

**CÔNG TY CỔ PHẦN  
Ô TÔ TMT**

**CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc**

Số: 340/TB-TMT-HĐQT  
No.: 340/TB-TMT-HĐQT

Hà Nội, ngày 03 tháng 04 năm 2026  
Hanoi, April 03, 2026

**CÔNG BỐ THÔNG TIN  
TRÊN CỔNG THÔNG TIN ĐIỆN TỬ  
CỦA ỦY BAN CHỨNG KHOÁN NHÀ  
NƯỚC VÀ SGDCK TP.HCM**

**DISCLOSURE OF INFORMATION ON  
THE STATE SECURITIES  
COMMISSION'S PORTAL AND  
HOCHIMINH STOCK EXCHANGE'S  
PORTAL**

**Kính gửi/ To:**

- Ủy ban Chứng khoán Nhà nước/ *The State Securities Commission*
- Sở Giao dịch chứng khoán TP.HCM/ *Hochiminh Stock Exchange*

Tên tổ chức / *Organization name*: Công ty Cổ phần ô tô TMT / *TMT Motors Corporation*

Mã chứng khoán/ *Securities Symbol*: TMT

Địa chỉ trụ sở chính/ *Address*: Tầng 9+10 tòa nhà Coninco, số 4 Tôn Thất Tùng, Phường Kim Liên, Quận Đống Đa, TP Hà Nội. / Floor 9+10, Coninco Building, 4<sup>th</sup> Ton That Tung Street, Kim Lien Ward, Dong Da District, Hanoi city.

Điện thoại/ *Telephone*: 04 3 8628205

Fax: 04 3 8628703

Người thực hiện công bố thông tin/ *Submitted by*: Ông Bùi Quốc Công

Chức vụ/ *Position*: Phó Chủ tịch HĐQT (Vice Chairman of the Board of Directors)

Loại thông tin công bố/ *Type of information disclosed*:

- định kỳ/periodical       bất thường/abnormal  
 24h/24hours       Theo yêu cầu/On request

**Nội dung thông tin công bố/Information disclosure content**

Công ty cổ phần ô tô TMT xin trân trọng thông báo ngày 03/04/2026, tài liệu họp Đại hội đồng cổ thường niên năm 2026 đã được đăng tải trên trang thông tin điện tử: <https://tmt-vietnam.com/quan-he-co-dong/dai-hoi-co-dong/>

TMT Motors Corporation would like to respectfully announce that on April 3, 2026, the documents for the 2026 Annual General Meeting of Shareholders have been posted on the website: <https://tmt-vietnam.com/quan-he-co-dong/dai-hoi-co-dong/>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố

(We hereby commit that the information published above is true and take full legal responsibility for the content of the published information.)

**Tài liệu đính kèm:**

Tài liệu họp ĐHĐCĐ thường niên 2026.

(The documents for the 2026 Annual General Meeting of Shareholders)

**NGƯỜI CÔNG BỐ THÔNG TIN  
(INFORMATION DISCLOSURE PERSON)**



**K.T. CHỦ TỊCH HĐQT  
PHÓ CHỦ TỊCH HĐQT  
Bùi Quốc Công**

Hanoi, April 3, 2026

**INVITATION LETTER  
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**To: Esteemed Shareholders of TMT Motors Corporation**

The Board of Directors of TMT Motors Corporation respectfully announces and invites shareholders to attend the 2026 Annual General Meeting of Shareholders of TMT Motors Corporation, with details as follows:

1. **Time:** 08:00 AM, Saturday, April 28, 2026 (Reception starts at 07:30 AM).
2. **Venue:** Grand Hall, TMT Motors Corporation - 10th Floor, CONINCO Building, No. 4 Ton That Tung St., Kim Lien Ward, Hanoi, Vietnam.
3. **Eligibility to Attend:** Shareholders who own shares of TMT Motors Corporation as of the record date (March 27, 2025) or their duly authorized representatives.
4. **Meeting Agenda:**
  - 4.1. Report by the Executive Board on 2025 business performance, 2026 business plan, and the audited financial statements for 2025 (both separate and consolidated financial statements).
  - 4.2. Report by the Board of Directors on 2025 activities and the business plan for 2026.
  - 4.3. Report by the Supervisory Board on the inspection and supervision activities in 2025 and the action plan for 2026.
  - 4.4. Other proposals and documents submitted to the General Meeting.
5. **Attendance Confirmation:**

To ensure the meeting is well-organized, we kindly request shareholders to confirm their attendance or authorize a representative to attend (using the attached form). The confirmation should be sent to TMT Motors Corporation via postal mail, fax, or email no later than 3:00 PM on April 27, 2026.
6. **Related Documents:**

Shareholders can access meeting-related documents on TMT Motors Corporation's website (<https://tmt-vietnam.com>) from April 3, 2026

**7. Contact Information:**

For further details regarding the General Meeting, please contact:  
**TMT Motors Corporation Office**

Address: No. 4 Ton That Tung St., Kim Lien Ward, Hanoi, Vietnam  
Phone: +84 24 38628205 | Email: [vanphong@tmt-vietnam.com](mailto:vanphong@tmt-vietnam.com) | Website: <https://tmt-vietnam.com>

This invitation letter is published on the Company's website and sent to each shareholder.

**Sincerely!**

**Notes:**

\*When attending the meeting, shareholders or authorized representatives are requested to present the following documents for verification and to receive meeting materials:

- ID card/passport (or a certified copy of the business registration certificate if the shareholder is an organization).

- Original invitation letter.

- Valid authorization letter (if attending as an authorized representative).

\* All expenses related to travel, accommodation, and other costs shall be borne by the shareholder.

**ON BEHALF OF THE BOARD DIRECTORS**

**CHAIRMAN**  
CÔNG TY  
CỔ PHẦN  
Ô TÔ  
TMT  
THÀNH PHỐ HÀ NỘI  
**Bui Van Huu**

**AGENDA 2026 ANNUAL GENERAL MEETING  
OF SHAREHOLDERS**

- **Time:** 08:00 AM, Tuesday, April 28, 2026

- **Venue:** Conference Hall, TMT Motors Corporation, 10th Floor, CONINCO Building, No. 4 Ton That Tung St., Kim Lien Ward, Dong Da District, Hanoi, Vietnam

| No | Time          | Activity   |
|----|---------------|--|
| 1  | 07:30 - 08:00 | - Reception and registration of delegates and shareholders<br>- Verification of shareholder eligibility, distribution of voting cards, and seating arrangement   |
| 2  | 08:00 - 08:30 | - Opening statement.<br>- Report on verification of shareholder eligibility.<br>- Introduction of delegates ( <i>if any</i> ).<br>- Introduction and election of the Presidium, Secretary, and Vote Counting Committee.<br>- Approval of the General Meeting's Regulations.<br>- Approval of the Voting Regulations.<br>- Approval of the Meeting Agenda   |
| 3  | 08:31 - 09:35 | <b>I. Reports:</b><br>1. Report from the Board of Directors on business performance in 2025, business plan for 2026, and the audited financial statements for 2025 (separate and consolidated financial statements).<br>2. Report from the Board of Directors on activities in 2025 and business plan for 2026.<br>3. Report from the Supervisory Board on inspection and supervision activities in 2025 and tasks for 2026..<br><b>II. Proposals:</b> |
| 4  | 09:36 - 09:40 | - Other matters  |
| 5  | 09:41 - 10:00 | - Discussion and shareholder comments  |
| 6  | 10:15 - 10:30 | Break  |
| 7  | 10:30 - 11:00 | - The Shareholder Eligibility and Vote Counting Committee announces results.   |
| 8  | 11:00 - 11:30 | - Voting on Reports and Proposals.   |
| 9  | 11:31 - 11:45 | - The Secretariat presents the draft Minutes and Resolutions of the Meeting.   |
| 10 | 11:46         | - Voting to approve the Minutes and Resolutions.   |
| 11 | 11:50         | - Closing of the Meeting   |

**ON BEHALF OF THE BOARD OF DIRECTORS**

  
  
**Bui Van Huu**



**CÔNG TY CỔ PHẦN Ô TÔ TMT**

Địa chỉ : Số 4 Ton That Tung, phường Kim Lien, TP. Ha Noi.

Điện thoại : (84-4) 3862 8205

Fax : (84-4) 3862 8703

Email : vanphong@tmt-vietnam.com Website : www.tmt-vietnam.com

**REGISTRATION FORM  
FOR ATTENDANCE AT THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

**To:** The Organizing Committee of the 2026 Annual General Meeting of Shareholders,  
TMT Automobile Joint Stock Company.

**Shareholder's Name:**

.....

**ID Card/ Citizen ID/ Passport/ Business Registration No.:**

.....

**Date of Issue:** ...../...../..... **Place of Issue:**.....

**Address:** .....

**Phone:** .....

I hereby register to attend the 2026 Annual General Meeting of Shareholders of TMT  
Motors Corporation, which is scheduled to be held on ...../...../2026.

