



TTBGROUP JOINT STOCK COMPANY

Address: Group 3, Quang Vinh Ward, Thai Nguyen City, Thai Nguyen Province

Tel: 0208 3 75 66 99 Email: chungcutienbo@gmail.com Website: tienbo.vn

MEETING INVITATION NOTICE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

To: Shareholders,

Shareholder ID:

Address:

Phone number:

Registration number:

Number of shares:

The Board of Directors of Tien Bo Group Joint Stock Company (now TTBGROUP Joint Stock Company) cordially invites you to attend the Annual General Meeting of Shareholders 2025 ("The Meeting") with the following details:

1. **Time:** 7:30 AM, Monday, May 12, 2025.
2. **Location:** TTBGROUP Joint Stock Company, No. 20/1, Duong Tu Minh Street, Group 3, Quang Vinh Ward, Thai Nguyen City, Thai Nguyen Province.
3. **Participants:** All shareholders listed in the securities ownership record prepared by the Vietnam Securities Depository and Clearing Corporation as of April 10, 2025, or their duly authorized representatives.
4. **Meeting Agenda:** As per the attached meeting program.

The full meeting agenda, meeting materials, draft resolutions for each agenda item, and voting ballots are available on the Company's website. Shareholders may access the details at: <http://www.tienbo.vn>, under the "Shareholder Relations" section.

5. **Registration and Attendance Confirmation Deadline:**

To facilitate the organization of the Meeting, shareholders are kindly requested to confirm their attendance or submit a proxy authorization before 4:00 PM on May 9, 2025, using one of the following methods: (1) Send a letter directly to the Company at: No. 20/1, Duong Tu Minh Street, Group 3, Quang Vinh Ward, Thai Nguyen City, Thai Nguyen Province, or call to confirm attendance at: 0208 3756699. (2) Send a written confirmation via email to: chungcutienbo@gmail.com.

[Note:] Shareholders (or their authorized representatives) attending the Meeting must bring: The meeting invitation notice. Original ID card/Citizen ID/Passport (for individual shareholders/representatives) or a copy of the Enterprise Registration Certificate and the original ID card/Citizen ID/Passport of the legal representative (for organizational shareholders). Authorized representatives must bring the original Proxy Authorization Form to complete the registration procedures.

We sincerely hope you will arrange your schedule to attend the Meeting punctually and in full.

Best regards,

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



Tran Thanh Binh



PROPOSED MEETING AGENDA ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Time: 7:30 AM, Monday, May 12, 2025

Location: TTBC GROUP Joint Stock Company, No. 20/1, Duong Tu Minh Street, Group 3, Quang Vinh Ward, Thai Nguyen City, Thai Nguyen Province.

No.	Time	Agenda Item
I	OPENING SESSION	
1.	07h30-08h00	<ul style="list-style-type: none">- Registration & Attendance verification;- Compilation of the list of attending shareholders..
2.	08h00-08h15	<ul style="list-style-type: none">- Report by the Shareholder Eligibility Committee on attendance eligibility verification; Declaration of meeting quorum per legal requirements.
3.	08h15-08h30	<ul style="list-style-type: none">- Flag ceremony, meeting opening, statement of purpose, introduction of attendees.
4.	08h30-08h45	<ul style="list-style-type: none">- Introduction and appointment of the Presidium, Chairperson, and Secretariat;- Approval of the Meeting Agenda and Rules of Procedure
II	MAIN SESSION	
5.	08h45-09h20	<ul style="list-style-type: none">- 2024 Board of Directors (BOD) Activity Report;- 2024 Supervisory Board (SB) Activity Report;- 2024 Business Performance Report and 2025 Business Plan..
6.	09h20-09h40	<ul style="list-style-type: none">• BOD and SB Submissions::- Submission 01: BOD remuneration;- Submission 02: SB remuneration;- Submission 03: Selection of 2025 auditing firm.;
7.	09h40-10h00	<ul style="list-style-type: none">- Discussion and Q&A session.
8.	10h00-10h40	<ul style="list-style-type: none">- Election of the Vote Counting Committee;- Approval of voting procedures;- Voting on Meeting resolutions..
9.	10h40-11h10	<ul style="list-style-type: none">• Recess / Vote counting.
10.	11h10-11h30	<ul style="list-style-type: none">- Announcement of voting results;- Approval of the Meeting Minutes.
III	CLOSING SESSION	
11.	11h30	Meeting adjournment.

*(*During the preparation for the 2025 Annual General Meeting, additional agenda items may arise and will be announced to shareholders by the Company.)*



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ATTENDANCE CONFIRMATION FORM

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

To: TTBGROUP Joint Stock Company

Name of Individual/Organization:.....

