

HOP NHAT JOINT STOCK COMPANY
Stock code AAH



MATERIALS

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

(Attached to the Information Disclosure Notice No. 43/2026/CV-AAH
dated May 06, 2026 of Hop Nhat Joint Stock Company)



Bac Ninh, May 6, 2026

No.: 43/2026/CV-AAH

Bac Ninh, May 6, 2026

INFORMATION DISCLOSURE

Dear: - State Securities Commission
- Hanoi Stock Exchange

1. Name of organization: HOP NHAT JOINT STOCK COMPANY

Stock Code: AAH

Headquarters: Van Non Hamlet, Luc Son Commune, Bac Ninh Province, Vietnam.

2. Type of information disclosure:

24 hours 72 hours Request Extraordinary Periodic

3. Contents of information disclosure:

Hop Nhat Joint Stock Company hereby announces the organization of the Annual General Meeting of Shareholders for 2026 as follows:

- Time: 8:00 AM on May 31, 2026

- Location: Xuan An Residential Group, Phuong Son Ward, Bac Ninh Province, Vietnam.

4. This information is published in detail on the company's official website at the following link: <http://thanhophnhat.com/>

We hereby undertake that the information disclosed above is true and accurate, and we take full legal responsibility for the content of the disclosed information

Attached documents:

- As above;
- Supervisory Board of the Company;
- Board of General Directors of the Company;
- Company archive.

REPRESENTATIVE OF THE ORGANIZATION



Pham Huu Bao

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

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. 03/2026/BBH-HDQT dated May 06, 2026 of the Board of Directors of Hop Nhat Joint Stock Company.

RESOLVES:

Article 1. To decide on matters relating to the operations of the Board of Directors of Hop Nhat Joint Stock Company.

To approve the Report on the operational results of the Board of Directors for the first quarter of 2026 and the operational plan for the second quarter of 2026.

Article 2. To approve the time and venue for the 2026 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company.

1. Time: May 31, 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 3. 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 4. 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 5. 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 6. 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: 01 /2026/TM-HDQT

Bac Ninh, date 06 month 05 year 2026

INVITATION LETTER
TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

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.

- 1. Time: 8:00 AM, May 31, 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 May 29, 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 May 6, 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.
- 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, May 31, 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
OPENING THE GENERAL MEETING	1.1 Welcoming delegates, invited guests, and shareholders. 1.2 Verifying shareholder status and distributing documents to shareholders. 1.3 Statistical report on the number of shareholders attending the meeting.	8:00 to 8:30	RECEPTION COMMITTEE
	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. 1.6 Approval of the Working Regulations of the General Meeting.		HEAD OF SUPERVISORY BOARD
	1.7 Introduction of the Presidium, Secretariat, and Ballot Counting Committee.		ORGANIZING COMMITTEE
	CONTENT	2.1 Introduction and approval of the Meeting Program.	9:00 to 9:45
2.2. Presentation and approval of documents:			
- 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;		
	- Proposal for approval of the 2025 Audited Financial Statements		GENERAL DIRECTOR

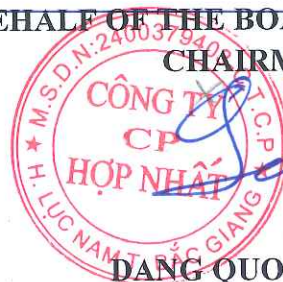


CONTENT	- Proposal on the total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board; - Proposal to approve the list of independent auditing firms; deciding on the selection of an independent auditing firm to perform the audit of the Company's Financial Statements for the year 2026; - Proposal for the approval of the dismissal and supplementary election of members of the Board of Directors for the 2022-2027 term	9:00 to 9:45	MEMBER OF THE BOARD OF DIRECTORS
	2.3. Discussion & Voting	9:45 to 10:15	PRESIDIUM
	Discussion on the contents of the Reports and Proposals; Voting to approve the contents of the Reports and Proposals.		BALLOT COUNTING COMMITTEE
BREAK	3. Break, Ballot counting	10:15 to 10:30	
CLOSING CEREMONY	4.1. Announcing the results of ballot counting for the approval of Reports and Proposals	10:30 to 11:45	BALLOT COUNTING COMMITTEE
	4.2. Dismissal of members of the Board of Directors Announcing the resignation letters of member Board of Directors		MEMBER OF THE BOARD OF DIRECTORS
	4.3. Election of members of the Board of Directors - Election instructions, filling out ballots - Shareholders perform the election - Counting election ballots		BALLOT COUNTING COMMITTEE
CLOSING CEREMONY	5. Closing section of the General Meeting	11:45 to 12:00	
	Approval of the Meeting Minutes and Resolutions of the General Meeting of Shareholders		SECRETARIAT
	Declaration of the closing of the General Meeting		CHAIRPERSON

Bac Ninh, May 06, 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.DHDCD.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

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
I	Coal Production	Tons	180.000
II	Coal Trading		
1	Coal produced from mines	Tons	180.000
2	Commercial coal	Tons	400.000
II	Financial Indicators		
1	Revenue	VND	1.014.900.000.000
1.1	Revenue from coal	VND	944.900.000.000
1.2	Other revenue	VND	70.000.000.000
2	Profit before tax	VND	16.045.000.000
3	Profit after tax	VND	
3	Profitability Ratios		
	- 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
4	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



PHAM HUU BAO

M.S.D.