**Number of shares registered for voting rights:** ..... shares.

(In words: .....

**Details:**

- **Number of shares owned:** ..... shares.
- **Total number of shares authorized:** .....shares.

(A total of ..... authorization letters are attached)

I hereby certify that all shares registered for voting rights as stated above are valid and  
comply with the current laws and the Company's Charter.

....., Date: ...../...../2026

**Registrant**

*(Signature, full name, and company seal if applicable for organizations)*





**CONG TY CO PHAN O TO TMT**

Địa chỉ : So 4 Ton That Tung, phuong Kim Lien, TP. Ha Noi.

Điện thoại : (84-4) 3862 8205

Fax : (84-4) 3862 8703

Email : vanphong@tmt-vietnam.com Website : www.tmt-vietnam.com

**LETTER OF AUTHORIZATION  
FOR ATTENDING THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

**To: The Organizing Committee of the 2026 Annual General Meeting of Shareholders,  
TMT Automobile Joint Stock Company.**

**Authorizing Party:**

Full name/Organization: \_\_\_\_\_

ID Card/Business Registration Certificate No.: \_\_\_\_\_ Issued on: \_\_\_\_\_ Issued at: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Representative (if an organization): Mr./Ms. \_\_\_\_\_ Position: \_\_\_\_\_

Number of shares owned: \_\_\_\_\_ shares

(In words: \_\_\_\_\_)

(Hereinafter referred to as the "**Authorizing Party**")

**Agrees to authorize:**

**Authorized Party:**

Full name/Organization: \_\_\_\_\_

ID Card/Business Registration Certificate No.: \_\_\_\_\_ Issued on: \_\_\_\_\_ Issued at: \_\_\_\_\_

Address: \_\_\_\_\_ Telephone: \_\_\_\_\_

Representative (if an organization): Mr./Ms. \_\_\_\_\_ Position: \_\_\_\_\_

Number of shares authorized: \_\_\_\_\_ shares

(In words: \_\_\_\_\_)

(Hereinafter referred to as the "**Authorized Party**")

**Scope of Authorization:** The Authorized Party is granted the authority to attend the 2026 Annual General Meeting of Shareholders of TMT Motors Corporation and to vote on matters within the competence of the General Meeting of Shareholders, as a representative for the authorized shares.

The Organizing Committee is requested to facilitate the Authorized Party in exercising all rights and obligations of a shareholder. The Authorizing Party takes full legal responsibility for this authorization.

Date: \_\_\_\_\_, \_\_\_\_\_ 2026

**Authorized Party**  
(Signature, full name)

**Authorizing Party**  
(Signature, full name)

**Notes:**

- The Authorized Party is required to comply with the meeting regulations and is not allowed to reauthorize a third party. The Authorized Party is also responsible for reporting the meeting results to the Authorizing Party.
- The authorization is valid from the signing date until the conclusion of the meeting or until replaced by a written revocation sent by the Authorizing Party to the Organizing Committee before the meeting starts.
- This Letter of Authorization is valid only for the 2026 Annual General Meeting of Shareholders of TMT Motors Corporation.
- This Letter of Authorization is made in two (02) copies, each party retains one (01) copy with equal legal validity. The Authorizing Party commits to accept all actions taken by the Authorized Party within the scope of this authorization.

Hanoi, 31 / 03 / 2026

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**REGULATIONS ON ORGANIZATION  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026  
TMT MOTORS JOINT STOCK COMPANY**

**Article 1. General Provisions:**

- This Regulation is applied at the 2026 Annual General Meeting of Shareholders (hereinafter referred to as the "Meeting") of TMT Motors Joint Stock Company to facilitate the organization and conduct of the Meeting, ensuring transparency, fairness, democracy, and compliance with legal regulations.
- This Regulation specifically defines the rights and obligations of attendees, as well as the conditions and procedures for conducting the Meeting.
- Shareholders and all attendees of the Meeting are responsible for complying with the provisions of this Regulation.

**Article 2. Shareholders:**

- Conditions for Attending the General Meeting: Participants attending the General Meeting as shareholders include the following cases:
  - + Individuals who own voting shares and are listed in the shareholder register as of the record date (March 27, 2025), as determined by the Vietnam Securities Depository.
  - + Representatives of organizations or shareholders, as well as representatives of groups of shareholders holding voting shares, who are listed in the shareholder register as of the record date (March 27, 2025), as determined by the Vietnam Securities Depository.
- Rights and obligations of shareholders at the General Meeting:
  - + Shareholders attending the General Meeting have the right to vote on all matters included in the agenda within the authority of the General Meeting, in accordance with the law and the Company's Charter.
  - + Have the right to propose issues to be included in the agenda of the General Meeting in accordance with the law and the Company's Charter.
  - + Shareholders arriving late have the right to register immediately and participate in voting, but the Chairperson is not responsible for pausing the meeting for their registration, and the validity of previous voting results will not be affected.



- + Comply with the working regulations of the General Meeting and the direction of the Presidium.
- + Shareholders are responsible for attending the General Meeting from the beginning until the end. In cases where shareholders must leave early due to force majeure, they must inform the Organizing Committee to cast their votes in advance. If a shareholder leaves without prior notice, their votes will be considered as “agree” for all matters put to vote at the General Meeting. The vote counting minutes must clearly record these details.

**Article 3. Rights and Responsibilities of the Presidium - Chairperson of the General Meeting:**

The Presidium consists of three (03) members, nominated by the Organizing Committee and approved by the General Meeting through voting. The Presidium operates based on the principle of democratic centralism and makes decisions by majority vote. The Presidium – Chairperson of the General Meeting has the following rights and responsibilities:

- Conduct the General Meeting in accordance with the agenda and regulations approved by the General Meeting.
- Present draft resolutions, guide discussions, and organize voting on agenda items and relevant issues throughout the General Meeting.
- Take necessary measures to ensure the meeting is conducted properly, orderly, and in line with the approved agenda, reflecting the will of the majority of attendees.
- The Chairperson has the right to:
  - + Require all attendees to undergo security checks and/or other necessary security measures.
  - + Request authorities to maintain order at the General Meeting; expel individuals who do not comply with the Chairperson’s directives, deliberately disrupt order, obstruct the normal proceedings of the General Meeting, or fail to adhere to security check requirements.
- The Chairperson has the right to postpone the General Meeting, even if the required number of delegates is present, to another time and location as decided by the Chairperson if it is deemed that:
  - + The meeting venue does not have enough seating for all attendees.
  - + Some attendees disrupt order or obstruct the meeting, posing a risk that the meeting cannot proceed fairly and legally.

- + The postponement is necessary to ensure the proceedings of the General Meeting are conducted properly.
- + There is consensus or a request from the General Meeting of Shareholders that has reached the required quorum.
- The postponement period shall not exceed 03 days from the scheduled opening date of the General Meeting.
- Address any arising issues throughout the General Meeting.

**Article 4. Responsibilities of the Secretary of the General Meeting.**

The Secretariat of the General Meeting consists of two (02) members nominated by the Organizing Committee and approved by the General Meeting through voting. The secretaries are responsible to the Presidium and the General Meeting for their duties, specifically:

- Accurately and truthfully record the entire content and proceedings of the General Meeting, including issues approved by shareholders or those requiring further attention.
- Draft the Minutes and Resolutions of the General Meeting.
- Assist the Presidium in announcing draft documents, conclusions, and notifications to shareholders as requested.
- Receive and compile shareholder speech registration forms during the General Meeting.
- Finalize the Minutes and Resolutions of the General Meeting for disclosure and submission to the State Securities Commission and the Ho Chi Minh City Stock Exchange within 24 hours.

**Article 5. Shareholder Eligibility Verification Committee:**

The Shareholder Eligibility Verification Committee consists of six (06) members appointed by the Organizing Committee. It is responsible for verifying and confirming the eligibility of shareholders registered to attend the General Meeting, distributing documents to shareholders/ shareholder representatives, and reporting to the General Meeting on the verification results.

**Article 6. Voting Committee:**

- The Voting Committee consists of six (06) members nominated by the Organizing Committee and approved by the General Meeting.
- Responsibilities of the Voting Committee:
  - + Provide detailed guidelines on voting regulations.
  - + Inspect and supervise the voting process of shareholders and shareholder representatives.

- + Organize the vote counting process.
  - + Prepare the minutes of the voting results and announce them to the General Meeting.
  - + Submit the minutes of the voting results to the Secretariat of the General Meeting.
- The Voting Committee must ensure the integrity of the vote counting process. The committee is responsible before the law and shareholders in case of any violations.
  - The Voting Committee has the right to establish a supporting team to assist in the vote counting process to ensure timely execution.