Registration No.:.....

Issued on:...../...../..... At:

Address:.....

Phone:.....

Shareholder ID:.....

Number of Shares Held:.....

I hereby confirm attendance at the Annual General Meeting of Shareholders 2025 organized by TTBGROUP Joint Stock Company on May 12, 2025, at: TTBGROUP Joint Stock Company, No. 20/1, Duong Tu Minh Street, Group 3, Quang Vinh Ward, Thai Nguyen City, Thai Nguyen Province.

Thank you for your attention!

SHAREHOLDER CONFIRMATION

(Signature, full name, and company stamp (if applicable))



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AUTHORIZATION LETTER TO ATTEND AND VOTE

AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

I. AUTHORIZING PARTY (Party A):

- Shareholder code/Shareholder name:
- Address:
- ID number: Date of issue:
- Place of issue:
- Phone number:
- Number of shares owned: shares
- Type of shares: Common shares
- Representative (for corporate shareholders):

II. AUTHORIZED PARTY (Party B):

- Full name:
- ID number/Passport number: Date of issue:
- Place of issue:
- Address:
- Phone number:

III. AUTHORIZATION CONTENT::

1. By this document, Party A authorizes Party B to perform the following tasks:

- Party B represents shares of Party A to attend the Annual General Meeting of Shareholders in 2025 (the Meeting) of TTBGROUP Joint Stock Company (hereinafter referred to as TTB) at 7:30 AM on May 12, 2025;

- Represent Party A in exercising the rights and obligations of a shareholder for the authorized shares as prescribed by law.

2. Responsibilities of the parties:

- Party B may only perform tasks within the scope of this authorization;

- Party B is independent and solely responsible to Party A for the authorized tasks;

The authorized representative must present their ID card/Citizen ID/Passport along with this Authorization Letter or a legally compliant Authorization Letter. In all cases where a valid Authorization Letter is not provided, the authorized representative will not be permitted to attend the General Meeting.



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- Party B may not re-authorize others to perform the tasks specified in this authorization.

3. Authorization period:

- This authorization is valid for the Annual General Meeting of Shareholders of TTBGROUP Joint Stock Company on May 12, 2025.

....., day month year 2025

PARTY A

(Signature, full name, seal if applicable for
legal entities)

PARTY B

(Signature, full name)

Note: In case shareholders do not have an authorized representative to attend the Meeting, they may authorize (☒ or ☒ to select the authorized person)

1. ☐ Mr. Tran Thanh Binh

Position: Chairman of the Board of Directors

ID number: 019082012647 Date of issue: 11/08/2021

Place of issue: Director of the Police Department for Administrative Management of Social Order

2. ☐ Mr. Phung Van Thai

Position: Member of the Board of Directors - General Director

ID number: 024079012139 Date of issue: 01/09/2021

Place of issue: Director of the Police Department for Administrative Management of Social Order

The authorized representative must present their ID card/Citizen ID/Passport along with this Authorization Letter or a legally compliant Authorization Letter. In all cases where a valid Authorization Letter is not provided, the authorized representative will not be permitted to attend the General Meeting.



2024 CORPORATE GOVERNANCE REPORT AND 2025 ORIENTATION OF THE BOARD OF DIRECTORS

The Board of Directors ("BOD") of Tien Bo Group Joint Stock Company, now TTBGROUP Joint Stock Company ("Company/TTB"), reports to the 2025 Annual General Meeting of Shareholders ("AGM") on its 2024 management activities as follows:

1. Company Operations Overview

In 2024, TTB achieved positive recovery after a challenging period. The company's sales and service revenue increased approximately 23.5% compared to 2023, equivalent to 26,771,520,030 VND in growth. Post-tax corporate income profit for 2024 rose over 103% year-over-year, representing an increase of 1,700,386,339 VND. Key operational focuses included:

- Real Estate Sector: Continued development of the GreenCity Bac Giang residential complex (completed legal procedures for CT2A tower construction) and partnered to build worker housing and social housing projects in Tich Luong Ward, Thai Nguyen City.

- Manufacturing Sector: Expanded badminton production facilities; added new machinery and equipment for shuttlecock processing; improved product quality and productivity; expanded distribution to southern markets; and put badminton training/competition courts into operation.

- Commercial Sector: Maintained steel and construction equipment trading operations while expanding production and distribution of wall paint for construction projects.

- Corporate Governance: The 2024 Annual General Meeting of Shareholders restructured the Board of Directors for the 2024-2029 term, demonstrating commitment to implementing shareholder resolutions while fulfilling legal and corporate charter obligations to ensure operational efficiency and stable company development.

