CÔNG TY CỔ PHẦN **ĐẦU TƯ PHÁT TRIỂN THÀNH ĐẠT** ***THANH DAT DEVELOPMENT*** ***INVESTMENT JOINT STOCK COMPANY***	**CỘNG HOÀ XÃ HỘI CHỦ NGHĨA VIỆT NAM** ***SOCIALIST REPUBLIC OF VIETNAM*** **Độc lập - Tự do - Hạnh phúc** ***Independence – Freedom – Happiness***
Số: 139/2026/CV-CBTT	*Ninh Bình, ngày 30 tháng 10 năm 2026*

CÔNG BỐ THÔNG TIN TRÊN CỔNG THÔNG TIN ĐIỆN TỬ CỦA ỦY BAN CHỨNG KHOÁN NHÀ NƯỚC VÀ SGDCK HÀ NỘI

DISCLOSURE OF INFORMATION ON THE WEB PORTAL OF THE STATE SECURITIES COMMISSION AND HANOI STOCK EXCHANGE

Kính gửi: Ủy ban Chứng khoán Nhà nước

Sở Giao dịch Chứng khoán Hà Nội

To: *State Securities Commission*

Hanoi Stock Exchange

1. Tên tổ chức: **Công ty Cổ phần Đầu tư Phát triển Thành Đạt**

Name of organization: ***Thanh Dat Development Investment Joint Stock Company***

- Mã chứng khoán: **DTD**

Stock code: ***DTD***

- Địa chỉ: Đường Nguyễn Thị Định, phường Phủ Lý, Tỉnh Ninh Bình

Address: Nguyen Thi Dinh Street, Phu Ly Ward, Ninh Binh Province

- Điện thoại liên hệ: 02263 883 661

Contact phone: 02263 883 661

- Người thực hiện công bố thông tin: Ông Vũ Đức Quý

Information disclosure person: Mr. Vu Duc Quy

- Loại thông tin công bố:

Type of disclosure:

☑ 24h ☐ 72h ☐ bất thường ☐ theo yêu cầu ☐ định kỳ

2. Nội dung thông tin công bố:

Contents of information to be announced:

Ngày 30/10/2026, Công ty Cổ phần Đầu tư Phát triển Thành Đạt ban hành Nghị quyết số 133/2026/NQ-HĐQT về việc tiếp tục triển khai phương án phát hành cổ phiếu thưởng cho CBCNV theo chương trình lựa chọn cho người lao động

On October 30, 2026, Thanh Dat Investment Development Joint Stock Company issued Resolution No.133/2026/NQ-HĐQT on the continued implementation of the plan to issue bonus shares to employees under the Employee Stock Ownership Plan (ESOP).

3. Địa chỉ website đăng tải toàn bộ nội dung công bố thông tin: http://thanhdathanam.vn/

The address of the website where all information disclosure contents are posted: http://thanhdathanam.vn/

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 would like to commit that the information published above is true and fully responsible before the law for the content of the published information.

Tài liệu đính kèm:

- Nghị quyết số 133/2026/NQ-HĐQT ngày 30/10/2026 về việc thay đổi nội dung đăng kí doanh nghiệp.

Attachments:

- Resolution No. 133/2026/NQ-HĐQT dated October 30, 2026 of the Board of Directors on the amendment to the Enterprise Registration Certificate.

Nơi nhận:
- Như trên;
- Lưu VP.
Recipients:
- As stated above;
- Kept at Archive.

