

**HOP NHAT JOINT STOCK COMPANY**     **SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

No.: 05/2026/NQ-HDQT

*Bac Ninh, date 03 month 06 year 2026*

**RESOLUTION**

Re: Resolution on matters relating to the activities of the Board of Directors and approval of contents related to the organization of the 2026 Annual General Meeting of Shareholders Second

**THE BOARD OF DIRECTORS OF HOP NHAT JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Hop Nhat Joint Stock Company;

Pursuant to Minutes of Meeting No. 05/2026/BBH-HDQT dated June 03, 2026 of the Board of Directors of Hop Nhat Joint Stock Company.

**RESOLVES:**

**Article 1.** To approve the time and venue for the 2026 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company second

1. Time: June 28, 2026.
2. Venue: Xuan An Residential Group, Phuong Son Ward, Bac Ninh Province, Vietnam.
3. Meeting content:

To discuss and approve matters falling within the authority of the General Meeting of Shareholders, including:

- Report of the Board of General Directors on 2025 Business Performance Results and 2026 Business Plan;
- Report of the Board of Directors on governance and performance results of the Board of Directors and each Board of Directors member in 2025, and the plan for 2026;
- Report of independent Board of Directors members on the activities of the Board of Directors in 2025;
- Report of the Supervisory Board on the Company's business results, performance results of the Board of Directors and the General Director;
- Self-assessment Report on the operational results of the Supervisory Board and Supervisors. Self-assessment report on the performance of the Supervisory Board and Supervisors;
- Proposal for approval of the 2025 Audited Financial Statements
- Proposal on the total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;
- Proposal to approve the list of independent auditing firms; deciding on the selection of an independent auditing firm to perform the audit of the Company's Financial Statements for the year 2026;

- Dismissal of a member of the Board of Directors.
- Additional election of a member of the Board of Directors.

**Article 2.** To approve the agenda and documents serving the 2026 Annual General Meeting of Shareholders, together with the attached documents, including:

- Agenda and contents of the meeting.
- Templates of voting cards, voting ballots, and ballots for the election of members of the Board of Directors.
- Regulations of the General Meeting of Shareholders.
- Regulations on the election of members of the Board of Directors.
- Curriculum Vitae form, nomination and self-nomination documents for members of the Board of Directors.
- Draft Resolution of the 2026 General Meeting of Shareholders (based on the proposed meeting agenda).

**Article 3.** To approve the documents and materials to be used at the 2026 Annual General Meeting of Shareholders.

- Proposal for approval of the audited financial statements for 2025.
- Report of the Board of Directors on corporate governance, operational results in 2025, and the operational plan for 2026 of the Board of Directors.
- Proposal on the approval of the budget or total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board.
- Proposal on the approval of the list of independent auditing firms and the selection of an independent auditing firm to conduct the audit of the Company's operations.
- Proposal for the approval of the dismissal and supplementary election of members of the Board of Directors for the 2022-2027 term

**Article 4.** The Board of Directors assigns the General Director to direct and implement the decisions approved by the Board of Directors in accordance with the provisions of law.

**Article 5.** This Resolution shall take effect from the date of signing. The members of the Board of Directors, the Board of General Directors of the company, and related departments and divisions are responsible for the implementation of this Resolution.

**Recipients:**

- As per Article 3
- Supervisory Board
- Archived: Board of Directors, Administration Office

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



**DANG QUOC LICH**



Number: 02 /2026/TM-HDQT

Bac Ninh, date 03 month 06 year 2026

**INVITATION LETTER  
TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
Second Notice of Meeting**

**Dear: Shareholders of Hop Nhat Joint Stock Company,**

The Board of Directors of Hop Nhat Joint Stock Company (Stock Code: AAH) respectfully invites our valued Shareholders to attend the 2026 Annual General Meeting of Shareholders( Second notice of Meeting)

1. **Time: 8:00 AM, June 28, 2026**
2. **Meeting Location: Meeting Hall, 5th Floor, Project Management Office, Xuan An Residential group, Phuong Son Ward, Bac Ninh Province, Vietnam.**
3. **Attendees:** All shareholders whose names are on the list of shareholders of Hop Nhat Joint Stock Company as of April 28, 2026 (issued by (Vietnam Securities Depository) are entitled to attend the meeting.

4. **Meeting Agenda:**

All matters within the authority of the 2026 Annual General Meeting of Shareholders as stipulated by the Enterprise Law and the company's charter.

5. **Registration for the General Meeting:**

To ensure the smooth organization of the Shareholders' General Meeting, shareholders are kindly requested to send the Registration Form or Proxy Form for eligible attendees (or according to the attached list of authorized delegates) to the Company's email address before 4 PM on June 26, 2026. (Shareholders can download the Registration Form and Proxy Form from the Company's website or scan the QR code attached to this invitation letter).

Documents for the Shareholders' General Meeting (Meeting Agenda, Regulations, and documents related to issues to be voted on at the meeting) will be posted on the Company's website from June 03, 2026, and can be downloaded via the QR code attached to this invitation letter. The Company **will not distribute documents** at the meeting.

- Contact Information: Hop Nhat Joint Stock Company.
- Address: Van Non Hamlet, Luc Son Commune, Bac Ninh Province, Vietnam.
- Company Website: <http://thanhopnhat.com/>.
- Phone Number: 0240 3589599
- Email: [thanhopnhat@gmail.com](mailto:thanhopnhat@gmail.com).

- Hotline: 098 1428579 (Contact Department for the 2026 Annual General Meeting of Shareholders)

- QR Code to download documents for the 2026 Annual General Meeting of Shareholders::



**Note:**

- Shareholders are requested to register their attendance before the specified date. Shareholders are encouraged to authorize someone to attend the meeting on their behalf if they cannot arrange to attend, in order to ensure the meeting can proceed. When attending, shareholders or their authorized representatives or legal representatives/representatives of corporate shareholders are requested to bring valid personal identification documents (Identity card/Citizen identity card/passport) and a valid power of attorney (for authorized representatives). Shareholders attending the General Meeting are responsible for their own expenses.

- For any questions or complaints (if any), please contact us using the information provided above.

Sincerely./.



**Recipient:**

- As addressed;
- Company website;
- Office file.

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



**DANG QUOC LICH**





# PROGRAM FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF HOP NHAT JOINT STOCK COMPANY

**Time:** From 8:00 AM, June 28, 2026

**Venue:** 5th Floor Hall, Project Management Office, located at Xuan An Residential Group, Phuong Son Ward, Bac Ninh Province, Vietnam.