**Article 7. Order of the General Meeting:**

- All attendees must sit in the designated seats or areas as guided by the Organizing Committee and comply with the seating arrangement.
- Shareholders who wish to record audio or video of the General Meeting must register with the Presidium and take full responsibility in case of any misinformation about the meeting's content. If not permitted by the Presidium, recording audio or video is not allowed.
- Maintain order during the meeting, avoid private conversations, and refrain from using mobile phones. All phones must be switched off or set to silent mode.
- Comply with the meeting regulations and follow the instructions of the Presidium.

**Article 8. Conducting the General Meeting:**

- The General Meeting shall be conducted when shareholders or shareholder representatives attending the meeting represent more than 50% of the voting shares, based on the shareholder list as of the final registration date (March 27, 2026) determined by the Vietnam Securities Depository.
- Meeting Procedure: The General Meeting will sequentially discuss and approve the agenda items as voted and adopted by the General Meeting.

**Article 9. Speaking and Discussion at the General Meeting:**

- Shareholders or shareholder representatives attending the General Meeting may speak directly or submit their opinions in writing to the Secretariat, which will forward them to the Presidium. The Presidium will arrange and assign responsible individuals to respond.
- Speakers must keep their remarks concise, focused on key discussion points, and relevant to the approved agenda. Each speaking turn shall not exceed three (03) minutes.

- The Chairperson of the General Meeting has the right to remind or request shareholders to stay focused on key discussion points to save time and ensure the quality of discussions.

**Article 10. Voting on Matters within the Authority of the General Meeting:**

Matters within the authority of the General Meeting shall be voted on and approved in accordance with the Voting Regulations.

**Article 11. Meeting Minutes of the General Meeting:**

All matters discussed at the General Meeting must be recorded in the Meeting Minutes by the Secretary. The Meeting Minutes must be read and approved before the General Meeting is adjourned.

**Article 12. Effective Date:**

This regulation takes effect immediately after being approved by the 2026 Annual General Meeting of Shareholders. Shareholders and attendees of the Meeting are responsible for complying with the provisions of this regulation. *M*

**On behalf of the General Meeting  
Organizing Committee  
Chairman of the Board of Directors**



**Bui Van Huu**

DRAFT

Hanoi, 31/3/2026

**VOTING REGULATIONS**  
**AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**TMT MOTOR JOINT STOCK COMPANY**

**Article 1. General Provisions:**

- Issues on the agenda of the General Meeting must be approved by direct voting at the Meeting and implemented in accordance with these Regulations, in compliance with legal regulations and the Company's Charter.
- Voting principle: Public and direct.

**Article 2. Voting Ballots:**

- Each shareholder or shareholder representative attending the General Meeting will receive a "**Voting Ballot**" containing an attendance code, the number of shares owned and/or represented by the shareholder, and the total corresponding voting rights. The Voting Ballot is used to vote on matters requiring approval at the Meeting.
- Invalid Voting Ballots will not be counted, including:
  - + Ballots not issued by the Organizing Committee and not stamped with the Company's official seal.
  - + Ballots that are torn, crossed out, erased, or altered.
  - + Ballots containing additional information or symbols.
- The validity of votes on each matter is independent, meaning the validity of one vote does not affect the validity of other votes.

**Article 3. Vote Counting Committee:**

- The Vote Counting Committee consists of six (06) members nominated by the Presidium and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee may not necessarily be shareholders.
- Responsibilities of the Vote Counting Committee:
  - + Provide detailed voting guidelines.
  - + Distribute Voting Ballots to shareholders/shareholder representatives.
  - + Inspect and supervise the voting process.

- + Organize vote counting.
- + Prepare the vote counting results report and announce the results to the General Meeting of Shareholders.
- + Collaborate with the Presidium to resolve any voting-related complaints (if any).
- The Vote Counting Committee must ensure transparency and is responsible to the law and the General Meeting for the accuracy of vote counting results.
- After vote counting, the Vote Counting Committee must prepare a results report, announce it to the General Meeting, seal the Voting Ballots, and hand over the report and sealed ballots to the Secretariat.
- The Vote Counting Committee may establish a support team to assist in the vote counting process to ensure timely completion.
- Members of the Vote Counting Committee are not allowed to record vote counting information for personal or organizational use in any form without the approval of the Presidium.

**Article 4. Voting Procedures:**

- Upon receiving the Voting Ballot, shareholders/shareholder representatives must verify the total number of shares recorded on the ballot. If the total number does not match their actual ownership/representation, they must immediately notify the Vote Counting Committee at the time of receipt.
- Each shareholder/shareholder representative has total voting rights equivalent to the number of shares with voting rights they own and/or represent.
- Shareholders/shareholder representatives vote by raising their Voting Ballots when voting on matters at the Meeting. For each matter, the Presidium will ask for shareholder opinions in the following sequence: "Approve; Disapprove; No opinion."

**Article 5. Vote Counting Process:**

- The Vote Counting Committee will record the number of votes for "Approve; Disapprove; No opinion" for each matter, and the Chairperson will make a decision. The voting results will be recorded in the Meeting minutes, including:
  - + Number of votes for "*Approve; Disapprove; No opinion.*"
  - + Percentage (%) of votes for "*Approve; Disapprove; No opinion*" relative to the total number of votes present at the Meeting.



- In case a shareholder/shareholder representative has concerns about the voting results, the Chairperson will review and decide immediately at the Meeting.

**Article 6. Conditions for Approval:**

- Resolutions of the General Meeting of Shareholders are approved if at least 65% of the total voting shares of shareholders with voting rights present in person or by proxy at the Meeting approve, for matters related to:
  - + Changes in business sectors and operations;
  - + Types of shares and the total number of shares of each type;
  - + Changes in the Company's management structure;
  - + Investment projects or asset sales valued at 35% or more of the total assets recorded in the most recent financial statement;
  - + Corporate restructuring or dissolution.
- Other matters are approved if more than 50% of the total voting shares of all attending shareholders approve.

**Article 7. Other Provisions:**

- All shareholders have the right to question matters related to the voting process during the Meeting. Complaints regarding voting results are only considered immediately at the Meeting. If a complaint arises, the Vote Counting Committee will review and seek the General Meeting's decision.
- These Voting Regulations take effect immediately after approval by the General Meeting and are only applicable to the 2026 Annual General Meeting of Shareholders. *AK*

**On behalf of the General Meeting  
Organizing Committee  
Chairman of the Board of Directors**

  
**Bui Van Huu**

**REPORT OF THE BOARD OF DIRECTORS**  
**PRESENTATION TO THE 2026 ANNUAL GENERAL MEETING**  
**OF SHAREHOLDERS**

Dear:           - Delegates!  
                  - Dear shareholders!

Based on the 2025 Business Results Report and the 2026 Business Plan of the Board of Directors;

The Board of Directors of TMT Automobile Joint Stock Company respectfully reports to the Company's 2026 Annual General Meeting of Shareholders on the results of operations and management of production and business activities (SXKD) in 2025 as follows:

**I. MANAGEMENT ACTIVITY REPORT 2025:**

**1. General Overview:**

In 2025, the global economy continued to face significant uncertainties due to prolonged geopolitical conflicts, ongoing global supply chain restructuring, and cautious monetary policies adopted by major economies. These factors adversely affected international trade, logistics costs, and consumer demand across many countries.

In Vietnam, the economy maintained a positive recovery momentum. According to the Government's targets and data from the General Statistics Office, GDP growth in 2025 is estimated at approximately 6.5%–7%, while inflation is controlled at around 4%–4.5%. Industrial production, trade, and import-export activities have gradually improved, providing a foundation for the recovery of multiple sectors.

Regarding the Vietnamese automobile market, after a downturn during 2023–2024, the market has shown signs of recovery. According to the Vietnam Automobile Manufacturers' Association (VAMA), total vehicle sales in 2024 reached approximately 301,000 units. In 2025, the market is projected to grow by 5%–8%, reaching around 320,000–330,000 units.

In the commercial truck segment, demand has improved due to the recovery of logistics and e-commerce sectors. The logistics industry in Vietnam continues to grow at 14%–16% annually, driving demand for freight transportation vehicles.

As for electric vehicles (EVs), the global transition toward green mobility is accelerating. Vietnam is gradually participating in this transition to fulfill its commitment to achieving Net Zero emissions by 2050, creating significant opportunities for EV market growth.



## 2. Results of implementing the tasks assigned by the General Meeting of Shareholders in 2025:

### a) Performance indicators on the Company's financial statements:

| TT | Target               | Unit of measure | Plan for 2025 | Implementation in 2025 | Performance ratio compared to plan |
|----|----------------------|-----------------|---------------|------------------------|------------------------------------|
| 1  | Vehicle sales volume | The             | 8.075         | 4.416                  | 54,69%                             |
| 2  | Net sales revenue    | VNDb            | 3.839         | 2.104                  | 54,80%                             |
| 3  | Profit before tax    | VNDb            | 297           | 63                     | 21,26%                             |
| 4  | Profit after tax     | VNDb            | 270           | 63                     | 23,28%                             |

*(Figures on audited financial statements as of December 31, 2025)*

### b. Operational activities:

- Paying remuneration to the Board of Directors (BOD ) and the Supervisory Board (BOS) in the amount of VND 1.841 billion , reaching 63,17% of the total remuneration approved by the 2025 General Meeting of Shareholders ( the 2025 General Meeting of Shareholders approved the remuneration of the Board of Directors and the Supervisory Board at VND 3 billion ) .