ĐẠI DIỆN TỔ CHỨC
NGƯỜI ĐẠI DIỆN THEO PHÁP LUẬT
ORGANIZATION REPRESENTATIVE
LEGAL REPRESENTATIVE

MSDN: 0700194008 - CTCP
CÔNG TY CP ĐẦU TƯ PHÁT TRIỂN THÀNH ĐẠT
P.PHỦ LÝ-T.NINH BÌNH

NGUYỄN HUY CƯƠNG

THANH DAT INVESTMENT DEVELOPMENT JSC	SOCIALIST REPUBLIC OF VIET NAM Independence – Freedom – Happiness
No.: 133/2026/NQ-HĐQT	*Ninh Binh, 30 October 2026*

RESOLUTION OF THE BOARD OF DIRECTORS
Further implementation of the plan for the issuance of bonus shares to employees under the Employee Stock Ownership Program (ESOP)

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020 of the National Assembly of the Socialist Republic of Vietnam;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 of the National Assembly of the Socialist Republic of Vietnam;*
- *Pursuant to the Charter of Thanh Dat Investment Development Joint Stock Company;*
- *Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders of Thanh Dat Investment Development Joint Stock Company dated 22 April 2026;*
- *Pursuant to the Resolution of the Board of Directors of Thanh Dat Investment Development Joint Stock Company No. 107/2026/NQ-HĐQT dated 18 August 2026;*
- *Pursuant to the Minutes of the Meeting of the Board of Directors of Thanh Dat Investment Development Joint Stock Company No. 132/2026/BB-HĐQT dated 30 October 2026.*

RESOLUTION

ARTICLE 1: Amendment to certain contents of the Appendix: EMPLOYEE ELIGIBILITY CRITERIA, PRINCIPLES FOR DETERMINING THE NUMBER OF SHARES TO BE ALLOCATED, AND RIGHTS AND OBLIGATIONS OF EMPLOYEES PARTICIPATING IN THE EMPLOYEE STOCK OWNERSHIP PROGRAM OF THANH DAT INVESTMENT DEVELOPMENT JOINT STOCK COMPANY (Attached to Proposal No. 09/2026/TTr-HĐQT dated 22 April 2026).

Pursuant to the authorization granted by the General Meeting of Shareholders under Proposal No. 09/2026/TTr-HĐQT dated 22 April 2026 regarding the issuance of shares under the Employee Stock Ownership Program (ESOP), the Company's Board of Directors hereby amends certain contents of Section **"3. Rights and Obligations of Employees Participating in the ESOP"** as follows:

Contents before amendment	Contents after amendment
- Employees allocated shares shall be responsible for complying with the provisions of the Law on Securities regarding limits on share ownership by shareholders and their related persons.	- Employees allocated shares shall be responsible for the number of shares held by themselves and their related persons as declared to the Company for review, ensuring that the allocation of shares complies with applicable laws and regulations on ownership limits and ratios.

- Employees shall be obliged to transfer back the ESOP shares allocated to them at the Company's request for reallocation to other employees if they terminate their employment before the expiry of the transfer restriction period, except where a member of the Board of Directors or the Supervisory Board completes their elected term of office, or where an employee's employment contract expires and the Company does not extend or enter into a new employment contract.	- If an employee terminates their employment before the expiry of the one (01)-year transfer restriction period, except where a member of the Board of Directors or the Supervisory Board completes their elected term of office, or where an employee's employment contract expires and the Company does not extend or enter into a new employment contract, the Company shall be entitled to repurchase the shares at par value and resell such shares to other employees. The selection criteria and order of priority shall be determined by the Board of Directors at the time of allocation; however, the selling price shall not be lower than the par value.

ARTICLE 2: Approval of the Regulations on the issuance of bonus shares to employees under the Employee Stock Ownership Program of Thanh Dat Investment Development Joint Stock Company; the amended and supplemented Regulations (attached hereto) shall replace the Regulations issued together with the Board of Directors' Resolution No. 107/2026/NQ-HĐQT dated 18 August 2026.

ARTICLE 3: Further implementation of the plan for the issuance of bonus shares to employees under the Company's Employee Stock Ownership Program (ESOP) attached is the List of Employees.