Item	Content	Time	Execution
<b>OPENING THE GENERAL MEETING</b>	1.1 Welcoming delegates, invited guests, and shareholders.	8:00 to 8:30	RECEPTION COMMITTEE
	1.2 Verifying shareholder status and distributing documents to shareholders.		
	1.3 Statistical report on the number of shareholders attending the meeting.		
	1.4 Opening ceremony and announcement of the reasons for the 2026 Annual General Meeting of Shareholders.	8:30 to 9:00	ORGANIZING COMMITTEE
	1.5 Announcing the results of the delegate status verification and declaring the General Meeting eligible to proceed.		HEAD OF SUPERVISORY BOARD
	1.6 Approval of the Working Regulations of the General Meeting.		ORGANIZING COMMITTEE
	1.7 Introduction of the Presidium, Secretariat, and Ballot Counting Committee.		
<b>CONTENT</b>	2.1 Introduction and approval of the Meeting Program.	9:00 to 9:45	ORGANIZING COMMITTEE
	<b>2.2. Presentation and approval of documents:</b>		
	- Report of the Board of General Directors on 2025 Business Performance Results and 2026 Business Plan;		GENERAL DIRECTOR
	- Report of the Board of Directors on governance and performance results of the Board of Directors and each Board of Directors member in 2025, and the plan for 2026;		MEMBER OF THE BOARD OF DIRECTORS
	Report of independent Board of Directors members on the activities of the Board of Directors in 2025;		INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS
	- Report of the Supervisory Board on the Company's business results, performance results of the Board of Directors and the General Director;		HEAD OF SUPERVISORY BOARD
	- Self-assessment report on the performance of the Supervisory Board and Supervisors;		GENERAL DIRECTOR
	- Proposal for approval of the 2025 Audited Financial Statements		

<b>CONTENT</b>	<ul style="list-style-type: none"> <li>- Proposal on the total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board;</li> <li>- Proposal to approve the list of independent auditing firms; deciding on the selection of an independent auditing firm to perform the audit of the Company's Financial Statements for the year 2026;</li> <li>- Proposal for the approval of the dismissal and supplementary election of members of the Board of Directors for the 2022-2027 term</li> </ul>	9:00 to 9:45	MEMBER OF THE BOARD OF DIRECTORS
	<b>2.3. Discussion &amp; Voting</b>	9:45 to 10:15	
	Discussion on the contents of the Reports and Proposals;		PRESIDIUM
	Voting to approve the contents of the Reports and Proposals.		BALLOT COUNTING COMMITTEE
<b>BREAK</b>	<b>3. Break, Ballot counting</b>	10:15 to 10:30	
<b>CLOSING CEREMONY</b>	4.1. Announcing the results of ballot counting for the approval of Reports and Proposals	10:30 to 11:45	BALLOT COUNTING COMMITTEE
	<b>4.2. Dismissal of members of the Board of Directors</b> Announcing the resignation letters of member Board of Directors		MEMBER OF THE BOARD OF DIRECTORS
	<b>4.3. Election of members of the Board of Directors</b> <ul style="list-style-type: none"> <li>- Election instructions, filling out ballots</li> <li>- Shareholders perform the election</li> <li>- Counting election ballots</li> </ul>		BALLOT COUNTING COMMITTEE
	<b>5. Closing section of the General Meeting</b>		
<b>CLOSING CEREMONY</b>	Approval of the Meeting Minutes and Resolutions of the General Meeting of Shareholders	11:45 to 12:00	SECRETARIAT
	Declaration of the closing of the General Meeting		CHAIRPERSON

Bac Ninh, June 03, 2026

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



DANG QUOC LICH



**REPORT OF THE BOARD OF DIRECTORS**

On Governance and performance results of the Board of Directors and each member of the  
Board of Directors in 2025 and plan orientation for 2026

**To: The General Meeting of Shareholders**

The Board of Directors (BOD) of Hop Nhat Joint Stock Company reports to the 2026 Annual General Meeting of Shareholders (AGM) on the implementation of the BOD's duties in 2025, specifically:

**I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

**1. Structure of the Board of Directors**

The Company's Board of Directors for the 2022-2027 term consists of 05 members, including:

No.	Full name	Position
1	Mr. Dang Quoc Lich	Chairman of the Board of Directors
2	Mr. Dao Ngoc Thao	Member of the Board of Directors
3	Mr. Pham Huu Bao	Member of the Board of Directors
4	Mr. Vi Thanh Chinh	Independent Member of the Board of Directors
5	Mr. Dong Khanh Du	Member of the Board of Directors

The Board of Directors has actively performed its roles and duties seriously and identified leadership orientations to provide positive measures and solutions in planning the Company's development strategy.

**2. Summary of Board of Directors' activities**

**2.1. Regarding the direction of the Board of Directors**

- In 2025, the Board of Directors conducted 06 meetings, issued 06 Resolutions and 01 Decision. All meetings were attended and witnessed by the Company's Supervisory Board. The meetings involved democratic and frank exchange, discussion, and deliberation, with minutes and resolutions recorded in accordance with the meeting contents.

- All Resolutions/Decisions were based on high consensus and agreement among all Board members, prioritizing the interests of Shareholders and the sustainable development of the Company.

- The Resolutions/Decisions of the Board of Directors include:

No.	Resolution/ Decision No.	Date	Content	Approval Rate
1	803/2025/QD-AAH	08/03/2025	Resolution approving the organization of the 2025 Annual General Meeting of Shareholders	100%
2	806/2025/QD-AAH	13/03/2025	Resolution approving the adjustment of the schedule for the 2025 Annual General Meeting of Shareholders	100%
3	505/2025/NQ-HDQT	05/04/2025	Resolution deciding on matters related to the activities of the Board of Directors, approving contents related to the organization of the 1st Annual General Meeting of Shareholders	100%
4	0205/2025/NQ-HDQT	05/05/2025	Resolution reaching a consensus on certain contents regarding the organization of the 2nd Annual General Meeting of Shareholders	100%
5	01/2025/NQ.DHDCTD.AAH	29/05/2025	Resolution of the 2025 Annual General Meeting of Shareholders	100%
6	08.2025/QD-AAH	02/08/2025	Decision approving the outsourcing plan for roadway excavation for 2025 and 2026 of Hop Nhat Joint Stock Company	100%

## 2.2. Regarding the business plan:

According to the 2025 business plan approved by the General Meeting of Shareholders, the Board of Directors has consistently monitored the company's operations, providing timely supervision and direction to the Board of General Directors to closely follow the 2026 plan indicators..

## 2.3. Regarding the implementation of the 2025 Annual General Meeting of Shareholders Resolutions:

The Board of Directors has consistently complied with and implemented the resolutions approved by the General Meeting of Shareholders. The Board of Directors has prepared reports and proposals within its authority for submission to the General Meeting of Shareholders for approval, adoption, and decision-making.

