



HAGL Agrico

No.: 41/26/NQ-HĐQT/HAGL Agrico

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Gia Lai, date 01 month 10 year 2026

RESOLUTION BOARD OF DIRECTORS

HOANG ANH GIA LAI AGRICULTURAL JOINT STOCK COMPANY

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, amended and supplemented by Law No. 76/2025/QH15 dated June 17, 2025, and guiding documents for its implementation;
- Based on the Articles of Association of Hoang Anh Gia Lai Agriculture Joint Stock Company (“the Company”);
- Based on the Minutes of the Board of Directors Meeting of HAGL Agrico Company No. 41 /26/BB-HĐQT/HAGL Agrico dated 01 / 10 /2026.

RESOLUTION:

Article 1. Approval of the dismissal of the following individual from the position of Deputy General Director of the Company:

- Mr.: **PHAN BA CUONG**
Date of birth: Ethnicity: Nationality:
Citizen ID No.: Date of issue:
Issuing authority:
Permanent residence address:
Ceasing to hold the position of **Deputy General Director** effective from 01/10/2026
- Mr. Phan Ba Cuong is responsible for handing over duties related to the position he held and is accountable to the Company and before the law for the work performed during his tenure.

Article 2. Mr. Tran Ba Duong - Chairman of the Board of Directors is authorized to sign the necessary documents and paperwork regarding the change of personnel holding the position of Deputy General Director of the Company.

Article 3. Effectiveness and Enforcement

This Resolution takes effect from the date of signing. Members of the Board of Directors, the Board of Management, and relevant departments are responsible for implementing this Resolution./.

ON BEHALF OF THE BOARD OF DIRECTORS CHAIRPERSON BOARD OF DIRECTORS

Recipient:

- As per Article 3;
- Board of Directors, Supervisory Board (for reporting purposes);
- Saved: VP.HĐQT.

(Signed)

Tran Ba Duong