ARTICLE 4: Ensuring the Company's Maximum Foreign Ownership Ratio

The Company's foreign ownership ratio as of June 23, 2026 was 0.33% *(According to the Shareholder List entitled to receive cash dividends of the Vietnam Securities Depository and Clearing Corporation (VSDC) No. VNDVCAVSDD018005/VSDDTDXX dated June 23, 2026)*. The maximum foreign ownership ratio in DTD is 49%.

According to the list of employees eligible to participate in the Employee Stock Ownership Program issued together with the Board of Directors' Resolution No. 107/2026/NQ-HĐQT dated August 18, 2026, none of the employees participating in the Program is a foreign national.

Therefore, the issuance of shares under the 2026 Employee Stock Ownership Program will not result in an increase in the Company's foreign ownership ratio. Accordingly, the Company undertakes and ensures that the issuance complies with the foreign ownership ratio prescribed by law.

ARTICLE 5: Approval of the dossier for reporting the issuance of bonus shares to employees under the Employee Stock Ownership Program, including

- Report on the Issuance of Shares under the Employee Stock Ownership Program No. 135/2026/BCPH dated October 30, 2026;

- Minutes of the Meeting of the Board of Directors No. 132/2026/BB-HĐQT dated October 30, 2026 regarding the further implementation of the plan for the issuance of bonus shares to employees under the Employee Stock Ownership Program;
- Resolution of the Board of Directors No. 133/2026/NQ-HĐQT dated October 30, 2026 regarding the further implementation of the plan for the issuance of bonus shares to employees under the Employee Stock Ownership Program;
- Amended and supplemented Regulations on the issuance of bonus shares to employees under the Employee Stock Ownership Program of Thanh Dat Investment Development Joint Stock Company;
- Resolution of the Board of Directors No. 107/2026/NQ-HĐQT dated August 18, 2026 regarding the implementation of the issuance plan, issuance regulations and ESOP list;
- List of employees eligible to receive bonus shares under the Employee Stock Ownership Program;
- Resolution of the General Meeting of Shareholders No. 01/2026/NQ-ĐHĐCĐ dated April 22, 2026 approving the plan and issuance plan for the issuance of bonus shares to employees under the Employee Stock Ownership Program;
- Minutes of the General Meeting of Shareholders No. 01/2026/BB-ĐHĐCĐ dated April 22, 2026 regarding the approval of the plan and issuance plan for the issuance of bonus shares to employees under the Employee Stock Ownership Program;
- Proposal No. 04/2026/TTr-HĐQT regarding the plan for the use of profits and appropriation of funds for the 2025 financial year;
- Proposal No. 09/2026/TTr-HĐQT regarding the issuance of bonus shares under the Employee Stock Ownership Program at the 2026 Annual General Meeting of Shareholders dated April 22, 2026;
- The audited separate and consolidated financial statements for 2025;
- Official Letter No. 108/2026/CV dated August 18, 2026 regarding the separation of voting ballots at the 2026 Annual General Meeting of Shareholders in respect of individuals having interests related to the issuance.

ARTICLE 5: Implementation Provisions

This Resolution shall take effect from the date of signing.

Members of the Board of Directors, the Board of Management, and relevant departments and individuals of the Company shall be responsible for implementing this Resolution.

Recipients:
- *As stated in Article 6;*
- *State Securities Commission;*
- *Archived.*

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

CÔNG TY CP ĐẦU TƯ PHÁT TRIỂN THÀNH ĐẠT
P. PHỦ LÝ - T. NINH BÌNH

Nguyen Huy Cuong

CÔNG TY CP ĐẦU TƯ PHÁT TRIỂN THÀNH ĐẠT

Digitally signed by CÔNG TY CP ĐẦU TƯ PHÁT TRIỂN THÀNH ĐẠT
DN: C=VN, S=Hà Nam, L=Thành phố Phủ Lý, O=CÔNG TY CP ĐẦU TƯ PHÁT TRIỂN THÀNH ĐẠT, CN=CÔNG TY CP ĐẦU TƯ PHÁT TRIỂN THÀNH ĐẠT, OID.0.9.2342.19200300.100.1.1=MST:0700194008
Reason: I am the author of this document
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THANH DAT INVESTMENT DEVELOPMENT JSC

