Current provision	Proposed Amendment/ Supplement	Basis for Amendment	Rationale
3	VI.3.8. Procedures for Organizing Board Meetings b) The Board shall meet at least once every quarter and may hold extraordinary meetings, with a minimum of 06 meetings per year.	VI.3.8. Procedures for Organizing Board Meetings b) The Board shall meet at least once every quarter and may hold extraordinary meetings, with a minimum of 06 meetings per year. <u>The Board shall prepare an annual schedule and meeting plan for regular Board meetings prior to the commencement of each financial year.</u>	Principle 1.4.4 of the VNCG Code 2026	Supplemented with reference to the recommendation under the VNCG Code 2026.