- The Board of Directors held regular meetings to decide on issues under the authority of the Board of Directors such as:

| TT No. | Resolution Number/ Decision Resolution /Decision No. | Date       | Content  |
|--------|--|------------|--|
| 1      | 269/NQ-DHĐCD   | 26/04/2025 | <ul style="list-style-type: none"> <li>- Approval of the Board of Management's Report: Regarding the 2024 business and production results, the 2025 business and production plan, and the 2024 audited financial statements with key performance indicators (KPIs) for the Company's 2025 operations.</li> <li>- Approval of the Board of Directors' (BOD) Report: Regarding the Company's 2024 operational results and corporate governance, and the orientation for the 2025 business and production plan.</li> <li>- Approval of the Supervisory Board's Report: Regarding the 2024 inspection and</li> </ul> |

|  |  |  |
|--|--|--|
|  |  | <p>supervision activities and the tasks/orientations for 2025.</p> <ul style="list-style-type: none"> <li>- Approval of Submission No. 208/TTr-TMT-HĐQT dated April 1, 2025: Regarding the establishment of the TMT Electric Vehicle Charging Station Investment and Business Company, and the amendment/addition of business lines and sectors for the Company in the coming period.</li> <li>- Approval of the BOD's Submission No. 210/TTr-TMT-HĐQT dated April 3, 2025: Regarding the proposal for the total remuneration for the BOD and the Supervisory Board in 2025. The total remuneration budget is set at 3 billion VND.</li> <li>- Approval of the BOD's Submission No. 219/TTr-TMT-HĐQT dated April 3, 2025: Regarding the authorization for the BOD to select an auditing firm to perform the audit of the Company's 2025 financial statements.</li> <li>- Approval of the BOD's Submission No. 220/TTr-TMT-HĐQT dated April 3, 2025: Regarding the authorization for the BOD to proactively adjust the business plan and establish bank loan limits based on the Company's actual 2025 business performance.</li> <li>- Approval of the BOD's Submission No. 221/TTr-TMT-HĐQT dated April 3, 2025: Regarding the authorization for the BOD to proactively decide on lending to or borrowing from organizations and individuals who are internal persons or related parties, based on the actual business situation in 2025.</li> <li>- Approval of the BOD's Submission No. 222/TTr-TMT-HĐQT dated April 3, 2025: Regarding the amendment and supplementation of the Company's Charter to update administrative boundaries and the Company's business lines.</li> <li>- Approval of the BOD's Submission No. 223/TTr-TMT-HĐQT dated April 3, 2025: Regarding the addition of business lines for the Company.</li> <li>- Approval of the BOD's Submission No. 224/TTr-TMT-HĐQT dated April 3, 2025: Regarding the addition of business lines for the Company.</li> <li>- Approval of the BOD's Submission No. 225/TTr-TMT-HĐQT dated April 23, 2025: Regarding the authorization for the BOD to</li> </ul> |
|--|--|--|

|  |  |  |  |
|--|--|--|--|
|  |  |  | proactively decide on related-party transactions in 2025, where the value of each individual transaction or the total value of transactions with a related party is less than 50% of the total asset value recorded in the Company's most recent financial statements. |
|  |  |  |  |

Implementation of the General Meeting of Shareholders' authorization regarding the selection of an auditing firm for the 2025 Financial Statements: The Board of Directors has decided to select NVA Auditing Co., Ltd. as the auditor for the 2025 Financial Statements of TMT Motors Joint Stock Company.

Execution of information disclosure in strict compliance with regulations. Ensure timely reception and processing of information from investors.

Effective coordination with the Supervisory Board to maintain operational safety and ensure that the enterprise's activities comply with the law and the Company's Charter.

Strict performance of corporate governance functions within the scope of authority and duties of the Board of Directors as prescribed in the Company's Charter and Operational Regulations.

**d. Profit distribution situation in 2024 approved by the 2025 Annual General Meeting of Shareholders and Proposed profit distribution plan for 2026:**

*Unit: VND*

| STT       | Target   | Calculation formula | Rate (%) | Distribution proposal |
|-----------|--|---------------------|----------|-----------------------|
| <b>I</b>  | <b>Report on the distribution of business profits in 2024 and implementation in 2025</b> |                     |          |                       |
| 1         | Undistributed accumulated profit to 31/12/2024 carried forward                           | (1)                 |          | (269.979.960.169)     |
| 2         | Profit distribution in 2024  | (2)                 |          | -                     |
| 2.1       | Development investment fund  |                     | 0%       | -                     |
| 2.2       | Benefit reward fund  |                     | 0%       | -                     |
| 2.3       | Cash dividend payment  |                     | 0%       | -                     |
| <b>II</b> | <b>Report on business results in 2025 and proposed profit distribution in 2026</b>       |                     |          |                       |
| 3         | Total profit after tax in 2025   | (3)                 |          | 62.870.133.820        |
| 4         | Provisional profit distribution in 2025  | (4)                 |          | -                     |
| 4.1       | Interim dividend payment 2025  |                     |          | -                     |
|           | Profit Distribution at Subsidiaries  |                     |          | -                     |
|           | Other increases due to changes in ownership ratio  |                     |          | -                     |

|   |  |                       |    |                   |
|---|--|-----------------------|----|-------------------|
| 5 | Accumulated net profit up to December 31, 2025 after paying interim dividends and distributing profits at subsidiaries | (5) = (1)-(2)+(3)-(4) |    | (207.109.826.349) |
| 6 | Extract from development investment fund 2025  | (6) = (3)*1%          | 0% | -                 |
| 7 | Deduction from welfare reward fund in 2025   | (7) = (3)*1*          | 0% | -                 |
| 8 | Cash dividend payment  |                       |    | -                 |
| 9 | Accumulated retained profit after tax 2025   | (9) = (5)-(6)-(7)-(8) |    | (207.109.826.349) |

## II. ORIENTATION OF THE BOARD OF DIRECTIONS IN 2025

### 1. Production and business plan for 2026:

In 2025, TMT will focus on cargo truck products that maintain stable sales volumes within TMT's distribution portfolio. The Company has signed a strategic partnership agreement with a major Chinese dump truck partner, Forland—a long-standing brand with a dominant market share in China. Additionally, TMT will continue to maintain and leverage its core strength in various types of dump trucks.

Regarding Electric Vehicles (EVs), TMT plans to introduce several new car models to diversify its product range, while simultaneously assembling electric motorbikes to anticipate the growing trend toward green and eco-friendly transportation.

In terms of Finance, TMT Motors and its partner banks have signed a comprehensive cooperation agreement, including specialized products for end-consumers: supporting loans up to 70% with preferential interest rates.

In terms of Sales, TMT will focus on developing Online Marketing sales channels. This aligns with the trend among major corporations to leverage Industry 4.0 technologies for business.

The Company remains steadfast in its 24h service commitment and will accelerate the expansion of its service workshop network. These facilities will not only service TMT trucks but also develop specialized body and paint services for other truck brands and passenger cars.

TMT will concentrate on large-scale bidding projects and national key projects for the heavy-duty truck segment. Furthermore, the Company has meticulously prepared the necessary resources to implement synchronized solutions to bolster production and business, specifically:

#### **About Infrastructure:**

Continue completing the Electric Vehicle (EV) plant in Hung Yen, with a capacity of 3,000 vehicles/year.

Commence construction of an electric motorbike workshop in Hung Yen, with a capacity of 2,000 units/year.

Accelerate the nationwide rollout of charging infrastructure with a clear plan for 2,100 charging ports, including 750 in Hanoi, 750 in Ho Chi Minh City, and 600 in other provinces.

Restructure TMT's entire existing dealership system and terminate non-standard dealers. Recruit and onboard new investors (3S Dealerships) with sufficient capacity and experience in the commercial vehicle and EV sectors to meet TMT standards in 2026 and the following years

**About the supplier:**

TMT's major partners are Tata Group - India and Sinotruk, DFAC, KARY, FORLAND - China; SGMW - US Joint Venture

Based on the assessment of the economic situation in 2026 and with the existing advantages of the Company. The Board of Directors submits to the General Meeting of Shareholders the specific production and business plan for 2026 as follows:

| TT       | Target                      | Unit of measure | Implementation in 2025 | Plan 2026        | Growth rate 2026 vs 2025 |
|----------|-----------------------------|-----------------|------------------------|------------------|--------------------------|
| <b>1</b> | <b>Vehicle sales volume</b> | The             | <b>4.416</b>           | <b>28.866</b>    |                          |
| A        | Commercial Vehicles         | The             | 3.182                  | 4.566            | 43,49%                   |
| B        | Electric Cars               | The             | 1.234                  | 2.200            | 78,28%                   |
| C        | Electric Motorbikes         | The             | 0                      | 20.000           |                          |
| D        | Charging Stations           |                 | 0                      | 2.100            |                          |
| <b>2</b> | <b>Net revenue</b>          | <b>VND</b>      | <b>2.103.620</b>       | <b>3.838.706</b> | <b>82,48%</b>            |
| 3        | Profit before tax           | VND             | 63.202                 | 216.815          | 243,05%                  |
| <b>4</b> | <b>Profit after tax</b>     | <b>VND</b>      | <b>62.843</b>          | <b>216.815</b>   | <b>245,01%</b>           |

**2. Management and direction of investment work:**

- Develop a plan to continue investing in building and completing showroom infrastructure in key provinces and cities with the largest market capacity for trucks.