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom - Happiness

Ninh Binh, October 30, 2026

REGULATIONS
On the Bonus Share Issuance to Employees under the 2026 Employee Stock Ownership Plan (ESOP)

(Issued together with the Board of Directors' Resolution No.133/2026/NQ-HĐQT dated 30 October 2026)

I. PURPOSE:

The bonus share issuance to employees under the Employee Stock Ownership Plan is implemented to recognize the contributions and efforts of the Company's employees during the Company's business and production operations, which have brought about high efficiency. At the same time, it aims to encourage and acknowledge the contributions of employees who have maintained long-term service with the Company, thereby attracting highly qualified personnel and creating attachment and aligning employees' interests with those of the Company.

II. SCOPE AND APPLICABLE SUBJECTS:

- ***Scope of Application:*** These Regulations apply to the 2026 bonus share issuance to employees under the Employee Stock Ownership Plan (2026 ESOP) of Thanh Dat Investment Development Joint Stock Company.

These Regulations are amended, supplemented and replace the previously issued Regulations applicable to the 2026 ESOP issuance.

- ***Applicable Subjects:***

These Regulations apply to employees who have signed labor contracts with the Company, provided that such contracts have a term of three (03) years or more, and who are currently working for the Company as of the date these Regulations are issued.

- ***Non-applicable Subjects:***

+ Seasonal employees or employees working under contracts for a specific job with a term of less than six (06) months, or employees who do not work continuously.

+ Individuals working under lump-sum contracts or contracts of a special nature due to the nature of their work.

+ Individuals who have violated labor discipline or who have resigned or terminated their employment before the date these Regulations are issued.

III. DEFINITIONS

1. BOD means the Board of Directors of Thanh Dat Investment Development Joint Stock Company.

2. SB means the Supervisory Board of Thanh Dat Investment Development Joint Stock Company.

3. Employees mean the employees of Thanh Dat Investment Development Joint Stock Company.

4. ESOP means the bonus share issuance program for employees under the Employee Stock Ownership Plan.

IV. CONTENTS OF THE BONUS SHARE ISSUANCE PROGRAM

- Share name: Shares of Thanh Dat Investment Development Joint Stock Company.
- Share type: Ordinary shares.
- Par value: VND 10,000 per share.
- Expected number of shares to be issued: 501,000 shares.
- Total issuance value at par value: VND 5,010,000,000.
- Issuance ratio (expected number of shares to be issued/outstanding shares): 0.68%.
- Issuance method: Bonus share issuance to employees under the Employee Stock Ownership Plan of the Company.
- Funding source: Undistributed after-tax profits as of December 31, 2025, as stated in the Company's audited parent-company financial statements for 2025.
- Transfer restriction: Bonus shares issued to employees under the Employee Stock Ownership Plan of the Company shall be subject to a transfer restriction for one (01) year from the completion date of the issuance.
- Expected issuance time: Quarter IV of 2026. The Board of Directors shall select an appropriate issuance time to ensure shareholders' interests and compliance with applicable laws.
- ESOP issuances during the preceding 12 months (if any): None.

Rights and Obligations of Participants in the 2026 ESOP

- Participants in the bonus share issuance program shall enjoy the rights and perform the obligations of holders of ordinary shares in accordance with the Company's Charter and applicable laws.

- Employees receiving shares shall be responsible for the number of shares held by themselves and their related persons as declared (if any), so that the Company may review and ensure that the share allocation complies with legal regulations on securities ownership limits and ratios.
- In the event that an employee resigns before the expiration of the one (01)-year transfer restriction period, except where a member of the Board of Directors or the Supervisory Board completes their elected term of office, or an employee's labor contract expires and the Company does not extend or enter into a new labor contract, the Company may repurchase the shares at par value for resale to other employees. The selection criteria and order of priority shall be decided by the Board of Directors at the time of allocation, provided that the selling price shall not be lower than par value.