## 2.4. Regarding corporate governance:

- The activities of the Board of Directors in 2025 ensured compliance with the Company's Charter, the Regulations on the organization and operation of the Board of Directors, and other legal provisions in the management and administration of the unit under



the supervision of the Company's Supervisory Board. Matters within the authority of the Board of Directors were reported by the General Director to the Board of Directors for consideration and decision-making under the supervision of the Supervisory Board. Members of the Board of Directors and the Supervisory Board were promptly informed of the company's operational status

- The Company has fully disclosed the Quarterly Financial Statements, the 2025 Semi-annual Reviewed Report, the 2025 Audited Financial Statements, Governance Reports, Annual Reports, and other periodic and extraordinary information disclosures regarding business operations, finance, and corporate governance to shareholders and the public in accordance with the law. Information disclosure has always complied with legal regulations, ensuring transparency, objectivity, and a truthful reflection of the company's operations.

- The Board of Directors worked with the Board of General Directors to organize the 2025 Annual General Meeting of Shareholders in accordance with regulations, on which basis the 2025 production and business performance was summarized and orientations and plans for the company's activities in 2026 were set forth.

**2.5. Regarding stock transactions of internal persons in 2025: none.**

**2.6. Transactions between the company and companies in which Board of Directors members were founding members or enterprise managers during the most recent 03 years prior to the transaction time:**

No.	Name of organization or individual	Position/ Their relationship with the company	Transaction time	Content, quantity, and total value of transaction	Note
1	Thien Lam Dat Joint Stock Company	Shared Chairman of the Board of Directors	Year 2025	Content: Purchase of goods and services, investment - Goods: 2.090.000 VND - Purchase of services: 13.054.642.000 VND - Property leasing: 1,458 billion VND	
2	Union of Science and Technology for Mineral Resources, Environment and Energy	Participating in management and operation	Year 2025	- Content: Purchase of goods and services - Value: 840.000.000 VND	

**2.7. Regarding Personnel Work:**

In 2025, the Board of Directors maintained its structure including 01 Chairman of the Board of Directors, 03 executive Board members (01 General Director and 02 Deputy General Directors), and 01 non-executive Board member; supervising and inspecting the human resource management of the Board of General Directors; developing labor recruitment plans suitable for the company's needs; supervising the implementation of policies for employees to ensure they are satisfactory based on legal regulations.

### **3. General Evaluation**

- The Board of Directors has coordinated closely, promptly, and regularly with the Board of General Directors and the Supervisory Board in directing the implementation of Resolutions of the General Meeting of Shareholders and the Board of Directors for the company.

- All decision-making matters of the Board of Directors were discussed and announced fully, promptly, and in accordance with regulations to the Supervisory Board and the Board of General Directors.

- Proposals from the Board of General Directors to the Board of Directors were studied, discussed, and provided with timely guiding opinions.

- The company fully and promptly complied with the Resolutions of the General Meeting of Shareholders, the Board of Directors, and State regulations.

### **4. Remuneration, operating expenses, and other benefits of the Board of Directors and each member of the Board of Directors.**

Operating expenses and other benefits of the Board of Directors and each member of the Board of Directors: Implemented in accordance with the company's regulations and rules, with specific remuneration levels as follows:

No.	Position	Remuneration/ month/ person (VND)
1	Chairman of the Board of Directors	5.000.000
2	Member of the Board of Directors	3.000.000

### **5. Activities of independent members of the Board of Directors and evaluation results of independent members on the activities of the Board of Directors:**

- Activities of independent members of the Board of Directors: Hop Nhat Joint Stock Company has 01 independent member of the Board of Directors, Mr. Vi Thanh Chinh. In 2025, the activities of the independent member of the Board of Directors were carried out in accordance with the provisions in the Company Charter and relevant legal documents.

- Evaluation by the independent member of the Board of Directors on the activities of the Board of Directors: In 2025, the Company Board of Directors conducted Board of Directors meetings in accordance with current legal regulations, and issued meeting minutes and Resolutions of the Board of Directors as a basis for the Board of General Directors to implement production and business activities.

### **6. Results of supervision of the General Director and the Board of General Directors**

- In 2025, the Board of Directors supervised the Board of General Directors in implementing the Resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

- The General Director completed the task of managing the Company and consistently followed the assignments of the Board of Directors. Members of the Board of General Directors possess professional qualifications, competence, integrity, and experience in company management and administration.

- The Board of General Directors implemented production and business activities in accordance with the resolutions of the General Meeting of Shareholders, the Resolutions/Decisions of the Board of Directors, and consistently complied with the Company charter as well as legal regulations.



- The Board of General Directors clearly recognized the difficulties and challenges of the Company in 2025 and subsequent years, therefore proactively and flexibly managing, applying, and combining all resources to bring the highest possible efficiency to the company production and business activities.

## **II. OPERATING PLAN FOR 2026**

### **1. Objectives:**

Objectives for 2026: Focus on investment in mineral resource exploration and improving production capacity to increase output; expand the market to increase revenue; save costs to enhance profits, ensuring sustainable growth.

### **2. Operating plan for 2026 and orientation toward 2030**

#### **2.1 2026 Plan**

- Regularly inspect and supervise the implementation of signed contracts and the effective use of capital to ensure the completion of the 2026 plan tasks.
- Monitor and grasp the business management process to provide timely, unified decisions and directions suitable for the actual production and business situation.
- Innovate the growth model, ensuring fast and sustainable development, effectively combining broad and deep development, focusing on deep development, mobilizing and effectively using available resources, and continuously improving productivity, quality, efficiency, and competitiveness.
- Coal mine development investment: continue working with functional agencies to implement plans for expanding exploration of boundary resources to the bottom of coal seams; invest in adjusting and expanding mine boundaries until the end of coal seams with the aim of increasing coal mining capacity to 500.000 tons/year by 2028; complete the construction investment for shaft levels +100/-25 and auxiliary items to ensure mining output in 2026 and coming years; invest in new roadways to improve mining capacity, including: coal transport conveyor systems, underground mining machinery... with a total estimated budget of nearly 400 billion VND.
- Proactively and actively seek markets, maximizing resources to focus on business development investment to bring high profits and create a strong brand for the company, creating many jobs for society and increasing income for employees.
- Continue recruiting high-quality personnel with appropriate professional qualifications to effectively implement the company development plan.
- Build a long-term strategy in producing quality products that meet customer requirements.

#### **2.2 Orientation toward 2030:**

In addition to focusing on investment in expanding mine boundaries and increasing the capacity of Nuoc Vang coal mine in 2026, the Board of Directors also directs development for the period from 2026 to 2030 as follows:

a. Continue researching and implementing the orientations approved at the 2025 General Meeting of Shareholders.

b. Survey and plan coal mines in the eastern region of Bac Ninh province to develop investment capital contribution plans for exploration and construction of coal mines at Thanh Son and Southeast Chu coal mines. The goal is to expand the coal production scale of Hop Nhat Joint Stock Company..

c. Survey and plan soil mines for filling materials in the area based on combining the use of existing infrastructure (river ports; gathering yards) currently used by the Company to increase the efficiency of infrastructure works and.

