



TRUONG PHU JOINT STOCK COMPANY
Phuc Dien Industrial Park, Mao Dien, Hai Phong
Tel: 024 39878258

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



No.: 04/NQ-HDQT/26

Hanoi, September 29th 2026

RESOLUTION OF THE BOARD OF DIRECTORS

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 passed on June 17th, 2020;
- Minutes of the Board of Directors Meeting No. 04/BBH-HDQT/26 dated September 29th 2026;
- The Charter of Truong Phu Joint Stock Company;
- The actual business and production operations of the Company.

DECISION:

Article 1. To approve the re-appointment of Mr. Le Thanh Son to continue holding the position of General Director of Truong Phu Joint Stock Company for a 5-year term from 2026 to 2031.

Article 2. This Resolution shall take effect from the date of signing.

Article 3. Members of the Board of Directors, the Board of Management, and Mr. Le Thanh Son shall be responsible for implementing this Resolution.

Recipients:

- As Article 3;
- Archived.

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

(Signed, sealed, and full name stated)



Lương Hoài Nam



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No.: 04/BBH-HDQT/26

MINUTES OF BOARD OF DIRECTORS MEETING

Re: Re-appointment of the General Director of the Company

Time of meeting: At 10:00 AM on September 29th 2026, at the Representative Office of Truong Phu Joint Stock Company: No. 10, BT2, Bac Linh Dam, Dinh Cong Ward, Hanoi.

Attendees included:

- | | |
|------------------------|---|
| - Mr. Luong Hoai Nam | - Chairman of the Board of Directors |
| - Mr. Le Thanh Son | - Member of the Board of Directors cum General Director |
| - Mr. Ho Duc Thanh | - Member of the Board of Directors |
| - Mr. Nguyen Duc Chien | - Member of the Board of Directors |
| - Mr. Nguyen Hong Viet | - Member of the Board of Directors |

Absentees: None

Chairperson: Mr. Luong Hoai Nam

Secretary: Ms. Le Phuong Thao

The number of participating members reached 5/5 members of the Board of Directors, satisfying the conditions to conduct the meeting.

Meeting content:

The Board of Directors heard Mr. Luong Hoai Nam - Chairman of the Board of Directors present the proposal regarding the re-appointment of Mr. Le Thanh Son to the position of General Director of the Company, specifically as follows:

Reason: Pursuant to Clause 2, Article 162 of the Law on Enterprises 2020 and Clause 2, Article 30 of the Company's Charter, the term of the General Director is 5 years and may be re-appointed for an unlimited number of terms. Considering the management performance and outstanding contributions of Mr. Le Thanh Son to the development of the Company's business and production operations over the past period, the Chairman of the Board of Directors proposed to re-appoint Mr. Le Thanh Son to hold the position of General Director for the next term.

The Board of Directors discussed and voted to collect opinions on this content.



Voting results:

- In favor: 5/5 votes (reaching 100% of the total votes of attending members).
- Against: 0 votes.
- No opinion: 0 votes.

The Board of Directors unanimously approved the following content:

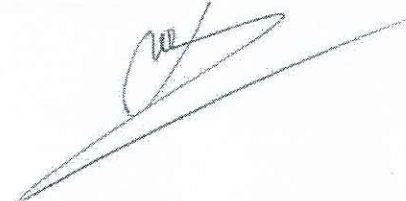
To re-appoint Mr. Le Thanh Son to continue holding the position of General Director of Truong Phu Joint Stock Company for a 5-year term from 2026 to 2031.

The meeting ended at 12:00 PM on the same day. All attending members have read, agreed, and signed below:

Chairman


Luong Hoai Nam

Member


Le Thanh Son

Member


Ho Duc Thanh

Member


Nguyen Duc Chien

Member


Nguyen Hong Viet

Secretary


Le Phuong Thao