- Continue restructuring the Company and its subsidiaries to make the organizational structure more streamlined, elite and efficient.

**3. Directing technical and quality management work:**

- Manage and supervise the implementation of technical management and vehicle quality leaving the factory.

- Direct and supervise the implementation of processes in the quality management system according to ISO 9001 - 2015 standards.

**4. Other work:**

- Strengthen the supervisory role of the Board of Directors over the Board of Directors and other managers in production and business operations, especially supervision in the following areas:

- + Monitor financial and accounting activities of the entire Company.

- + Supervise organizational and personnel work.

- + Supervise implementation of hygiene and labor safety at Cuu Long Automobile Factory and food hygiene and safety at the Canteen.

- Properly perform the Company's operational management functions within the scope of authority and duties of the Board of Directors as prescribed in the Company's Charter;

### **III. SOME RECOMMENDATIONS TO THE GENERAL MEETING OF SHAREHOLDERS**

1. Propose that the Company's General Meeting of Shareholders discuss and approve the Reports submitted by the Board of Directors at this General Meeting.

2. In the period of economic integration with many unpredictable fluctuations, therefore, the Company's General Meeting of Shareholders is requested to authorize the Board of Directors, based on the actual situation, to represent the General Meeting of Shareholders to promptly decide and resolve a number of important matters arising in the Company's production and business.

The Board of Directors of TMT Automobile Joint Stock Company respectfully presents and requests the opinion of the 2026 Annual General Meeting of Shareholders on the report on the activities of the Board of Directors of the Company in 2025 and the direction of activities of the Board of Directors of the Company in 2026.

Thank you very much!

**TM. BOARD OF DIRECTORS  
CHAIRPERSON**



**BUI VAN HUU**

## **REPORT**

### **Results of Production and Business Activities in 2025 & Production and Business Plan for 2026**

Dear: - Esteemed Shareholders and Distinguished Delegates;  
- The Board of Directors of TMT Motors Corporation

On behalf of the Board of Directors of TMT Automobile Joint Stock Company, We would like to present the Report on Business Performance Results in 2025 and the Production and Business Plan for 2026 as follows:

#### **A/ RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025**

##### **I/ Factors Affecting the Business Results in 2025**

###### **1. General Overview:**

In 2025, the global economy continued to face numerous uncertainties due to prolonged geopolitical conflicts, the ongoing restructuring of global supply chains, and cautious monetary policies adopted by many major economies. These factors have impacted international trade, logistics costs, and consumer demand across various countries.

In Vietnam, the economy maintained a positive recovery momentum. According to the Government's targets and data from the General Statistics Office of Vietnam, GDP growth in 2025 is estimated at around 6.5–7%, while inflation is controlled at approximately 4–4.5%. Industrial production, trade, and import-export activities have gradually improved, providing a solid foundation for the recovery of multiple economic sectors.

Regarding the Vietnamese automotive market, after a period of decline in 2023–2024, the market has begun to show signs of recovery. According to data from the Vietnam Automobile Manufacturers' Association (VAMA), total vehicle sales in 2024 reached approximately 301,000 units, down compared to the previous year but stabilizing toward the end of the year. In 2025, the market is forecast to grow by around 5–8%, reaching a scale of approximately 320,000–330,000 units.

In the truck segment, market demand has improved thanks to the recovery of the logistics and e-commerce sectors. According to the Ministry of Industry and Trade,

Vietnam's logistics industry is maintaining a growth rate of 14–16% per year, driving strong demand for cargo transportation vehicles.

Regarding the electric vehicle market, the transition toward green transportation is accelerating globally. Vietnam is also gradually participating in this transition to fulfill its commitment to achieving net-zero emissions by 2050. This trend is expected to create significant growth opportunities for the electric vehicle market in the coming years.

## **2. Internal Corporate Situation:**

In response to global trends and the transformation of the domestic economy, TMT Motors Corporation has continuously strived to contribute to national development. In addition to supplying high-quality truck products—its core business—the Company has proactively embraced the trend of developing and commercializing electric vehicles, positioning itself as a pioneer in the Government's green energy transition program in transportation.

Moreover, the strong determination of the Board of Directors to comprehensively restructure the enterprise has proven to be a sound strategic direction, contributing to the Company's sustainable development.

## **3. Advantages:**

In 2025, in order to support businesses in recovering production and business activities and to promote economic growth, the Government of Vietnam issued several important fiscal policies, such as tax payment extensions, land rent deferrals, and tax incentives. These measures have helped reduce financial pressure and improve cash flow for enterprises across various sectors, including automobile manufacturing, assembly, and trading:

### *3.1. Extension of Tax and Land Rent Payment Deadlines in 2025:*

The Government issued Decree No. 82/2025/ND-CP dated April 2, 2025, on the extension of tax and land rent payment deadlines in 2025. The Decree is effective from April 2, 2025, to December 31, 2025.

Extension of VAT payment deadlines for the tax periods of March, April, May, and June 2025, with an extension of 5 to 6 months compared to statutory deadlines.

Extension of provisional Corporate Income Tax (CIT) payments for Q1 and Q2 of 2025, with an extension period of 5 months from the original due dates

Extension of the payment deadline for 50% of land rent for 2025 (first installment), with a 6-month extension from May 31, 2025.

For enterprises in the automotive sector, particularly those involved in manufacturing, assembling, and distributing trucks and electric vehicles, these policies help ease financial pressure during a period of ongoing market fluctuations.

### *3.2. VAT Reduction Policy to Stimulate Consumer Demand:*

In addition to tax extensions, the Government continues to implement a 2% VAT reduction policy under Decree No. 180/2024/ND-CP dated December 31, 2024, in accordance with the National Assembly's Resolution, effective until December 31, 2026. Under this policy, VAT on many goods and services is reduced from 10% to 8%, helping lower selling prices, stimulate domestic consumption, and increase sales revenue and output for businesses.

For the automotive sector, especially trucks serving transportation and production, this demand stimulus contributes to the gradual recovery of the market following a period of decline.

Additionally, in 2025, the Government continues to maintain reduced environmental protection taxes on gasoline, oil, and lubricants to support both individuals and businesses. According to Resolution No. 42/2023/UBTVQH15 dated December 18, 2023, issued by the Standing Committee of the National Assembly, the environmental protection tax on gasoline is set at VND 2,000 per liter—approximately 50% lower than the ceiling rate—applicable from January 1, 2025, to December 31, 2025. This policy helps reduce fuel costs, supporting transportation and production activities, including those in the automotive and logistics sectors.

### *3.3. Incentive Policies for Electric Vehicles:*

Under Decree No. 10/2022/ND-CP dated January 15, 2022, battery electric vehicles are exempt from 100% of the first-time registration fee for 3 years (from March 1, 2022, to February 28, 2025), and receive a 50% reduction for the first-time registration fee from March 1, 2025, to February 28, 2027. This significantly reduces the total cost of ownership for consumers.

In addition, under Law No. 03/2022/QH15 dated January 11, 2022, amending the Special Consumption Tax Law (effective from March 1, 2022, to February 28, 2027), electric vehicles are subject to very low tax rates: Less than 9 seats: 3%, 10–16 seats: 2%, 16–24 seats: 1%. Meanwhile, internal combustion engine vehicles in the same segments are subject to tax rates ranging from 35% to 150%, creating a significant competitive advantage for electric vehicles.

Furthermore, Decision No. 876/QD-TTg on the green energy transition program in transportation sets ambitious targets to promote electric vehicle adoption in Vietnam:

+ By 2030: 100% of taxis in major cities will transition to electric or green energy vehicles

+ By 2050: 100% of road transport vehicles will use electricity or clean energy

#### 4. Challenges:

Although the economy has shown signs of recovery, in 2025 businesses still faced numerous difficulties directly affecting their production and business activities, particularly in the commercial vehicle sector.

Consumer demand and investment have not fully recovered. The real estate and corporate bond markets remain under restructuring, causing delays in many infrastructure and construction projects. This has reduced demand for cargo transportation and, consequently, slowed the growth in demand for trucks.