After the Annual General Meeting of Shareholders approves the report contents, the Board of Directors will develop specific implementation plans with the goal of building Hop Nhat Joint Stock Company for increasingly sustainable development.

The Board of Directors of Hop Nhat Joint Stock Company respectfully submits this report to the General Meeting of Shareholders./.

**Recipients:**

- 2026 General Meeting of Shareholders.
- Company Archives.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**DANG QUOC LICH**



No: 05/2026/BC-AAH

Bac Ninh, May 5, 2026

**REPORT**  
**2025 Business Performance Results and 2026 Production Plan**

**To: The 2026 Annual General Meeting of Shareholders**  
**Hop Nhat Joint Stock Company**

Pursuant to:

- *The Charter on Organization and Operation of Hop Nhat Joint Stock Company;*
- *The 2025 Audited Financial Statements of the Company;*
- *The actual business performance process;*

The Board of General Directors of Hop Nhat Joint Stock Company hereby presents a summary report on the 2025 Business Performance Results and the 2026 Business Plan of Hop Nhat Joint Stock Company, with details as follows:

**1. 2025 Business Performance Status:**

a. Implementation results:

Indicators	Year 2025 (VND)	Growth compared with 2024
1. Total assets	1.452.678.263.060	0,14%
2. Total net revenue	844.273.202.990	-27,97%
3. Profit		
- Profit before tax	4.029.964.401	-80,87%
- Profit after tax	273.793.563	-58,81%
4. Profitability ratios		
- Profit margin (Profit before tax/Revenue)	0,48%	-73,5%
- ROA (Profit after tax/Average total assets)	0,019%	-98,74%
- ROE (Profit after tax/Average equity)	0,023%	-97,71%
5. Owner's equity	1.191.443.896.129	0,023%
6. Charter capital	1.179.000.000.000	0%
7. Investment in repair, renovation, upgrading of roadways and construction of new roadways	84.470.352.382	-45,11%

**b. Assessment of 2025 Business Performance Results:**

The year 2025 is assessed as a very difficult year in the field of coal production and trading.

- *Factors affecting 2025 business performance results*

+ Favorable weather with heavy rainfall allowed hydropower plants to operate at maximum capacity, leading to a reduction in output from coal-fired thermal power plants. Consequently, domestic coal prices dropped sharply, and supply exceeded demand, resulting in low efficiency in coal production and trading.

On the other hand, prolonged heavy rain directly affected the Company's coal production and consumption (increasing costs, loss of inventory, etc.).

+ Changes in the administrative boundaries of provinces and cities; changes in state management agencies due to mergers or dissolutions, etc. Some administrative tasks were limited due to the wait for stability following the reorganization of these agencies.

+ Changes and adjustments in regulations regarding Finance, Accounting, Tax, and Social Insurance; concurrently, there was a labor shift as industrial parks—with advantages such as proximity, stable income, and lighter workloads—attracted the majority of the Company's young laborers aged 18 to 28. Right from the beginning of the second quarter of 2025 (after the Lunar New Year holiday), the Company faced a significant labor shortage (several construction fronts could not be deployed on schedule; some had to stop due to lack of manpower), while recruitment efforts failed to meet production requirements.

This was the most prominent issue in 2025.

+ The domestic civil construction sector in 2025 did not perform as forecasted (lower than expected). Demand for materials such as cement, bricks, and tiles was lower than predicted, leading to low demand for coal. The volume and selling price of coal for consumers under the 2025 business plan were not as originally expected, directly impacting the reduction in revenue and profit for the coal trading segment.

**- Comments on 2025 business performance results:**

+ Regarding revenue: Decreased by 27.97% compared to 2024 and reached 70.83% of the plan approved by the General Meeting of Shareholders.

+ Regarding the Company's 2026 revenue structure: Primarily derived from commercial activities (Revenue from sales of goods) accounting for 80.64%; production activities (Revenue from sales of finished goods) accounting for 19.04%; and the remaining other revenue (leasing screening lines, premises) accounting for 0.32%.

+ Profit after tax: The total Company profit after tax in 2025 was 274 million VND, a decrease of 97.71% compared to 2024, reaching 0.46% of the plan. The primary reasons include the decrease in revenue, costs incurred for handling several roadways affected by Typhoon Yagi that were no longer efficient for mining, and tax expenses arising after two tax audits for the periods 2020-2022 and 2023-2024.

+ In 2025, the Company invested over 84 billion VND in repairing, renovating, and upgrading roadways to enhance mining capacity for 2026 and the following years.

**c. Personnel Affairs:**

- Total workforce: 388 employees (at the peak period)
- Total workforce as of December 31, 2025: 274 employees
- Total salary fund for 2025: 80.705.471.369 VND
- Average monthly income per employee: 17.326.207 VND/month

\* Remarks:

In 2025, the Company experienced significant labor fluctuations, with the number of resignations exceeding the number of new recruits. This directly impacted the implementation of operational production plans across units during the months and quarters,



while giving rise to additional costs for vocational training, professional coaching, and occupational safety.

- **For indirect labor:** Employees worked in a stable and professional environment with compensation packages corresponding to their professional competence and work efficiency; the office was fully equipped with tools and facilities to support their work. Furthermore, the Company consistently cared for the employees' well-being, progressively improving and enhancing the quality of shift meals for staff and laborers. The Company also effectively performed inspection and supervision of the Canteen to ensure that shift meals were sufficient in quantity and high in quality to maintain the health of the workforce.

Thực hiện tốt công tác kiểm tra, giám sát đối với Bếp ăn để bữa ăn ca vừa đủ số lượng vừa đạt chất lượng, đảm bảo sức khỏe cho người lao động.

- **For direct labor:**

Upon recruitment, the Company organized training and coaching courses to supplement vocational knowledge and skills in areas such as roadway excavation, coal mining, transportation, and electromechanics. Special emphasis was placed on training in Occupational Safety and Hygiene (OSH). The Company also assigned mentors for on-the-job training and conducted assessments before assigning specific tasks.

In 2025, the Company continued to invite competent and specialized authorities to organize classes and training courses on OSH, equipment operation, coal mining, and the management and storage of industrial explosives. Following these training courses, all workers were assessed and granted vocational certificates.

## **2. 2026 Business Plan.**

### **a. Favorable conditions:**

- Due to the influence of global political situations (conflicts) and changes in the supply and prices of oil and gas on the world market, domestic demand for coal is forecasted to rise sharply. Selling prices are expected to approach global market rates; therefore, the coal business plan is projected to be more effective than in 2025.

- In 2026, several large-scale real estate "mega-projects," key railway projects, and satellite cities will be deployed domestically. It is expected that the demand for construction materials such as cement, bricks, and tiles will increase dramatically compared to previous years. Consequently, the demand for coal as a production fuel will also rise.