V. BONUS SHARE ALLOCATION PLAN

The bonus share issuance to employees under the Employee Stock Ownership Plan shall be allocated according to the following selection criteria:

1. Principles for Bonus Share Allocation

1.1 Principles for Determining Bonus Shares

The number of shares allocated to each eligible person (employee) shall be determined using the following formula:

$$\text{Allocated Shares} = \text{Seniority Bonus Shares} + \text{Performance Bonus Shares} + \text{Management Position Bonus Shares}$$

1.2 Bonus Shares Based on Seniority

The seniority bonus shall be determined based on two factors: (1) the length of official employment with the Company under a labor contract, taking into account cumulative years of service; and (2) the position held at the time of bonus consideration.

- Employees shall receive bonus shares based on each five-year milestone of service (i.e., 5 years, 10 years, 15 years, etc.). Each employee shall receive the seniority bonus only once for each milestone. For the 2026 issuance, employees who reach a milestone (where a period of service from six (06) months to twelve (12) months may be rounded up to one year of service), or who have passed a milestone but have not received bonus shares in previous years, shall receive the corresponding bonus shares in this issuance.

- The seniority bonus shall also take into account the employee's position at the time of bonus consideration.

Details of the seniority bonus allocation by service milestone are set out in the following table *(the number of bonus shares for each award shall be multiplied by the number of five-year seniority milestones reached)*:

No.	Position	Bonus Shares per Award	Remarks
1	Board of Management	4,000	
2	Department Head of the Company; Director of Subsidiary	3,000	
3	Manager of affiliated unit; Deputy Department Head; Branch Chief Accountant; Machinery Fleet Manager	2,500	
4	Employees with high professional qualifications (Bachelor's degree, College degree or above)	2,000	
5	Technicians, Drivers, Equipment Operators	1,500	
6	Security Guards, Janitors, General Workers	1,000	

Examples:

(1) Case 1: In 2026, Mr. Nguyen Van A, a Deputy Department Head of the Company, has seven years of service. In 2024, Mr. Nguyen Van A already received the seniority bonus for the five-year milestone. Therefore, he is not eligible for a bonus in 2026, as the number of seniority milestones is calculated as follows:

(7 years / 5 years) – 1 (already received in 2024) = 0

(2) Case 2: In 2026, Mr. Nguyen Van B, a Deputy Department Head of the Company, has seven years of service. In 2024, Mr. Nguyen Van B had not received the seniority bonus for the five-year milestone. Therefore, he is eligible for a bonus in 2026, as the number of seniority milestones is calculated as follows:

(7 years / 5 years) = 1

(3) Case 3: In 2026, Mr. Nguyen Van B, a Deputy Department Head of the Company, has ten years of service. In 2022, Mr. Nguyen Van B already received the seniority bonus for the five-year milestone. Therefore, in 2026, Mr. Nguyen Van B is entitled to receive 2,500 bonus shares in accordance with the above table, as the number of seniority milestones is calculated as follows:

(10 years / 5 years) – 1 (already received in 2022) = 1

1.3 Bonus Shares for Outstanding Performance

- After conducting a selection process, the Board of Directors has unanimously agreed to select employees of the Company who demonstrated outstanding work performance in 2025 (a detailed list is attached).

- The bonus for employees who demonstrated outstanding work performance shall be 15,000 (Fifteen thousand) shares per employee.

1.4 Allocation of bonus shares according to management level from Deputy Manager (or equivalent level) and above as follows:

No.	Position	Bonus Shares	Remarks
1	General Director	20,000	
2	Deputy General Director	16,000	
3	Department Head of the Company; Director of Subsidiary	12,000	
4	Deputy Department Head of the Company; Manager or Deputy Manager of affiliated unit; Branch Chief Accountant; Machinery Fleet Manager	10,000	

2. List of employees to be awarded shares under the employee stock option plan approved by the Board of Directors (attached).