Stock Trading: On January 12, 2024, the Hanoi Stock Exchange approved the company's shares for trading on UPCOM. While TTB's shares are currently suspended from trading, the Board of Directors has appointed Nhan Tam Viet Audit Company Limited to conduct financial statement audits. Both the company and auditor are

working diligently to complete the financial statements at the earliest opportunity.

2. Remuneration and Other Benefits for the Board of Directors in 2024

Based on the company's 2024 business performance results, the Board of Directors (BOD) strived to fulfill several targets and tasks set forth in the 2024 Annual General Meeting of Shareholders (AGM) Resolution. According to the company's published quarterly business results, BOD members.

3. Summary of BOD Meetings and Resolutions

- BOD Meetings: In 2024, the company's BOD successfully held 14 meetings, with a 100% unanimous voting rate among attending members

- Resolutions Issued: The BOD passed 08 resolutions, approving key policies and adjustments critical to the company's operations and development direction, including:

No.	Revolution No.	Date	Content	Approval rate (*)
1	01/NQ-HĐQT	12/01/2024	Change of audit firm for financial statements ending 31/12/2022	100%
2	02/NQ-HĐQT	09/5/2024	Approval of organization of 2024 Annual General Meeting of Shareholders	100%
3	03/NQ-HĐQT	01/07/2024	Implementation of company name change and business line additions per Resolution 01/2024/NQ-ĐHĐCĐ dated 28/06/2024	100%
4	04/NQ-HĐQT	09/07/2024	Approval of new company seal design	100%
5	05/NQ-HĐQT	29/07/2024	Dismissal and appointment of CEO - Legal Representative	100%
6	06/NQ-HĐQT	29/08/2024	Dismissal of Deputy CEO position	100%
7	07/NQ-HĐQT	16/09/2024	Adjustment of implementation schedule for "Commercial Apartment Project in residential area near Xuong Giang Street, Bac Giang City"	100%

8	08/NQ-HĐQT	18/09/2024	Appointment of Deputy CEO position	100%
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4. Report on Transactions Between the Company, Subsidiaries, and Controlled Entities.

(No transactions occurred)

5. Activities of Independent Board Members and Their Evaluation of Board Performance

The Company's Board of Directors includes two independent members: Mr. La Công Quỳnh and Mr. Hoàng Trung Thành.

All Board members possess professional qualifications and relevant experience in the Company's business sectors. They actively participate in strategic planning, supervise the Executive Board's operations, and ensure proper corporate governance compliance.

The independent Board members regularly contribute opinions, review business plans, and help establish internal regulations to maintain the Company's governance standards.

Independent Members' Evaluation of Board Performance in 2024:

The Board demonstrated flexible decision-making adapted to actual business conditions throughout the year. It promptly approved and issued Resolutions/Decisions within its authority to adjust the Company's governance and business activities, while providing timely guidance and close supervision of the Executive Board's implementation of established business objectives and strategies.

6. Supervision Results of the Executive Board

Under the leadership and direction of the Board of Directors (BOD), the Executive Board has:

- Managed the Company's business operations in strict compliance with BOD directives, legal requirements, the Company Charter, and AGM resolutions.
- Maintained regular reporting to the BOD while proactively addressing daily operational issues to ensure agile and effective management.
- Developed and issued internal policies, procedures, and regulations (or submitted them to the BOD for approval) to streamline TTB's organizational structure and human resources towards greater efficiency.

In the past year, the Executive Board has demonstrated strong commitment to achieving set targets through decisive and dynamic solutions in both business operations and corporate management. These efforts by the Executive Board and all employees have been instrumental in maintaining the Company's stability and sustainable development.

7. BOD's Strategic Directions for 2025

The Board of Directors determines the company's key operational directions to include:

- Coordinating with the Supervisory Board and Executive Board to address existing shortcomings at the Company, continuing to complete and hand over unfinished real estate projects for use, and commencing construction of projects that have completed all legal procedures. The Board of Directors will develop a clear strategy to stabilize and develop the Company's operations.

- Continue implementing the TTB development strategy for the 2025-2030 period with researched and supplemented adjustments, determined to restore TTB's position as one of the leading enterprises in its existing and ongoing product segments.

- Supervise and direct business operations: Direct the effective implementation of approved plan targets and contents by the General Meeting of Shareholders. Conduct inspection and supervision of all operational aspects company-wide. Strengthen inspection and direction to resolve difficulties at the company's investment projects.

- Continue implementing the strategy to enhance financial capacity and expand operational scale, ensuring alignment with the company's development orientation.