In addition, many enterprises are facing cash flow constraints and high capital costs, leading to delays in investment plans for new transport vehicles. Input and financial costs remain elevated, including raw material prices, logistics expenses, and labor costs. Although lending interest rates at credit institutions have decreased compared to 2024, in 2025 they still remain at around 8–10% per annum for commercial loans, creating challenges for both consumers and businesses when investing in new vehicles.

Furthermore, market competition continues to intensify. The Vietnamese automotive market is witnessing the entry of numerous new brands, particularly electric vehicle manufacturers from China, Europe, and the United States. The reduction of import tariffs on automobiles from the European Union to approximately 30–35% under the EVFTA roadmap starting from 2025 has further increased competitive pressure on domestic enterprises.

## II/ Business production results in 2025.

### 1/ Implementation status of production and business targets:

#### a/ Business indicators shown on the Company's financial statements:

| TT | Indiacator        | Unit | 2025's Plan | 2025's Actual | Achievement vs. Plan |
|----|-------------------|------|-------------|---------------|----------------------|
| 1  | Vehicle sales     | The  | 8.075       | 4.416         | 54,69%               |
| 2  | Net revenue from  | VNDb | 3.839       | 2.104         | 54,80%               |
| 3  | Profit before tax | VNDb | 297         | 63            | 21,26%               |
| 4  | Profit after tax  | VNDb | 270         | 63            | 23,28%               |

*(Figures on the audited financial statements as of December 31, 2025).*

## **B/ ORIENTATION AND TASKS FOR THE 2026 PRODUCTION AND BUSINESS PLAN:**

### **a. Advantages and Market Opportunities:**

The Government's success in driving GDP growth to 8% in 2025 and increasing per capita income to USD 4,900 has created a strong macroeconomic leverage, boosting consumer purchasing power. In particular, the "take-off point" of major infrastructure projects (such as Long Thanh International Airport and the North–South Expressway – Western section) in 2025 has generated significant secondary demand for material transportation and logistics in 2026.

The year 2025 also witnessed a record level of public investment. With more than VND 2.5 quadrillion in credit injected into the economy and a public investment disbursement plan of VND 875 trillion, transportation enterprises (TMT's target customers) now have stronger financial capacity to reinvest in vehicles and expand their business operations.

Decree No. 51/2025/ND-CP (issued on March 1, 2025) serves as a "new catalyst" creating a significant competitive advantage for automotive enterprises. Under the previous roadmap (Decree No. 10/2022/ND-CP), the 0% registration fee incentive was set to expire by the end of February 2025. However, Decree 51 extends this incentive for an additional two years, maintaining the 0% registration fee until February 28, 2027. This allows TMT to fully leverage 2026 to launch six new electric vehicle models without concerns over sudden increases in ownership costs for customers. Buyers of TMT electric vehicles can save from tens to hundreds of millions of VND in registration costs compared to internal combustion engine vehicles in the same segment.

Furthermore, TMT enters 2026 with a solid internal foundation, including a "clean" balance sheet (with legacy inventory cleared), a product lineup compliant with Euro 5 standards, and strategic support from major financial institutions and banks (providing up to 70% financing support). These factors position 2026 as a "pivotal year" for realizing TMT's objectives under its five-year strategic roadmap.

### **b. Challenges:**

Although the domestic economy achieved 8% growth in 2025, 2026 is expected to face pressures from international variables.

The primary challenges stem from macroeconomic risks such as exchange rate fluctuations and inflation. TMT imports CKD/SKD components from overseas partners. If the USD continues to strengthen due to the U.S. tightening monetary policy, the cost of goods sold (COGS) will increase significantly. This would directly erode gross profit margins if the Company is unable to raise selling prices accordingly due to competitive pressure.

Inflation may also drive up logistics costs, input material prices, and labor expenses. At the same time, if lending interest rates from partner banks are no longer maintained at preferential levels as in 2025, the purchasing power of end customers (who rely approximately 70% on financing) could decline sharply.

In addition, competitive pressure and the “battle” for market share will be extremely intense. As the Vietnamese market becomes more attractive due to major infrastructure projects, competitors from China, South Korea, and Japan are likely to intensify promotions and offer deep discounts to capture market share. This places TMT under pressure to balance between “market share” and “profitability.” Furthermore, TMT’s plan to “phase out underperforming dealers” as part of its restructuring strategy is appropriate, but it may cause short-term disruptions in sales in certain regions and create opportunities for competitors to take over vacated sales points.

**c. Key Objectives and Strategic Tasks for 2026:**

In 2026, the Company remains committed to implementing its strategy of “Comprehensive Restructuring – Digitalized Operations – Service-Centric Approach” through eight key strategic priorities:

*1. Optimization of Supply Chain and Strategic Partnerships:*

Continue strengthening relationships with global suppliers. The objective is to ensure a stable supply of high-quality components at the most competitive prices through long-term volume commitment contracts for the 2026–2030 period.

*2. Product Breakthrough (R&D):*

Fully commercialize the product portfolio developed in 2025 (20 commercial vehicle models and 6 electric vehicle models). Focus on vehicles with superior technical configurations, fuel efficiency, and competitive pricing to target public investment and green transition segments.

*3. Enhancement of After-Sales Services (ASS) – “The Core of All Priorities”:*

Realize the goal of becoming one of the Top 5 most professional after-sales service providers in Vietnam.

Maintain the 24-hour service commitment. Each service station should evolve from a repair facility into a customer experience center, retaining customers through dedication and professionalism..

*4. High-Quality Human Resource Management:*

Continue the “talent acquisition” strategy by attracting senior management experts from multinational corporations to strengthen the leadership team and bring global management practices into TMT’s operational context.

*5. Restructuring of the Distribution Network:*

Decisively streamline the dealer network by eliminating underperforming and non-compliant dealers.

Expand the network of internationally standardized 3S dealerships, focusing on investors with strong financial capabilities and deep understanding of local markets

*6. Smart Financial and Inventory Management:*

Strictly implement Regulation No. 312/QD-TMT. Utilize market forecasting data to optimize import planning and maintain an optimal inventory level (Just-in-Time), thereby improving capital efficiency and reducing financial costs.

## **Vision for the next 5 to 10 years:**

Develop a nationwide logistics network covering transportation from Vietnamese ports to all provinces, reducing dependence on third-party logistics providers, improving delivery timelines, and optimizing costs to deliver the best services to customers.

After becoming one of the leading companies in Vietnam in the truck and electric vehicle segments, with a nationwide network of charging infrastructure and dealerships, TMT will move toward investing in battery manufacturing plants for electric vehicles and clean energy plants (solar power) to capture opportunities from the global supply chain shift.

Establish 3 to 5 charitable centers to support disadvantaged communities. With the philosophy that business development must go hand in hand with social contribution, TMT is committed to delivering the best products while promoting humanitarian values.

## **4. Other Socio-Economic Targets:**

- Ensure the average monthly income reaches VND 17.2 million per employee in 2026.
- Implement labor policies in full compliance with State regulations.
- Create a positive working environment that enables employees to maximize their capabilities and contribute to the Company's overall development; minimize workplace accidents in production and business operations.
- Actively carry out social and charitable activities to enhance the Company's brand image and reputation.

## **III/ Implementation solutions:**

### **1. Organizational, HR, Labor and Compensation Solutions:**

- Finalize performance-based contracting policies and develop KPI-linked salary schemes for all departments and affiliated units.
- Review and streamline the organizational structure, strengthen management capacity, and enhance the effectiveness of executive and departmental structures in alignment with the 2026 business scale.

### **2. Sales Solution:**

TMT Motors is committed to pursuing a consistent business strategy through 2030 to become a leading manufacturer of commercial vehicles and electric cars and motorcycles in Vietnam by progressively improving the following aspects:

- a) Product: Product selection, product nurturing, and product lifecycle management
- b) Cost: Target a reduction in production costs by 25% – 30%.
- c) Distribution System: Completely restructure TMT's current dealership system and terminate contracts with non-standard dealers. Recruit and onboard new investors (3S Dealerships) with sufficient capacity and experience in the commercial vehicle and EV sectors to meet TMT standards in 2026 and beyond.

d) Marketing and Sales Policies: Deploy synchronized marketing solutions and consistent sales policies throughout the system.

### 3. Financial and banking solutions group

- Strengthen relationships with banks and credit institutions to ensure sufficient credit lines for opening L/Cs for CKD imports and for payments of localized components.
- Apply flexible payment methods for customers and dealers.
- Continue negotiating comprehensive cooperation agreements with banks and diversify financing channels for customers nationwide.
- Closely monitor exchange rate and interest rate fluctuations to adjust business policies accordingly in each period.

### 4. Management and operation solutions:

- Stabilize and improve the quality of existing vehicle models while developing new product variants to better meet market demand.
- Ensure timely and synchronized handling of goods receipt, inspection of imported kits, compensation for shortages or damaged/incorrect components, and supply of localized materials to support production and vehicle homologation.
- Strengthen financial management, optimize production and administrative costs, and minimize losses and waste.
- Target to recruit at least 700 additional skilled workers by Q2/2026 to support production expansion.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval for implementation.