Since 2023, the Company has maintained a contract to supply coal in large volumes to the Chinfon Cement Plant in Hai Phong. During the negotiation of the 2026 contract addendum, the partner has requested the Company to consider increasing the monthly coal supply volume to ensure the plant's production capacity

### **b Difficulties:**

The following difficulties are anticipated in 2026:

- High transportation fuel costs (Diesel) will impact the logistics costs factored into each ton of coal across production stages (transportation stage). Concurrently, this will increase the cost of transporting raw materials and supplies to the pit heads. These issues will lead to higher production costs.



- The shortage of direct production labor, which began in 2025, is expected to continue posing recruitment challenges in 2026. This will affect the progress of roadway preparation (development) and the total output of extracted coal.

- Weather forecasts for 2026 indicate heavy rainfall, which will create difficulties for underground mining operations as rainwater seeps into production areas. This increases the risks to occupational safety and hygiene and raises costs for shoring, reinforcement, and water drainage/pumping.

### c. 2026 Plan.

2026 Business Performance Plan Indicators:

No.	Indicators	Unit	Year 2026
<b>I</b>	<b>Coal Production</b>	<b>Tons</b>	<b>180.000</b>
<b>II</b>	<b>Coal Trading</b>		
1	Coal produced from mines	Tons	180.000
2	Commercial coal	Tons	400.000
<b>II</b>	<b>Financial Indicators</b>		
<b>1</b>	<b>Revenue</b>	<b>VND</b>	<b>1.014.900.000.000</b>
1.1	Revenue from coal	VND	944.900.000.000
1.2	Other revenue	VND	70.000.000.000
<b>2</b>	<b>Profit before tax</b>	<b>VND</b>	<b>16.045.000.000</b>
<b>3</b>	<b>Profit after tax</b>	<b>VND</b>	
<b>3</b>	<b>Profitability Ratios</b>		
	- Profit margin (Profit before tax/Revenue)	%	1,58
	- ROA (Profit after tax/Average total assets)	%	1,1
	- ROE (Profit after tax/Average equity)	%	1,08
<b>4</b>	Implementing 04 coal exploration schemes at Nuoc Vang Coal Mine (to the bottom of coal seams) to establish projects for expansion and increasing mine capacity to 500.000 tons/year	VND	400.000.000.000

### d. Key Solutions for Implementing the 2026 Business Performance Plan:

- Equipment and mechanization improvements: Investing in expanding existing roadways to install conveyor belt systems and introducing modern mining equipment for extraction at greater depths with lower costs;

- Market expansion, reputation enhancement, and revenue growth: including the expected signing of coal supply contracts with several major partners such as TM Huy Phuc Co., Ltd., Chinfon Cement Company, CK Development Service Trading Co., Ltd., etc.

- Coordinating with partners for labor recruitment and vocational training for workers to serve production according to the 2026 plan and subsequent years.

- Promoting and implementing outsourcing plans for roadway excavation, exploration, or mining of coal production areas (if necessary), ensuring the progress of production face preparation and coal output as per the granted license.

- Proactively seeking and working with partners, credit institutions... to diversify mobilization channels, especially medium and long-term capital sources with reasonable mobilization costs to meet the demand for investment expansion in 2026 and the following years.

- Organizing the formulation and implementation of specific production organization plans for each coal mine based on: streamlining the indirect management apparatus; re-



calculating in detail each opening method and production stage organization to reduce production costs; continuing solutions for material savings, improving labor productivity, and reducing coal loss ...;

The above is the report from the Board of General Directors of Hop Nhat Joint Stock Company to the General Meeting of Shareholders regarding the 2025 Business Performance Results and the 2026 Business Performance Plan.

The Board of General Directors respectfully submits this report to the 2026 Annual General Meeting of Shareholders.

**Recipients:**

- 2026 General Meeting of Shareholders.
- Company Archives..

**GENERAL DIRECTOR**



*Bac Ninh, April, 28, 2026*

## **REPORT**

### **Self-assessment report on the performance of the Supervisory Board and Supervisors in 2025 and the activity plan of the Supervisory Board for 2026**

**Respectfully submitted to: The General Meeting of Shareholders of the Company 2026 - Hop Nhat Joint Stock Company**

In accordance with the functions and duties of the Supervisory Board (SB) as prescribed by the Law on Enterprises and the Company's Charter, the Supervisory Board of Hop Nhat Joint Stock Company (AAH) respectfully submits to the General Meeting of Shareholders the Self-Assessment Report on the Performance of the Supervisory Board and Supervisors in 2025, together with the Supervisory Board's Activity Plan for 2026, as follows:

#### **I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025**

##### **1. Structure of the Supervisory Board**

Currently, the Supervisory Board consists of 03 members, including 01 Head of the Supervisory Board and 02 Supervisory Board members.

No	Full Name	Position
1	Mrs. Hoang Thi Lien	Head of the Supervisory Board
2	Mrs. Vu Thi Thanh Hang	Supervisory Board members
3	Mrs. Nguyen Thi An	Supervisory Board members

##### **2. Activities of the Supervisory Board**

In 2025, the Supervisory Board carried out its duties and activities in accordance with the Company's Charter and in compliance with relevant legal regulations. Specifically, the following tasks were implemented:

- Organized meetings of the Supervisory Board to agree on the activity plan for 2025;
- Appraised the management and business operations of the Board of Directors (BOD) and Executive Board; monitored the implementation of the 2025 Annual General Meeting of Shareholders' (AGM) Resolution and the Resolutions of the BOD;



- Supervised the activities of the BOD and Executive Board to ensure compliance with the laws and the Company's Charter in the management and administration process;

- Conducted working sessions to examine the reasonableness, legality, truthfulness, and prudence in the management and operation of business activities; assessed the consistency, coherence, and appropriateness of the accounting, statistics, and financial reporting systems;

- Participated in meetings of the BOD and several meetings of the Company's leadership regarding the 2025 business plan and reports on the implementation of the plan;

- Reviewed the completeness, legality, and accuracy of the Company's quarterly/semi-annual/annual financial statements and the evaluation reports on the management performance of the BOD and General Director, which were presented at the AGM;

- Monitored the compliance with the Company's internal expenditure regime;

- Monitored the compliance with laws and the Company's regulations on the purchase and sale of goods and products;

- Coordinated with BDO Vietnam Auditing Co., Ltd. to review and audit the Company's financial statements for the first six months and the full year of 2025;

- Performed other tasks as prescribed by the Company's Charter.

### 3. Meetings of the Supervisory Board

The Supervisory Board held 02 meetings.