- Continue effectively directing the enterprise restructuring plan: Focus on researching, developing and perfecting mechanisms, innovating management. Concentrate resources on investing in key areas, improving operational efficiency and market-appropriate competitive capacity.

- Perform the regular duties of the Company's Board of Directors in accordance with the functions and tasks stipulated in the Company's Charter.

- Continue maintaining social activities, building TTB's image as modern and professional yet friendly and community-oriented.

Submitted to the General Meeting of Shareholders for review and approval.

Sincerely!

(The figures presented in this report are based on the Q4/2024 Financial Statements prepared by the Company on January 20, 2025)

Recipients:

On behalf of the BOARD OF DIRECTORS

- The General Meeting of Shareholders;
- Filed at the Office of the Board of Directors.

CHAIRMAN

Tran Thanh Binh



**TTBGROUP JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Thai Nguyen, 18th April 2025

REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD TTBGROUP JOINT STOCK COMPANY

To: The General Meeting of Shareholders

Within the scope of its responsibilities, functions, and authority as stipulated in the Charter of Tien Bo Group Joint Stock Company (now TTBGROUP Joint Stock Company), and in compliance with the provisions of the Enterprise Law and the regulations governing public companies, the Supervisory Board ("SB") in 2024 has strived to complete tasks such as monitoring and inspecting compliance with legal regulations and the Company's Charter regarding accounting, finance, investment activities, business cooperation, construction, and the exploitation and operation of real estate projects.

The Supervisory Board reports to the General Meeting on the following contents:

1. Results of Monitoring the Company's Operational and Financial Situation

The Supervisory Board has monitored the Company's business operations in 2024. The SB evaluates this as a year of positive changes for the enterprise, specifically:

Business Performance: By the end of 2024, net revenue from sales and services increased by 23.5% compared to 2023, equivalent to VND 26.7 billion. Net profit after corporate income tax rose by 103%, corresponding to an increase of over VND 1.7 billion.

Financial Position: As of December 31, 2024, the Company's total assets reached VND 1,986.07 billion, up 0.5% year-on-year; liabilities stood at VND 935.3 billion, a 1.05% increase compared to 2023.

The Company implemented projects as planned, including:

Real Estate Sector: Focused on completing Building CT2 of the GreenCity Bac Giang project and collaborated with partners to construct worker housing and social housing in Tich Luong Ward, Thai Nguyen City.

Manufacturing and Business Sector: Expanded the badminton shuttlecock factory, added machinery, and improved production efficiency to enhance product quality and market distribution. Operationalized badminton courts for competitions....

Regarding stock trading:

On January 12, 2024, the Hanoi Stock Exchange approved the Company's shares for trading on UPCOM. Currently, TTB is under trading suspension.

On March 19, 2025, the Board of Directors (BOD) selected Nhan Tam Viet Audit Co., Ltd. (Tax Code: 0102038482; Address: 6 Nguyen Cong Hoan, Ngoc Khanh Ward, Ba Dinh District, Hanoi) to audit the Financial Statements (FS) for 2022–2024 and interim FS for 2023–2024. Both parties are actively cooperating to finalize the FS as soon as possible.

On June 28, 2024, the Annual General Meeting of Shareholders elected members of the BOD and SB for the 2024–2029 term.

2. Evaluation Report on Transactions Between the Company and Its Subsidiaries

No issues arose.

3. Performance of the SB and Its Oversight of the BOD and Executive Board

a) Summary of SB Meetings

In 2024, the SB held 4 meetings to monitor legal compliance, adherence to the Company's Charter, and implementation of resolutions by the General Meeting, BOD, and Executive Board.

b) SB Remuneration

Per the 2024 Annual General Meeting Resolution, SB members received remuneration only if the profit/revenue ratio exceeded 10%.

c) Assessment of the BOD's Performance

The BOD closely supervised and promptly directed the Executive Board in business operations and implementation of resolutions.

All BOD resolutions complied with the Company's Charter, Enterprise Law, and other regulations.

The BOD held regular and ad-hoc meetings to oversee and guide the Company's business strategies.

The SB received full support from the BOD to fulfill its duties.

d) Assessment of the Executive Board's Performance

The SB acknowledged the Executive Board's efforts to stabilize operations.

Urged faster resolution of pending tasks, particularly closer coordination with auditors to finalize the audited FS.

4. Results of Coordination Among the SB, BOD, Executive Board, and Shareholders

- The SB contributed risk management advice for investments and daily operations, receiving full cooperation from the BOD and Executive Board.

- The Company strictly adhered to internal governance rules. The BOD proactively supervised business strategies, while the Executive Board effectively implemented operations and internal management.