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

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**

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.

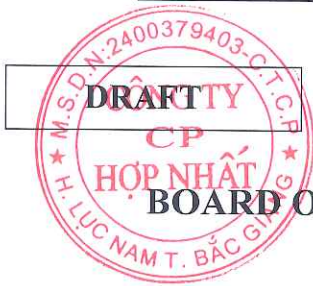
Presenting our report to the General Meeting of Shareholders, we respectfully wish the Meeting success!

INDEPENDENT BOARD MEMBER



VI THANH CHINH

Bac Ninh, date...month....year 2026



**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

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

**HOP NHAT JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness



REGULATION
ON THE ORGANIZATION OF THE 2026 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
HOP NHAT JOINT STOCK COMPANY

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope and subjects of application

1. This Regulation apply to the organization of the 2026 Annual General Meeting of Shareholders (hereinafter referred to as “AGM” or “the Meeting”) of Hop Nhat Joint Stock Company.

2. This Regulation specifically define the rights and obligations of shareholders, shareholder representatives, and participants in the AGM, as well as the conditions and procedures for conducting the AGM.

3. Shareholders, shareholder representatives, and participants in the AGM are responsible for complying with the provisions of this Regulation.

Article 2. Objectives

1. To ensure transparency and openness.
2. To facilitate the successful organization of the AGM in compliance with legal regulations.

CHAPTER II
CONDITIONS FOR ATTENDING THE AGM, RIGHTS AND OBLIGATIONS OF
SHAREHOLDERS AND MEETING PARTICIPANTS

Article 3. Conditions for attending the AGM

Individual and institutional shareholders whose names appear on the list of shareholders as of April 28, 2026, are entitled to attend the Meeting in person or authorize another person to attend on their behalf.

Article 4. Shareholders’ rights at the AGM

1. Shareholders may attend the AGM in one of the following forms:
 - a. Directly attending the AGM.
 - b. Authorize others to attend the AGM. If a shareholder is an organization and does not have a designated representative under Clauses 2 and 4, Article 14 of the 2020 Law on Enterprises, they may authorize another person to attend the AGM. A shareholder

organization owning at least 10% of total ordinary shares may authorize up to three persons to attend the AGM. If multiple representatives are authorized, the number of shares corresponding to each representative must be clearly stated. If not specified, the shares shall be equally divided among the authorized representatives.

2. Be publicly informed by the Organizing Committee of the meeting's agenda and contents.

3. Speak, discuss, and vote on all matters within the AGM's agenda under the authority of the AGM according to the 2020 Law on Enterprises and relevant legal documents.

4. At the meeting, each shareholder or authorized representative will receive a Voting Card and Ballot upon registration with the Shareholder Eligibility Verification Committee.

5. Shareholders or authorized representatives arriving after the Chairperson has declared the meeting open may still attend and vote after completing the registration procedures. In such cases, the Chairperson is not required to pause the meeting, and previous voting results remain valid. The voting rights of such shareholders become effective from the time of their registration. If vote counting is already in progress, such shareholders shall not be entitled to vote in that session. The Vote Counting Committee is responsible for updating the total voting shares at the meeting to calculate the passing ratio for subsequent voting sessions.

Article 5. Shareholders' obligations at the AGM

1. Shareholders or authorized representatives attending the Meeting shall bring the following documents:

a. Identity Card/Citizen Identity Card/Passport or other personal identification documents (if the attendee is an individual). In the case of attending the meeting under authorization, the authorized person must present the Power of Attorney (with notarization/certified signature).

b. Notarized copies: Business Registration Certificate, Identity Card/Citizen Identity Card/Passport or other personal identification documents of the legal representative or authorized representative (if the shareholder is an organization);

A shareholder is only officially allowed to attend and vote at the General Meeting after completing the registration procedures and validly proving their status as a shareholder and/or authorized representative to the Shareholder Qualification Verification Committee.

2. In case a shareholder has authorized another person but does not provide a written notice of revocation of such authorization, that shareholder shall not receive a Voting Card or Ballot at the meeting if the authorized person has already received the Voting Card or Ballot.