No	Member of the Supervisory Board / Audit Committee	Number of meetings attended	Meeting attendance rate	Voting rate	Reason for not attending the meeting
1.	Mrs. Le Thi Bich Yen	1/2	50%	50%	Relieved from duty on May 29, 2025
2.	Mrs. Hoang Thi Lien	1/2	50%	50%	Appointed on May 29, 2025
3.	Mrs. Vu Thi Thanh Hang	2/2	100%	100%	

4.	Mrs. Nguyen Thi An	2/2	100%	100%	
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#### **4. Remuneration, Operating Expenses, and Other Benefits of the Supervisory Board and Its Members.**

Operating expenses and other benefits of the Supervisory Board and its members were implemented in accordance with the Company's regulations and internal policies. The specific remuneration is as follows:

No	Position	Monthly Remuneration per Person (VND)
1	Head of the Supervisory Board	3,000,000
2	Supervisory Board members	1,000,000

## **II. WORK PLAN OF THE SUPERVISORY BOARD FOR 2026**

1. Stabilize the organizational structure and assign appropriate tasks to the members of the Supervisory Board for 2026;

2. Maintain regular and periodic supervision activities in accordance with legal regulations. Closely coordinate with the Board of Directors and the Executive Board in performing assigned duties, focusing primarily on prevention and risk mitigation, ensuring that all company activities comply with applicable laws;

3. Review and supervise the quarterly, semi-annual, and annual financial statements; monitor the implementation of Resolutions and Decisions of the Board of Directors and the Executive Board according to the annual work plan, ensuring full compliance with legal provisions.

## **III. RECOMMENDATIONS OF THE SUPERVISORY BOARD**

In order to achieve the targets for 2026 approved by the Annual General Meeting of Shareholders, and to minimize errors and risks in the management and operation of the Company's business activities, the Supervisory Board hereby makes the following specific recommendations and proposals:

1. The Board of Directors and the Executive Board should continuously enhance corporate governance and management efficiency, creating favorable conditions to maximize the capabilities of the management team. This will help the Company maintain stable development, fulfill and exceed the business and financial targets assigned by the General Meeting of Shareholders, and ensure the lawful interests of the Company and its shareholders.

2. Priority should be given to mobilizing and focusing both internal and external resources to implement and complete investment projects effectively and efficiently, aligned with the Company's development goals.



3. Appropriate measures should be developed to optimize the use of capital in accordance with the Company's production and business activities at each specific point in time.

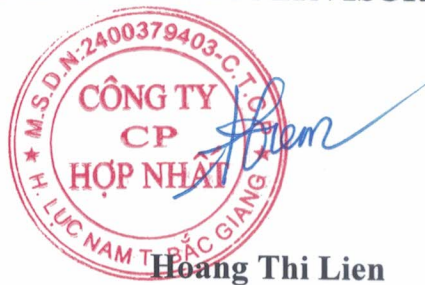
4. The Company should continue to improve its existing internal processes and regulations to ensure compliance with the Law on Enterprises, the Company's Charter, relevant legal provisions, and practical business conditions, in order to operate efficiently and lawfully.

5. Strengthen training and development of human resources, and formulate personnel policies appropriate to current conditions and the Company's development strategy.

6. Ensure the effective implementation and maintenance of workplace safety, security, and fire prevention measures to minimize potential risks.

The above is the Self-Assessment Report on the Activities of the Supervisory Board and its Members in 2025, along with the Work Plan of the Supervisory Board for 2026, respectfully submitted to the General Meeting of Shareholders.

**ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE SUPERVISORY BOARD**



**Hoang Thi Lien**

No.: 03/2026/BC.BKS.AAH

*Bac Ninh, April, 28, 2026*

**REPORT OF THE SUPERVISORY BOARD**  
**On the Company's Business Results, the Performance of the Board of Directors**  
**and the General Director**

**To: The General Meeting of Shareholders of the Company 2026 - Hop Nhat  
Joint Stock Company**

Performing the functions and tasks of the Board of Supervisors (BOS) according to the provisions of the Enterprise Law and the Company Charter, the BOS of Hop Nhat Joint Stock Company (AAH) would like to report to the 2026 Annual General Meeting of Shareholders on the company's business results, the performance of the Board of Directors, Director or General Director as follows:

**1. Report on the company's business results**

- The Supervisory Board agrees with the 2025 Business Performance Report of the Company's Executive Board submitted to the General Meeting of Shareholders. The Supervisory Board agrees with the Projected targets for the 2026 business and production plan as well as the basis for planning stated in the Report of the Company's Executive Board.

- The Board of Supervisors agrees with the figures on the company's business results reflected in the Company's audited 2025 financial statements. The financial statements fully reflect the company's production, business and financial situation, presented according to the prescribed reporting forms.

The report has honestly and reasonably reflected in all material aspects the financial situation as of December 31, 2025. The Company's 2025 financial report has been audited in accordance with the provisions of the Charter and the Resolution of the 2025 General Meeting of Shareholders, conducted by BDO Vietnam Auditing Company Limited.

**2. Assessment report on transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) operating within the past three (03) years.**

In 2025, the company made transactions with companies in which members of



the Board of Directors, General Director, and other executives of the company were business managers in the last 3 years prior to the transaction. The company has carried out procedures for these transactions in accordance with regulations and information disclosure regulations. All of the above transactions of the company are fully explained in the company's Financial Statements.

### **3. Board of Directors:**

- During the process of monitoring the management and operation activities of the Board of Directors in 2025, the Supervisory Board did not see anything unusual in the activities of the company's Board of Directors;

- The Board of Directors' report fully and honestly reflects the company's operations and management, the documents and resolutions of the Board of Directors in accordance with the Enterprise Law and the Company's Charter. After reviewing the resolutions of the General Meeting of Shareholders and the minutes of the Board of Directors' resolutions, the Supervisory Board agrees with the Board of Directors' report on management and administration in 2025 submitted to the General Meeting of Shareholders.

### **4. General Director, Executive Board**

- During the process of monitoring the operations of the General Director and the Board of Directors in 2025, the Supervisory Board did not find anything unusual in the operations of the General Director and the Executive Board;

- In 2025, the General Director and the Executive Board actively and proactively implemented the production and business plan according to the Resolution of the Board of Directors and the Resolution of the General Meeting of Shareholders;

- The company's Board of Management has fully fulfilled its tax obligations to the State, social insurance, implemented good policies with labor, and always cared for the lives of employees.

### **5. Evaluation of the coordination between the Supervisory Board and the Board of Directors, the General Director, the Executive Board and shareholders:**

In 2025, the Supervisory Board attended all meetings of the Board of Directors and a number of meetings of the Board of Management and the Executive Board, and gave opinions on the policies and decisions of the Board of Directors and the Executive Board to ensure that the policies and decisions are issued in accordance with the provisions of law and ensure the interests of the company.

The Supervisory Board also received documents during the direction and operation of the Board of Directors and the Board Management, and provided feedback and discussions to ensure that the operation process was carried out in accordance with the Resolution of the General Meeting of Shareholders.