- The SB enhanced inspections of economic contracts, audits, investment projects, salary policies, and internal regulations.

- In 2024, the SB addressed shareholder concerns regarding the trading suspension and FS completion, continuing efforts with the BOD and Executive Board to finalize the FS promptly.

5. Recommendations and Proposals

In 2025, Vietnam's real estate market is projected to show positive recovery, driven by renewed vitality from strengthened legal frameworks, promising economic outlook, and restored investor confidence. The Supervisory Board proposes the following key measures:

Continue maintaining effective corporate governance and management practices to create favorable conditions for TTB's stable development, achieving and surpassing all targets set by the General Meeting of Shareholders while ensuring maximum benefits for shareholders and proper welfare policies for employees.

Accelerate the implementation of investment capital settlement procedures for completed construction projects.

As several new legal regulations took effect in 2024 and 2025, we recommend the Board of Directors and Executive Management to conduct comprehensive reviews and make synchronized amendments to internal processes and regulations to facilitate uniform application across the Company.

The Board of Directors and Executive Management must place special emphasis and make utmost efforts to complete the Company's Financial Statements at the earliest possible time to protect shareholders' legitimate rights and interests.

The above constitutes the full content of the Supervisory Board's report on its 2024 oversight activities, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely!

(The data presented in this report is extracted from the Company's Q4/2024 Financial Statements prepared on January 20, 2025)

Recipients:

- The General Meeting of Shareholders;
- Filed at the Office of the Supervisory Board.

**ON BEHALF OF THE
SUPERVISORY BOARD
CHAIRMAN**

Ngoc Van Ninh



*Re-Report on production and
business performance*

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, 18th April 2025

REPORT OF THE EXECUTIVE BOARD
SUMMARY OF ACTIVITIES IN 2024
& BUSINESS PLAN IN 2025

Part I: SUMMARY OF ACTIVITIES IN 2024

1. Macroeconomic situation in 2024

1.1. World and Vietnam economic situation in 2024

In 2024, the global commodity market will be affected by the complicated developments of the world's political, economic and social situation. Conflicts escalated in Russia - Ukraine, the Middle East. Strategic competition between major countries has been fierce. Trade protectionism and trade barriers have been increased, making the fragmentation of the global economy increasingly serious.

Domestically, under the leadership of the Party; the accompaniment of the National Assembly; the proactive, flexible, drastic and effective direction and administration of the Government and the Prime Minister; the close coordination of ministries, branches and localities; the solidarity, trust and support of the people and the business community; the socio-economic situation of our country in 2024 continued to show a clear recovery trend. In 2024, our country's economy achieved a growth rate of 7.09%, exceeding the set target of 6-6.5%. This is a very positive growth rate, demonstrating the high determination, great efforts, drastic, timely and effective actions of the entire political system in directing, administering and implementing socio-economic development tasks in the face of rapid and unusual fluctuations in the region and the world, as well as in the face of damage caused by natural disasters, storms and floods causing great damage to production, business and people's lives in our country.

The real estate market was difficult in 2024 and has started to improve since the second half of 2024 when the Legal - Capital - Liquidity bottlenecks have been gradually removed. However, the recovery prospect mainly came from the apartment segments with real demand in the inner city or on the outside of the city with developed locations and infrastructure. **This is a pivotal year for the recovery of the entire real estate industry, which is also an opportunity for TTB.**

1.2 . Advantages and disadvantages of TTB in 2024

1.2.1 Difficulties

"Trust hits rock bottom"

First: TTB experienced an extremely difficult year in 2023 due to legal problems in the core leadership of TTB, leading to the confidence of investors, partners and customers falling to the lowest level. This event seriously affected the cash flow of the company's production and business, all activities of the company were at a standstill.

Second: TTB's restructuring plan faces many difficulties because TTB's real estate projects are reaching the end of their investment policy period, which is a prerequisite for accessing new capital sources to restart the projects.

Third: TTB's human resources, both in terms of leadership and key personnel, have been severely eroded by old legal concerns and fears about the future.

1.2.2. Advantages

"Develop your inner self, save yourself"

First: TTB's core leadership has experience accompanying businesses through many difficulties in production and business, seriously reviewing key issues leading to legal problems. From there, there are serious and drastic actions to revive TTB to overcome difficulties.

Second: The real estate market of apartments, TTB's main product, has been developed. Thus, the feasibility corporate restructuring activities has been more increased.