3. Transfer Restriction: One (01) year from the completion date of the issuance.

4. 4. Implementation Time: Quarter IV of 2026, after receiving notification from the State Securities Commission of Vietnam that it has received the complete issuance report dossier.

VI. RESPONSIBILITIES FOR IMPLEMENTATION

1. Chairman of the Board of Directors

a. Direct the preparation of dossiers, carry out reporting procedures and issuance registration with the State Securities Commission of Vietnam, and organize the implementation after receiving the written notification from the State Securities Commission of Vietnam confirming receipt of the complete ESOP share issuance report dossier.

b. On behalf of the Board of Directors, decide upon and handle arising matters and other matters related to the implementation of these Regulations and the ESOP share issuance.

c. Report the issuance results, disclose information related to the issuance, and carry out other relevant legal procedures

2. General Director

a. Organize the implementation of these Regulations.

b. Coordinate with the Company's Trade Union to submit to the Board of Directors proposals regarding the repurchase and/or resale of shares to other employees.

c. Direct and ensure the effective internal communication of the ESOP policy to the Company's employees.

3. Employees Included in the List of ESOP Beneficiaries

Employees who resign before the expiration of the transfer restriction period shall be obliged to transfer the ESOP shares awarded to them back to the Company at par value for resale to other employees, except where a member of the Board of Directors or the Supervisory Board completes their elected term of office, or an employee's labor contract expires and the Company does not extend or enter into a new labor contract.

VII. IMPLEMENTATION PROVISIONS

These Regulations shall take effect and apply from the date of signing and issuance by the Board of Directors, replacing the Regulations attached to the Board of Directors' Resolution No. 107/2026/NQ-HĐQT dated August 18, 2026.

Members of the Board of Directors, the Board of Management, and individuals responsible for implementation shall comply with these Regulations.

THANH DAT INVESTMENT DEVELOPMENT JSC
ON BEHALF OF THE BOARD OF DIRECTORS

MSDN: 2700194000 CTCP
CÔNG TY CP ĐẦU TƯ PHÁT TRIỂN THÀNH ĐẠT
P.PHỦ LÝ-T.NINH BÌNH

Nguyen Huy Cuong

List of Employees

Eligible for Bonus Shares under the Employee Stock Ownership Plan (ESOP) 2026

1	2	3	4	5	6	7	8	9	10	11
No	Full name	Position	Personal Identification Number	Date of Issue	Years of Service	5-Year Milestone Bonus	Outstanding Performance Bonus	Management Position Bonus (Deputy Department Head and Above)	Total	Most Recent Year of ESOP Share Receipt
1	Tran Duc Dung	General Director	035084000380	24/06/2021	19	*	15,000	20,000	35,000	
2	Nguyen Quang Tri	Deputy General Director	035092013051	31/03/2023	8	*	15,000	16,000	31,000	2022
3	Duong Thi Thu Hien	Chief Accountant	038190014462	13/08/2021	12	*	15,000	12,000	27,000	2022
4	Nguyen Huu Thuyet	Manager of TD2 Hotel	035061001194	28/11/2023	8	*	15,000	10,000	25,000	2022
5	Nguyen Thanh Tam	Deputy Head of the Accounting	035193011412	13/08/2021	10	2,500	15,000	10,000	27,500	2022
6	Dinh Xuan Quyet	Deputy Head of the Technical	035081004229	18/03/2022	6	2,500	15,000	10,000	27,500	2020
7	Le Van Nam	Construction	035078003923	16/04/2021	12	*	15,000		15,000	2020
8	Nguyen Thi Hong	Construction	037188013622	01/03/2022	13	*	15,000		15,000	2020
9	Truong Doan Khai	Construction	035087002713	24/06/2021	10	2,000	15,000		17,000	2022
10	Dinh Thi Phuong Thao	Bachelor of	035183009324	22/12/2021	22	*	15,000		15,000	2022
11	Nguyen Thi Tuyet	Bachelor of	035188003499	08/09/2022	12	*	15,000		15,000	2020
12	Vu Duc Quy	Bachelor of	035093001978	07/09/2022	10	2,000	15,000		17,000	2022
13	Tran Thi Huong	Bachelor of	035182000969	24/06/2021	9	*	15,000		15,000	2022
14	Do Xuan Dien	Driver	035092001848	12/08/2021	12	*	15,000		15,000	2020
15	Nguyen Xuan Phong	Driver	035087006700	31/12/2021	10	1,500	15,000		16,500	2022
16	Nguyen Van Hung	Water Treatment Plant Technician	035070009951	13/08/2021	10	*	15,000		15,000	2020
17	Pham Van Ha	Yen Lenh Port	035080003168	11/08/2022	9	*	15,000	10,000	25,000	2022
18	Lai Cong Binh	Machinery	035078002205	24/06/2021	15	*	15,000		15,000	2022
19	Pham Hong Phong	Equipment	037084005614	07/01/2025	10	1,500			1,500	2022