In 2025, the Supervisory Board also received attention and support from the Board of Directors and the Board of Management of the company regarding facilities and working conditions for inspection and control work.

The Board of Directors, Executive Board and Supervisory Board always exchange information and issues related to the company's general operations.

During the year, the Board of Supervisors did not receive any comments or suggestions from shareholders.

#### **6. Conclusion:**

Through supervision, the Supervisory Board assessed that the management and operation activities of the Board of Directors and the Executive Board of the company in 2025 complied with the law and the Charter of organization and operation of the company.

Above is the Report of the Board of Supervisors on the company's business results, the performance of the Board of Directors, Director or General Director respectfully submitted to the General Meeting of Shareholders.

**ON BEHALF OF THE SUPERVISORY BOARD**

**HEAD OF BOARD**



**Hoang Thi Lien**



No: 04/2026/BC.HDQT.AAH

*Bac Ninh, April, 28, 2026*

**THE EVALUATED REPORT OF INDEPENDENT BOARD  
MEMBER ON THE ACTIVITIES OF THE BOARD OF**

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**DIRECTORS IN 2025**

**Dear: The General Meeting of Shareholders of the Company 2026 - Hop Nhat  
Joint Stock Company**

Assessing the performance of the company's Board of Directors in 2025, the independent members of the Board of Directors have the following general comments:

- The Board of Directors has worked responsibly and transparently in management, complying with the regulations for public companies. The Board of Directors meeting was convened appropriately and implemented in accordance with the automatic regulations in the Charter and Internal Regulations on corporate governance. The meeting content was discussed, fully and carefully evaluated by the Board members to provide directions and solutions that bring the highest benefits to the company.
- Issues related to business strategy, market expansion, technology investment and management system development are regularly reviewed and evaluated by the Board of Directors in regular meetings.
- All decisions of the Board of Directors at meetings are approved by the Board of Directors based on the majority principle, and the meeting minutes are fully prepared and signed by the Board members attending the meeting.

**1. The organizational structure**

In 2025, the Board of Directors will have a total of 05 members, including 1 independent member.

All members of the Board of Directors fully and actively participate in planning, compliance control, strategic review activities, ensuring good corporate management practices.

**2. The mechanism for operating:**

- In 2025, the Board of Directors held .... meetings. The meetings of the Board of Directors were convened and held with a specific schedule, fully prepared documents, in compliance with the provisions of the Company Charter and the provisions of law. The content of the meetings was discussed, commented on, and evaluated fully and carefully by the members of the Board of Directors.
- Issues related to strategy, business plan, finance, corporate culture, and building a management system in the Company are all discussed and closely controlled between the Board of Directors and the Executive Board.
- Changes in investment plans and new strategies are all independently researched, scientifically based and debated between the Board of Directors and the Executive Board.

### **3. The results of management and supervision work :**

- Overall, the Board of Directors has performed its role well in implementing the plans, policies and strategic directions set forth by the General Meeting of Shareholders.
- The Board of Directors has complied with corporate governance regulations, convened regular and extraordinary meetings to promptly direct and issue decisions appropriate to the actual situation.
- The Board of Directors has properly performed its role and responsibility in directing, supporting, and supervising the Executive Board in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations, while harmonizing the interests of the Company and shareholders.
- Board members holding positions in the Executive Board regularly attend regular and extraordinary meetings of the BOD. Important decisions of the BOD are analyzed, criticized and consulted by Board members/Chairman of the Board of Directors to ensure the interests of the Company.
- Board members proactively identify their roles and responsibilities to support the Board of Directors and share experiences, interact, and exchange with the Board of Directors on corporate management.

### **4. Conclusion:**

- The Board of Directors has fully performed its functions and duties, provided appropriate orientation and timely direction to ensure effective use of resources to achieve the targets assigned by the General Meeting of Shareholders, on the basis of compliance with the provisions of law and the Company's Charter.
- In addition to performing the management and supervision functions of the Executive Board, the Board of Directors has closely coordinated with the Executive Board to find solutions to overcome difficulties in production and business, and to speed up the progress of putting the new factory into trial



operation on schedule.

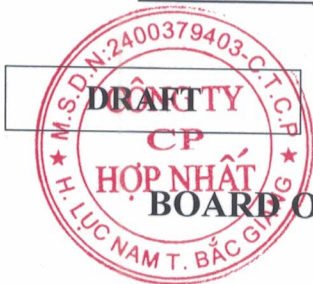
- In general, in 2025, although greatly affected by the difficult economic situation, with a high sense of responsibility, solidarity, and cooperation in performing tasks honestly and carefully, the Board of Directors has implemented drastic solutions in supervising and directing the Executive Board to implement the resolutions of the General Meeting of Shareholders, the Board of Directors' resolutions and ensuring the interests of the company and shareholders.

Presenting our report to the General Meeting of Shareholders, we respectfully wish thee Meeting success!

**INDEPENDENT BOARD MEMBER**



**VI THANH CHINH**



**REGULATIONS ON THE ELECTION OF  
BOARD OF DIRECTORS MEMBERS FOR THE 2022–2027 TERM  
HOP NHAT JOINT STOCK COMPANY**

**Article 1. Objectives:**

1. To ensure compliance with applicable laws and the Company's Charter
2. To ensure the principles of openness, democracy, transparency, and the legitimate rights and interests of all shareholders and candidates.

**Article 2. Subjects Entitled to Participate in the Election:**

Shareholders owning voting shares or authorized representatives of shareholders owning voting shares, as recorded in the shareholder list of Hop Nhat Joint Stock Company finalized on April 28, 2026.

**Article 3. Standards and Conditions for Members of the Board of Directors (BOD):**

A member of the Board of Directors must satisfy the following standards and conditions:

1. Not being subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
2. Possess professional qualifications and experience in business administration or in the company's business field, industry, or profession, and are not necessarily shareholders of the company, unless otherwise stipulated in the company's charter;
3. Not being a family member of the General Director or other managers;
4. May concurrently serve as a member of the Board of Directors of another company;
5. Not being a family member of the managers of the Company or its parent company; representatives of enterprise capital contributions; or representatives of state capital contributions in the parent company and the Company.

**Article 4. Number of Members of the Board of Directors to be Elected:**

The number of members of the Board of Directors of Hop Nhat Joint Stock Company to be elected at this General Meeting of Shareholders is 01 member.

**Article 5. Rights to Nominate and Self-Nominate Candidates for the Board of Directors:**

A shareholder or group of shareholders holding 10% or more of the voting ordinary shares shall have the right to nominate a maximum of 01 candidate.

**Article 6. Dossiers for Nomination and Self-Nomination of Candidates for the Board of Directors**



1. Application for Candidacy (for self-nominated shareholders) or Nomination Form (for candidates nominated by eligible shareholders/shareholder groups) (must follow the prescribed form and bear the Company's seal);
2. Resume (autobiographical) completed by the candidate (in the form prescribed by the Company);
3. Certified true copy of: Identity Card/Citizen Identity Card;
4. Certified true copy of: Educational and Professional Qualification Certificates/Degrees.