Thank you for your attention.!

#### Recipient:

- General meeting of shareholders
- Board of Directors (For report)
- Save Financial Department, Head Office

**TM. BOARD OF DIRECTORS**

**Deputy General Director**



The stamp is circular and red, containing the text: "M.S.D.N. C. 0101000000 - C.T. C.P.", "CÔNG TY CỔ PHẦN Ô TÔ TMT", and "THÀNH PHỐ HÀ NỘI". A blue ink signature is written across the stamp.

**BUI QUOC HUNG**

Hanoi, 31/03/2026

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2025  
AND ORIENTATION OF TASKS FOR 2026**

**Dear: Annual General Meeting of Shareholders 2026, TMT Automobile Joint Stock Company**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the functions and duties of the Supervisory Board as stipulated in the Charter of Organization and Operation of TMT Automobile Joint Stock Company;
- Based on the 2025 financial statements audited by NVA Auditing Company Limited – Northern Branch;
- Pursuant to the inspection and supervision results of the Supervisory Board in 2025.

The Supervisory Board of the Company respectfully reports to the 2026 Annual General Meeting of Shareholders on the results of inspection and supervision of the Company's activities in 2025 as follows:

**I. Activities of the Supervisory Board:**

In 2025, the Supervisory Board carried out its functions and duties in accordance with legal regulations and the Company's Charter. It supervised the implementation of the resolutions of the 2025 Annual General Meeting of Shareholders and monitored the Company's financial activities to ensure compliance with the law.

The Supervisory Board held periodic meetings and reviewed financial reports to ensure accuracy and transparency in recording, updating documents, and maintaining accounting books. It also assessed business performance and provided recommendations to the Board of Directors and the Executive Board when detecting any issues that required resolution or improvement.

During the execution of its duties, the Supervisory Board received full support and favorable conditions from the Board of Directors, the Executive Board, and the Company's departments/units, enabling it to fulfill the responsibilities assigned by the General Meeting of Shareholders.

**II. Results of Supervisory Activities over the Board of Directors and the Executive Board**

- In 2025, the Supervisory Board conducted inspections and engaged in discussions with the Board of Directors (BOD) and the Executive Board to gain timely insights into corporate governance and financial control. Through the review process, the Supervisory Board assessed that the BOD and the Executive Board had fully complied with legal regulations in managing and operating the Company. The BOD members, Executive Board members, and management personnel performed



*[Handwritten signatures]*

their assigned functions and duties in accordance with the Law on Enterprises, the Company's Charter, and the Resolutions of the General Meeting of Shareholders.

- The BOD operated actively with a high sense of responsibility, adhering closely to the resolutions approved by the 2025 General Meeting of Shareholders. Decisions made during BOD meetings were documented in official Resolutions and Decisions. The BOD fulfilled its governance functions within the scope of its authority and responsibilities as stipulated in the Company's Charter.

- The Executive Board and other management departments implemented the resolutions and decisions of the BOD, proactively devising timely solutions and executing tasks to ensure smooth business operations.

- All BOD meetings were recorded in minutes as required, and resolutions were distributed to BOD members, the Executive Board, and department heads for implementation. Additionally, necessary disclosures were submitted to the State Securities Commission, the Stock Exchange, and published on the Company's website, in compliance with listing regulations.

- The BOD and the Executive Board facilitated the Supervisory Board's inspections and monitoring activities by allowing participation in BOD meetings and providing timely access to relevant business operation information.

### **III. Appraisal of the 2025 Financial Statements**

#### **1. Evaluation of Financial and Accounting Activities, Preparation, and Audit of the 2025 Financial Statements:**

- The company adheres to the corporate accounting regime issued under Circular No. 200/2014/TT-BTC dated December 22, 2014, and consolidates reports in accordance with Circular No. 202/2014/TT-BTC dated December 22, 2014, issued by the Ministry of Finance, as well as Vietnamese Accounting Standards and relevant amendments, supplements, and implementation guidelines.

- The 2025 financial statements were audited by NVA Auditing Company Limited – Northern Branch (an auditing firm authorized by the State Securities Commission to audit listed companies).

- The company's 2025 consolidated financial statements fairly and accurately reflect, in all material aspects, the consolidated financial position of TMT Motors Joint Stock Company as of December 31, 2025, along with the consolidated business results and consolidated cash flow situation for the financial year ending on that date, in accordance with Vietnamese Accounting Standards, the Vietnamese corporate accounting regime, and relevant legal regulations governing the preparation and presentation of consolidated financial statements.

#### **2. Business Performance Results for 2025:**

The key achieved indicators are as follows:

| No | Indicators             | Unit | Actual 2025       |
|----|------------------------|------|-------------------|
| 1  | Net revenue from sales | VND  | 2.103.620.515.432 |
| 2  | Profit after tax       | VND  | 62.870.133.820    |

*According to the audited consolidated financial statements as of 31/12/2025.*

### 3. Financial position of the Company as of 31/12/2025.

#### 3.1. Balance Sheet as of 31/12/2025.

The Supervisory Board has reviewed and agreed on the financial statement figures of the Company for the year 2025, as follows:

|                                     |   |                          |     |
|-------------------------------------|---|--------------------------|-----|
| <b>Total Assets:</b>                | : | <b>1.482.835.139.525</b> | VND |
| Including:                          |   |                          |     |
| <b>I. Current Assets</b>            | : | <b>1.113.907.062.368</b> | VND |
| 1. Cash and Cash Equivalents        | : | 364.754.428.065          | VND |
| 2. Short-term Financial Investments | : | 919.600                  | VND |
| 3. Accounts Receivable              | : | 291.677.106.827          | VND |
| 4. Inventories                      | : | 449.566.427.843          | VND |
| 5. Other Current Assets             | : | 7.908.180.033            | VND |
| <b>II. Non-current Assets</b>       | : | <b>368.928.077.157</b>   | VND |
| 1. Fixed Assets                     | : | 190.068.226.562          | VND |
| 2. Investment Properties            | : | 83.442.366.901           | VND |
| 3. Long-term Work in Progress       | : | 7.102.690.240            | VND |
| 4. Long-term receivables            | : | 1.150.987.955            | VND |
| 5. Other Non-current Assets         | : | 87.163.805.499           | VND |
| <b>Total Liabilities and Equity</b> | : | <b>1.482.835.139.525</b> | VND |
| Including:                          |   |                          |     |
| <b>I. Liabilities</b>               | : | <b>1.307.549.567.698</b> | VND |
| 1. Short-term Liabilities           | : | 1.082.559.558.878        | VND |
| 2. Long-term Liabilities            | : | 224.990.008.820          | VND |
| <b>II. Owner's Equity</b>           | : | <b>175.285.571.827</b>   | VND |

#### 3.2. Key Financial Indicators.

| Indicator   | Units | FY 2025      |
|---|-------|--------------|
| <b>1. Asset Structure</b>                         |       |              |
| - Debt to Total Assets Ratio                      | %     | <b>88,2</b>  |
| <b>2. Indicators of Operational Efficiency</b>    |       |              |
| - Inventory Turnover                              | ring  | <b>4,04</b>  |
| - Net Revenue/Average Total Assets                | time  | <b>1,43</b>  |
| <b>3. Liquidity Ratios</b>                        |       |              |
| - Quick Ratio                                     | time  | <b>0,61</b>  |
| - Current Ratio                                   | time  | <b>1,03</b>  |
| <b>4. Return on Investment</b>                    |       |              |
| - Profit after tax / Net revenue                  | %     | <b>2,99</b>  |
| - Profit after tax / Average shareholders' equity | %     | <b>43,71</b> |
| - Profit after tax / Average total assets         | %     | <b>4,26</b>  |

### **3.3. Assessment of the Company's Financial Situation as of December 31, 2025:**

- As of December 31, 2025, the company held 409,700 treasury shares. No treasury share transactions were conducted in 2025.

- The Company maintained a current ratio of 1.03, indicating its ability to meet short-term obligations; however, the quick ratio of 0.61 suggests relatively low liquidity and a continued reliance on inventories. At the same time, the debt-to-total-assets ratio stood at 88.2%, with short-term liabilities accounting for a significant proportion, which may exert considerable pressure on cash flow and short-term solvency.

- The equity ratio remains low (approximately 11.8%); therefore, the Company should focus on controlling borrowings, particularly short-term debt, while developing plans to strengthen equity and improve business performance in the coming period.

### **IV. Conclusion and Recommendations:**

In 2025, the Board of Directors proactively implemented a comprehensive restructuring, covering products, suppliers, and inventory management, aiming to enhance efficiency, reduce storage costs, and minimize slow-moving inventory. The total sales volume in 2025 consisted entirely of Euro 5-compliant vehicle models with good quality, attractive designs, appropriate technical configurations, and competitive pricing. The products sold during the period were competitively priced and aligned with market demand, contributing to improved business performance and profit margins of the Company.