2. Results achieved.

Assessing the challenges of the Company in 2024, under the direction of the Board of Directors, the Executive Board focused on a number of key activities as follows:

Firstly: Streamlining the organization, reducing intermediate levels and improving the effectiveness and efficiency of leadership and management, contributing to creating a flexible and effective operating system, speeding up the progress of solving tasks and ultimately reducing the regular costs of the enterprise.

Second: Reviewing all projects/assets of the enterprise. Specifically assess legal issues. Projects/assets with potential for continued implementation should be prioritized for resolution.

Third: Restructuring corporate financial allocation, prioritize continued investment in items with short capital turnover, and bring in revenue soon.

Fourth: Negotiating with banking partners, sales partners, and contractors to come up with specific implementation plans for each project.

Adhering to the four guiding objectives of the Board of Directors, the Executive Board has proactively implemented measures to remove difficulties for the enterprise. The achievement are as follows:

2.1. Financial situation

2.1.1. General business results

Unit: VND

Indicator	Year 2024	Year 2023	Rate of increase, decrease	
			Value	%
Total revenue	140,536,849,981	113,765,329,951	26,771,520,030	23.5
Profit from business activities	70,358,973	-1,477,916,040	1,548,275,013	105
Profit before tax	70,358,973	-1,644,099,161	1,714,458,134	104
Profit after tax	56,287,178	-1,644,099,161	1,700,386,339	103

2.1.2. Assets – Capital

Unit: VND

Indicator	Dec. 31, 2024	Dec. 31, 2024v	Rate of increase, decrease	
			Value	%
Short-term assets	1,204,886,407,184	1,212,106,187,390	-7,219,780,206	0.6
Long-term assets	781.191.168.100	764.107.831.595	17,083,336,505	102
Capital	1,986,077,575,284	1,986,077,575,284	9,863,556,299	100.5
Short-term and long-term financial debt	105.801.070.678	187.077.023.711	-81,275,953,033	43.45

(Data is taken from the Company's Quarter IV/2024 Financial Report prepared on January 20, 2025).

2.2. Improved production and business cash flow: In 2024, the Company had a revenue of more than 150 billion VND from selling the Lotus building of the Green City Bac Giang project. In addition, other production and business activities like shuttlecocks, construction materials maintained the market and a steady source of revenue.

2.3. Perfecting the Company's management apparatus: in the first half of 2024, TTB has completed the reorganization of the leadership apparatus and departments in a streamlined and efficient direction. The staff has been reduced by 50% compared to mid-2023. For the new apparatus, the TTB Executive Board focused on doing a good job of political and ideological work, promptly resolving regimes and policies for employees, ensuring good performance of assigned tasks.

2.4. Regaining trust with partners: Partners returned to vigorously implement work with TTB, the banking system restructured debt and refinanced credit for the Company's production and business activities, distributors returned to sell, contractors returned to implement projects with relaxed payment terms.

2.5. Successful financial restructuring: TTB did not have overdue debt at financial institutions in 2024. The bank's credit financing activities were deployed to each specific business segment and project.

2.6 Removing legal obstacles: the legal procedures of 80% of TTB's projects has been solved to be eligible to access investment capital sources in 2024. In particular, CT2 building of Green City project has been rebuilt from April 2024.

Although it has not achieved corporate financial targets in 2024, TTB achieved breakthrough results in internal issues as well as reviewed issues and oriented solid development, creating a premise and solid foundation for 2025 with many expected breakthroughs.

Part II. BUSINESS PRODUCTION PLAN IN 2025

1. Macroeconomic outlook in 2025

In 2025, the world economy is forecast to have many fluctuations, to continue to be affected by competition from major powers, conflicts in some regions, supply chain shifting and renewable energy initiatives, opening up both opportunities and challenges in stability and sustainable development, especially trade conflicts.

The risk of a full-blown global trade war is increasing after the US made tough decisions to impose sharp increases in tariffs on other countries and many countries responded in kind. Without dialogue and concessions, the situation could continue to escalate and have long-term effects on international economic relations. The trade conflict will seriously affect our country's economic growth in 2025.

Domestically, the Party and Government continue to take drastic actions to streamline the apparatus. This policy resolves most of the outstanding issues such as corruption and cumbersome administrative procedures.

Private economy is focused on: The Party and Government have oriented the viewpoint and awareness in the entire political system about the role of the private economy as the leading important growth driver of the country.

The real estate sector in 2025 is expected to grow strongly, with many important changes that can help the real estate market recover and break out after a difficult period . The combination of the State's support policies, the efforts of businesses and the flexibility of investors will determine the sustainable development of the market.

2. Business plan in 2025.

In order to create a breakthrough in 2025, based on the achievements in 2024, TTB is steadfast in its set goals to overcome difficulties and promptly adapt to market fluctuations.