20	Nguyen Thanh Nam	Equipment	035086002709	24/06/2021	16	1,500	15,000		16,500	2020
21	Tran Thanh Quang	Construction	035093005095	01/05/2021	10	1,500	15,000		16,500	2021
22	Nguyen Dinh Thuan	Yen Lenh Port Deputy Manager	035060003131	09/04/2021	5	1,500	15,000	10,000	26,500	
23	Hoang Quang Mieng	Construction Engineer	036092024386	02/07/2021	10	1,500	15,000		16,500	2021
24	Nguyen Manh Hai	Deputy Manager TD Hotel	036096008561	10/04/2021	7	*	15,000	10,000	25,000	2021
25	Pham Thi Cuc	Receptionist	024198012815	10/10/2023	7	*	15,000		15,000	2021
26	Pham Van Thao	Water Treatment Plant Technician	035083001843	22/09/2023	5	1,500			1,500	
27	Nguyen Manh Cuong	Water Treatment Plant Technician	035094008312	13/08/2021	5	1,500			1,500	
28	Cao Van Chin	Driver	035073003477	09/05/2021	10	1,500			1,500	2021
29	Nguyen Van Quoc	Driver	035090012408	01/09/2021	5	1,500			1,500	
30	Nguyen Van Thanh	Equipment	035084006063	27/07/2022	10	1,500			1,500	2021
31	Nguyen Duc Toan	Equipment	035086000951	20/07/2026	5	1,500			1,500	
32	Pham Thi Hanh	Employees	035164000948	08/05/2024	6	1,000			1,000	
33	Nguyen Van Thanh	Sercurity	035064006227	04/12/2024	6	1,000			1,000	
34	Phung Van Minh	Sercurity	001066004283	20/11/2025	6	1,000			1,000	
35	Nguyen Thi Chung	Employees	001177036040	10/07/2021	5	1,000			1,000	
36	Nguyen Thi Huong	Employees	035186003820	09/04/2026	5	1,000			1,000	
37	Nguyen Danh Thuc	Sercurity	019070001816	14/12/2022	5	1,000			1,000	
	Total					**33,000**	**360,000**	**108,000**	**501,000**	

Note: * indicates employees who have already received bonus shares in previous issuance rounds.*
0 indicates employees who have not yet completed the required years of service to be eligible for bonus shares.

Ninh Binh, October 30, 2026

THANH DAT DEVELOPMENT INVESTMEN JSC

CÔNG TY CP ĐẦU TƯ PHÁT TRIỂN THÀNH ĐẠT

CHỦ TỊCH HĐQT

Nguyễn Huy Cương