Accordingly, the Supervisory Board is confident that in 2026, the Company's production and business activities will stabilize and achieve growth in revenue and profit, thereby maintaining shareholders' confidence.

To strive for the achievement of the 2026 economic targets, the Supervisory Board recommends that the Board of Directors:

- Continue implementing the Board's objectives on comprehensive corporate restructuring, enhancing TMT's market position, and achieving sustainable development goals.
- Restructure product lines and introduce new automobile models to diversify the product portfolio.
- Strengthen inventory management to avoid overstocking or shortages.
- Develop a professional marketing team and focus on enhancing professional training for sales staff and specialized departments.
- Maintain the 24-hour service commitment and further develop a synchronized nationwide service workshop network.
- Optimize costs and business processes to improve profitability, thereby generating resources for reinvestment into business operations.

## V. Tasks and Directions of the Supervisory Board in 2026:

To contribute to the Company's achievement of its 2026 business plan and to fulfill its inspection and supervision duties as stipulated in the Company's Charter and assigned by the General Meeting of Shareholders, the Supervisory Board's 2026 operational plan is expected to implement the following tasks:

- Conduct inspections and supervision in accordance with the functions and duties prescribed by the Law on Enterprises and the Company's Charter. Supervise the Board of Directors and the Executive Board in implementing the resolutions of the 2026 Annual General Meeting of Shareholders, as well as resolutions and decisions issued by the Board of Directors throughout 2026.
- Review and assess quarterly and annual financial statements, ensuring the completeness, legality, and accuracy of reported figures. Examine accounting books and other relevant documents when necessary.
- Recommend modifications, improvements, and structural adjustments to the Company's management and operational framework to the Board of Directors and the Executive Board whenever deemed necessary.
- Enhance coordination between the Supervisory Board, the Board of Directors, the Executive Board, and shareholders in a spirit of cooperation to maximize efficiency.

This concludes the 2025 activity report and the 2026 task directions of the Supervisory Board, respectfully submitted to the General Meeting of Shareholders for approval.

Wishing the General Meeting great success.

Sincerely,

**On behalf of the Supervisory Board  
Head of the Supervisory Board**



**Nguyen Thi Bich Hanh**

No: 212/TTr-TMT-HĐQT

Hanoi, 31/3/ 2026

**SUBMISSION DOCUMENT**

**Sub: Proposal for Approval of Total Remuneration for the Board of Directors and the Supervisory Board in 2026**

Respectfully submitted to: Respectfully submitted to: The 2026 Annual General Meeting of Shareholders TMT Automobile Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;

- Pursuant to the "Charter of TMT Automobile Joint Stock Company" approved by the General Meeting of Shareholders on November 29, 2006, and its subsequent amendments and supplements;

- Pursuant to the business performance results of 2025 and the 2026 plan.

The Annual General Meeting of Shareholders in 2025 approved a total remuneration of VND 3 billion for the Board of Directors and the Supervisory Board. In 2025, the Board of Directors made significant efforts to promote business operations; however, the results did not fully meet the planned targets.

Therefore, the Board of Directors and the Supervisory Board only received remuneration for 2025 amounting to VND 1,84 billion out of VND 3 billion (61,37%), corresponding to the achieved revenue in 2025 (the revenue for 2025 reached 54,8% of the plan).

The Company's business plan for 2026 sets out numerous important goals and projects. As a result, the responsibilities of the Board of Directors and the Supervisory Board members will be substantial, requiring significant effort and intellectual contribution. Therefore, the Board of Directors proposes a total remuneration of VND 3 billion for the Board of Directors and the Supervisory Board in 2026.

The Board of Directors respectfully submits this proposal to the General Meeting of Shareholders for consideration and approval. Additionally, we seek authorization for the Board of Directors to determine the specific payment plan for each member of the Board of Directors and the Supervisory Board based on their position, contributions, and dedication to the Company.

Respectfully! 

**Recipients:**

- As addressed;
- Board of Directors, Supervisory Board;
- Filed: Secretariat

On behalf of the Board of Directors  
Chairman



**Bui Van Huu**

Number: 213 /TTr-TMT-HĐQT

Hanoi, date 3 month 4 year 2026

## SUBMISSION

Re: Authorizing the Board of Directors to select an auditing unit  
Conduct audit of 2026 financial statements

Respectfully submit to: Annual General Meeting of Shareholders 2026

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;

- Pursuant to Decision No. 89/2017/QĐ-BTC dated October 24, 2007 of the Ministry of Finance on promulgating regulations on selecting audit units approved to audit issuing organizations, listed organizations and securities trading organizations;

- Pursuant to the Charter of organization and operation of TMT Motors Corporation;

The Board of Directors respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors to proactively select a suitable auditing unit from among the independent auditing companies approved by the State Securities Commission to audit issuing organizations and listed organizations to audit the Company's 2026 Financial Statements.

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

Thanks a lot!

Recipients:

- As respectfully sent;
- Board of Directors, Supervisory Board; Secretary;
- Company Office.

TM. BOARD OF DIRECTORS  
CHAIRPERSON



Bui Van Huu

Number: 215/TTr-TMT-HĐQT

Hanoi, Date 3 month 4 year 2026

## **SUBMISSION**

Re: Authorizing the Board of Directors based on the actual business situation in 2026 proactively decide to lend capital, borrow capital from organizations and individuals are insiders, related persons

Respectfully submit to: Annual General Meeting of Shareholders 2026

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;

- Pursuant to the Securities Law No. 70/2006/QH11 passed by the National Assembly of the Socialist Republic of Vietnam on June 29, 2006; the amended Securities Law No. 62/2010/QH12 dated November 24, 2010 and related guiding documents;

- Pursuant to Circular No. 121/2012 dated July 26, 2012 of the Ministry of Finance on regulations on corporate governance applicable to public companies;

- Pursuant to the Charter of organization and operation of TMT Automobile Joint Stock Company;

- Based on the actual production and business situation of the Company and capital needs to meet production at each time.

The Board of Directors respectfully submits to the General Meeting of Shareholders to authorize the Board of Directors to proactively decide on lending and borrowing capital from organizations, insiders, and related persons (related persons are individuals or organizations specified in Clause 34, Article 6 of the Securities Law). The Board of Directors has full authority to decide:

- Lenders and borrowers : Organizations, individuals , insiders, and related persons.
- Time, term of lending and borrowing capital.
- Loan amount and borrowed amount.
- Interest rate on loans: According to the agreement, it ensures efficiency and is not lower than the ceiling interest rate for mobilization as prescribed by the State Bank for credit institutions.
- Loan interest rate: According to agreement, ensuring efficiency and not higher than the ceiling lending interest rate as prescribed by the State Bank for credit institutions.
- Lending/borrowing principles: Ensure no loss of capital or assets of the company.

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

Thanks a lot!

Recipients:

- As respectfully sent;
- Board of Directors, Supervisory Board; Secretary;
- Filed: TCNS, TCKT, VP.

**TM. BOARD OF DIRECTORS**

**CHAIRPERSON**



M.S.D.N: 0100104563  
CÔNG TY  
CỔ PHẦN  
Ô TÔ  
TMT  
THÀNH PHỐ HÀ NỘI

**Bui Van Huu**

Number: 216/TTr-TMT-HĐQT

Hanoi, Date 3 month 4 year 2026

**SUBMISSION**

Re: Authorization for the Board of Directors to proactively decide and approve related-party transactions in 2026 with the value of each transaction or the aggregate value of transactions with related parties being less than 50% of the Company's total assets as stated in the latest financial statements.

Respectfully submit to: Annual General Meeting of Shareholders 2026

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, effective from January 1, 2021;

- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021;

- Pursuant to Decree No. 71/2017/ND-CP dated June 6, 2017 guiding corporate governance applicable to public companies;

- Pursuant to the Charter of organization and operation of Tmt Motors Corporation;

- Based on the Company's actual business operations and capital requirements for production at each point in time.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to proactively decide on related party transactions in 2026, where the value of each transaction or the aggregate value of transactions with related parties is less than 50% of the total assets as recorded in the Company's most recent financial statements.

Such transactions shall be conducted on an arm's length basis, ensuring that the terms and conditions are not less favorable than those offered to non-related parties and that the interests and safety of the Company are safeguarded. The General Meeting of Shareholders is requested to authorize the Board of Directors to fully decide on the following matters:

- Transaction counterparties: Related parties.

- Transaction value: Less than 50% of the total assets as recorded in the Company's most recent financial statements.

- Transaction principles: Ensuring fairness; terms and conditions not less favorable than those applicable to non-related parties; and safeguarding the Company's interests.

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

Sincerely appreciated./.

Recipients:

- As respectfully sent;
- Board of Directors, Supervisory Board; Secretary;
- Filed: TCNS, TCKT, VP.

**TM. BOARD OF DIRECTORS**

**CHAIRPERSON**



**Bui Van Huu**