Business plan targets are as follows:

Unit: Billion VND

Target	Year 2025	Year 2024	Rate of increase, decrease	
			Value	%
Total revenue	168.6	140.5	28.1	20
Profit from business activities	0.1	0.07	0.03	142.86
Profit before tax	0.1	0.07	0.03	142.86
Profit after tax	0.08	0.056	0.024	142.86

To achieve the set goals, TTB identifies key issues:

1. *Maintain customer and partner trust:*

- Understanding the value of reputation in business, TTB commits to maintaining trust with partners, customers, contractors, and credit institutions, determine to fulfill the commitments made.
- Expanding to access business partners having financial potentials to cooperate in investment implementation with a Win-Win perspective for mutual benefit.

2. *Continue financial restructuring activities of the enterprise:*

- Based on the re-evaluation of the entire project/asset of the enterprise. The Execute Board has a plan to liquidate ineffective assets to focus resources on core business activities.

- Continue to invest in effective projects on the basis of minimizing credit debt and enhancing investment cooperation.

3. Improve the lives and income for employees.

- Strengthen the review and evaluation of employee performance after leaning the apparatus. Enhancing regulations and rules to ensure that each employee in the Company completes assigned tasks well.
- Issue a mechanism to increase income for workers with high work efficiency and breakthroughs in work.
- Attracting employees with diverse skills and experience suitable for the Company's development orientation.

Conclusion:

TTB's Executive Board assesses that in 2025 the Company will have a great opportunity to transform itself. We look forward to receiving the attention and support of our Shareholders and the close guidance of the Board of Directors. The Board of Directors and all employees of the Company, with all their efforts, are determined to successfully carry out their tasks to keep up with the development of the Country in **"the Era of National Growth"**.

This is the entire report on the results of 2024 and the business plan for 2025 of the Executive Board. Respectfully submitted to the General Meeting of Shareholders for approval.

Thanks a lot.

Recipient:

- GMOS ;
- BOD, SB ;
- Archiev.

**REPRESENTATIVE OF THE EXECUTIVE BOARD
GENERAL DIRECTOR**

Phung Van Thai



**TTB GROUP JOINT STOCK
COMPANY**

No: 01/2025/TT-ĐHĐCĐ

Draft

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, 18th April 2025

DOCUMENT 01
FROM THE BOARD OF DIRECTORS

(V/v: Approval of remuneration for Board of Directors members in 2025)

To: The General Meeting of Shareholders

The Board of Directors (BOD) respectfully reports to the General Meeting of Shareholders (GMS) on the implementation of remuneration payments for BOD members in 2024 and proposes the expected remuneration for 2025 as follows::

1. Implementation of remuneration payments for BOD members in 2024

Based on the Resolution of the Annual GMS in 2024: BOD members are only entitled to remuneration in the year if the profit/revenue ratio exceeds 10%. Thus, as the business performance results for 2024 are not yet available, the BOD has not received any remuneration to date.

2. Proposed remuneration for BOD members in 2025

Based on the proposed business plan for 2025 presented by the BOD, the BOD proposes to receive remuneration in 2025 only if the profit/revenue ratio exceeds 10%.

We respectfully submit this to the GMS for review and approval./.

Recipients :

- As above;
- BOD, Supervisory Board;
- Filed at the Office of the Board

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

Tran Thanh Binh



**TTB GROUP JOINT STOCK
COMPANY**

No. 02/2025/TT-ĐHĐCĐ

Draft

SOCIALIST REPUBLIC OF VIETNAM

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Thai Nguyen, 18th April 2025

**DOCUMENT NO. 02
OF THE SUPERVISORY BOARD**

(V/v: Approval of 2025 Remuneration for Supervisory Board Members)

To: The General Meeting of Shareholders

The Supervisory Board (SB) hereby reports to the General Meeting of Shareholders (GMS) on the implementation of 2024 SB remuneration payments and proposes the 2025 remuneration plan as follows:

1. Implementation of 2024 SB Remuneration Payments

Pursuant to the 2024 Annual GMS Resolution: SB members were eligible for remuneration only if the profit/revenue ratio exceeded 10%. As the 2024 business performance results are not yet finalized, no remuneration has been paid to date.

2. Proposed 2025 SB Remuneration Plan

Based on the 2025 business plan, the SB proposes that remuneration for 2025 be contingent upon achieving a profit/revenue ratio exceeding 10%.

We respectfully submit this proposal for the GMS's review and approval../.

Recipients:

- As addressed above;
- Board of Directors (BOD), Supervisory Board (SB);
- Filed at the Office of the Board.