Note: Candidates and shareholders nominating candidates for membership of the Board of Directors shall be fully responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of their nomination and candidacy dossiers. Elected candidates undertake to complete and provide all required documents in accordance with the above regulations.

#### **Article 7. Ballots and Voting Instructions**

1. List of Candidates for the Board of Directors: The list of candidates for the Board of Directors shall be arranged in alphabetical order by name, with full names stated on the ballot paper.
2. Ballots and Voting Instructions
  - Ballots shall be printed in a uniform format and indicate the total voting rights corresponding to each shareholder code;
  - Shareholders or their authorized representatives shall receive ballots for the election of Board of Directors members according to their shareholder code (share ownership and/or authorized shares);
  - In case of any error in filling out the ballot, shareholders may request the Vote Counting Committee to issue a replacement ballot;
  - Shareholders or their authorized representatives must personally write the number of votes cast for each candidate in the blank space corresponding to such candidate on the ballot paper.

3. Cases of Invalid Ballots

- Ballots not in the form prescribed by the Company or without the Company's seal;
- Ballots containing erasures, alterations, or additional names not included in the list of candidates approved by the General Meeting of Shareholders prior to voting; Ballots in which the total number of votes cast for candidates exceeds the total voting rights held by such shareholder (including owned shares and/or authorized shares).

#### **Article 8. Principles and Methods for Electing Members of the Board of Directors:**

1. The election of members of the Board of Directors shall be conducted by voting using the cumulative voting method.
2. Each shareholder shall have a total number of votes corresponding to the number of shares owned or represented multiplied by the number of members to be elected to the Board of Directors (01 member).

3. Upon receiving the ballot, shareholders or their representatives must re-check the number of shares and the total number of votes indicated on the ballot. In case of any discrepancy, they must immediately notify the organizers at the time of receipt.

4. On each ballot for the election of Board of Directors members, shareholders may select a maximum of 01 candidate for the Board of Directors.

5. Shareholders shall elect members of the Board of Directors by filling in the number of votes corresponding to each candidate, provided that the total number of votes cast on each ballot does not exceed the number of shares owned or authorized multiplied by 01.

6. Voting methods: Shareholders have the right to:

- Allocate all of their votes to one candidate; or
- Distribute their votes among candidates at their discretion, provided that the total number of votes cast for all candidates is less than or equal to the shareholder's total voting rights.

7. The following ballots shall be considered invalid:

- Ballots not issued by Hop Nhat Joint Stock Company;
- Ballots without the seal of Hop Nhat Joint Stock Company;
- Ballots in which the total votes cast for Board of Directors members exceed the voting rights prescribed in these Regulations;
- Ballots containing names other than those included in the list of candidates approved by the General Meeting of Shareholders;

8. In the event of any mistake in voting selection, shareholders may contact the Organizing Committee to request a replacement ballot and must return the original ballot. Replacement ballots due to mistakes shall only be accepted before the Vote Counting Committee announces the voting results.

#### **Article 9. Principles for Determining Elected Candidates to the Board of Directors**

1. The election results for Board of Directors members shall be determined based on the percentage of votes received out of the total voting shares, ranked from highest to lowest, starting with the candidate receiving the highest number of votes until the required number of members specified in these Regulations is filled. In the event that two or more candidates receive an equal number of votes for the final position, the General Meeting of Shareholders shall conduct a re-election among those candidates with equal votes.

2. The candidate elected to the Board of Directors shall be the candidate receiving the highest number of votes, ranked from highest to lowest.

3. Any issues arising during the election process shall be submitted to the General Meeting of Shareholders for consideration and decision.

#### **Article 10. Rights and Obligations of the Vote Counting Committee:**

1. The Vote Counting Committee shall consist of members nominated by the Chairperson and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee must not be persons listed as nominees or candidates for the Board of Directors.

2. The Vote Counting Committee shall be responsible for:



- Announcing the voting, election, and vote-counting procedures;
- Introducing the ballots and guiding attending shareholders on their use, as well as distributing and collecting ballots;
- Announcing the list of candidates for additional election to the Board of Directors;
- Counting votes and compiling the results. The Vote Counting Committee must prepare vote-counting minutes and shall be responsible before the Chairperson and the General Meeting of Shareholders for the performance of its duties;
- Reporting the vote-counting results to the Chairperson and the General Meeting of Shareholders;
- Performing other assigned duties.

#### **Article 11. Principles for Voting and Vote Counting**

1. The Vote Counting Committee shall inspect the ballot box in the presence of shareholders
2. Voting shall commence once the distribution of ballots has been completed and shall end when the last shareholder has cast their ballot into the ballot box;
3. Vote counting must be conducted immediately after the voting process ends;
4. The vote-counting results shall be recorded in writing and announced by the Head of the Vote Counting Committee before the General Meeting of Shareholders.

#### **Article 12. Other Provisions**

Any complaints regarding the election or vote counting shall be resolved by the Chairperson during this General Meeting of Shareholders. Complaints raised outside the meeting shall not be considered or resolved.

These Regulations shall be publicly read at the General Meeting of Shareholders and shall take effect immediately upon approval by the General Meeting of Shareholders.

The above constitutes the full Regulations on the election of additional members of the Board of Directors for the 2022–2027 term at the 2026 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company.

Respectfully submitted!

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

**DANG QUOC LICH**

1/1

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

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*Bac Ninh, May, 05, 2026*

**RESIGNATION LETTER**

**To: - General Meeting of Shareholders of Hop Nhat Joint Stock Company**  
**- Board of Directors of the Company**

My name is: **DAO NGOC THAO**

Date of birth: August 18, 1973, Citizen Identification No.: 022073010479, issued on 28/06/2021

Address: Group 32, Zone 5, Trung Vuong, Uong Bi City, Quang Ninh Province

I would like to respectfully present at the General Meeting of Shareholders the following matter:

I was elected by the General Meeting of Shareholders as a member of the Board of Directors of Hop Nhat Joint Stock Company for the 2022–2027 term, during my tenure as a member of the Board of Directors, I have always endeavored to fulfill my duties well. However, due to personal reasons, I am unable to continue serving as a member of the Company's Board of Directors.

Therefore, I respectfully request the General Meeting of Shareholders to consider and approve my resignation, and to issue a decision relieving me of my position as a member of the Board of Directors at the earliest possible time.

I sincerely thank the General Meeting of Shareholders and the Company's Board of Directors for their trust and for assigning me this responsibility, and for supporting me in successfully completing my duties.

I respectfully ask the General Meeting of Shareholders to consider and approve this request!

Respectfully yours!

**APPLICANT**



**DAO NGOC THAO**