**FOR THE SUPERVISORY
BOARD
CHAIRMAN**

Ngoc Van Ninh



No. 03/2025/TT-ĐHĐCĐ

Draft

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Thai Nguyen, 18th April 2025

DOCUMENT NO. 03 OF THE SUPERVISORY BOARD

(V/v: Selection of Audit Firm for 2025 Company Operations Review)

To: The General Meeting of Shareholders

In fulfillment of obligations under the Company Charter and legal regulations, the Supervisory Board of TTBGROUP Joint Stock Company respectfully submits for the General Meeting of Shareholders(GMS)'s review and approval the selection of an audit firm for the 2025 operational audit as follows:

1. Criteria for Independent Audit Firm Selection

The Supervisory Board proposes the following selection criteria:

- An audit firm legally operating in Vietnam and approved by the State Securities Commission to audit issuers and listed entities.
- A reputable firm with proven audit quality and extensive experience auditing Financial Statements (FS) in the Real Estate sector, compliant with Vietnamese Accounting Standards, Vietnamese Accounting Law and International Financial Reporting Standards (IFRS)
- A team of highly qualified auditors capable of meeting the Company's scope, timeline, and cost-efficiency requirements while maintaining audit quality.

2. Proposal for GMS Approval

Based on these criteria, the Supervisory Board respectfully requests the GMS to authorize the Board of Directors to select the audit firm to execute the audit contract for the 2025 fiscal year.

Sincerely!

Recipients:

- As addressed above;
- Board of Directors (BOD), General Director (GD);
- Filed at the Office of the Board.

FOR THE SUPERVISORY
BOARD
CHAIRMAN

Ngoc Van Ninh



VOTING BALLOT

FOR THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF TIEN BO GROUP JOINT STOCK COMPANY

Shareholder/Authorized Representative Name:.....

Shareholder Code:

Number of Shares Owned:

Number of Proxy Shares:

Total Voting Rights:

I. VOTING ITEMS:

1. Approval of the 2024 Board of Directors' Activity Report.

☐ Agree ☐ Disagree ☐ No opinion

2. Approval of the 2024 Supervisory Board's Activity Report

☐ Agree ☐ Disagree ☐ No opinion

3. Approval of the 2024 Business Results Report and 2025 Business Production Plan.

☐ Agree ☐ Disagree ☐ No opinion

4. Agenda 01: Approval of the 2025 Board of Directors' Remuneration.

☐ Agree ☐ Disagree ☐ No opinion

5. Agenda 02: Approval of the 2025 Supervisory Board's Remuneration.

☐ Agree ☐ Disagree ☐ No opinion

6. Agenda 03: Approval of the 2025 Audit Firm Selection.

☐ Agree ☐ Disagree ☐ No opinion

Thái Nguyên, date month 2025

Note:

- Please mark "✓" or "X" in the appropriate box;
- A valid ballot must clearly select one option per item and include a proper signature as required;
- Blank or multiple selections for the same item will render that item invalid.

AUTHORIZED REPRESENTATIVE

(Signature and full name)



**TTBGROUP JOINT STOCK
COMPANY**

No.: .../2025/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Thái Nguyên, date month 2025

RESOLUTION

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF TTBGROUP JOINT STOCK COMPANY

- *Enterprise Law No. 59/2020/QH14 dated June 17, 2020, issued by the National Assembly of the Socialist Republic of Vietnam (XIVth Legislature);*
- *Securities Law No. 54/2019/QH14 dated November 26, 2019, issued by the National Assembly of the Socialist Republic of Vietnam (XIVth Legislature);*
- *Charter of TTBGROUP Joint Stock Company (the Company);*
- *Reports submitted by the Board of Directors (BOD) and Supervisory Board (SB) at the 2025 Annual General Meeting of Shareholders (AGM);*
- *Minutes of the Company's AGM dated 2025;*
- *Voting Minutes of the Company's AGM dated /2025;*

RESOLUTIONS:

Article 1: Approval of Reports and Submissions:

1. 2024 BOD Activity Report
2. 2024 SB Activity Report
3. 2024 Business Performance Report and 2025 Business Plan
4. 2025 BOD Remuneration
5. 2025 SB Remuneration
6. Selection of 2025 Audit Firm

Article 2: Implementation Provisions

This Resolution takes effect from the signing date.

The BOD, SB, and Executive Board shall, according to their respective functions, duties, and authorities, be responsible for organizing and implementing this Resolution./

Recipients:

- As per Article 2;
- State Securities Commission (SSC), Hanoi Stock Exchange (HNX);
- Filed at: Board Office,
Electronic Portal

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

Tran Thanh Binh