3. The authorized person attending the meeting is not allowed to re-authorize a third party.

4. During the meeting, shareholders/representatives of shareholders must comply with

the instructions and direction of the Chairperson, respect the working results of the meeting, behave in a civil and respectful manner, and must not cause disorder.

5. Shareholders and authorized representatives attending the General Meeting must strictly comply with these Regulations; in case of violations, depending on the severity, the Chairperson shall consider and take actions in accordance with Article 146 of the current Law on Enterprises.

6. If a shareholder leaves the meeting before the voting takes place without informing the Vote Counting Committee, such shareholder shall be deemed to have agreed with all matters to be voted on at the General Meeting.

Article 6. Rights and Responsibilities of the Chairperson of the General Meeting

1. The Chairperson and members of the Presidium shall be elected by the General Meeting by a show of voting cards.

2. The Chairperson of the General Meeting shall have the following rights and responsibilities:

a. Preside over and direct the General Meeting; the Chairperson shall take necessary actions to conduct the Meeting in a lawful and orderly manner and ensure that the Meeting reflects the wishes of the majority of attending shareholders;

b. The Chairperson's decisions on procedural, political, or unforeseen issues outside the agenda of the Meeting shall be final and binding;

c. Guide the General Meeting in discussions and voting on matters within the agenda of the Meeting;

d. Present drafts and conclude matters to be voted on by the General Meeting;

e. Respond or assign a member of the Presidium to respond to matters raised by the General Meeting;

f. At any time, the Chairperson has the right to postpone the General Meeting to another time and place (in accordance with the provisions of the Law on Enterprises 2020 and the Charter of Hop Nhat Joint Stock Company once such Charter is approved by the General Meeting) without seeking consent from the Meeting if it is deemed that:

- The conduct of attendees is obstructing or may obstruct the orderly proceedings of the Meeting;

- Or such postponement is necessary to ensure the lawful conduct of the Meeting;

g. The Chairperson has the right to:

- Request all attendees to undergo security checks or other safety measures;

- Request competent authorities to maintain order at the Meeting, and expel any individuals who do not comply with the Chairperson's authority, intentionally disrupt the Meeting, hinder its progress, or fail to comply with security check requirements.

Article 7. Secretariat of the General Meeting

1. The Secretariat shall be nominated by the Chairperson and approved by the General Meeting by vote to assist in the conduct of the Meeting. The Secretariat shall be responsible to the Chairperson and the General Meeting for its assigned duties.

2. The Secretariat shall carry out support tasks as assigned by the Chairperson, and shall have the following responsibilities:

a. Take accurate, truthful, and complete minutes of the proceedings of the General Meeting, draft documents, resolutions, and announcements of the Chairperson to be delivered to shareholders upon request; present the Meeting Minutes and draft Resolutions to the General Meeting.

b. Receive shareholders' requests to speak and complaints (if any).

Article 8. Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee of the General Meeting of Shareholders (hereinafter referred to as the "Eligibility Committee") shall have the following functions and duties:

a. Verify the eligibility of shareholders and their authorized representatives to attend the meeting based on the documents they present: Identification Card/Citizen Identity Card/Passport/Certified copy of the Enterprise Registration Certificate, Invitation Letter, Power of Attorney, and accompanying documents (if any);

b. Distribute Voting Cards, Ballots, and other materials of the General Meeting to shareholders or their authorized representatives;

c. Summarize the results of the verification and report to the General Meeting on the verification of the eligibility of the attending shareholders.

2. In case an attendee does not fully meet the eligibility requirements to attend the General Meeting, the Eligibility Committee has the right to deny such person the right to attend the meeting, to refuse to issue Voting Cards, Ballots, and materials of the General Meeting.

Article 9. Vote Counting Committee

1. The Vote Counting Committee shall be approved by the General Meeting of Shareholders by vote, upon the proposal of the Chairperson.

2. The Vote Counting Committee shall perform the following duties:

a. Guide shareholders on how to use the Voting Cards and Ballots during the General Meeting.

b. Count the number of votes for each category: approval, disapproval, and abstention immediately after the General Meeting votes;

c. Record the voting results of shareholders and their representatives for each matter submitted for approval at the General Meeting;

d. Summarize and report to the Chairperson the matters voted on at the General Meeting;

- e. Summarize the vote counting results and prepare the Vote Counting Minutes for the election of members of the Board of Directors and the Supervisory Board;
- f. Report the vote counting results (Vote Counting Minutes) at the General Meeting;
- g. Hand over the vote counting minutes and all ballots to the Secretary of the General Meeting;
- h. Cooperate with the Chairperson of the General Meeting to review and resolve complaints and denunciations regarding the voting results and report to the General Meeting of Shareholders for decision;
- i. Perform other assigned duties.

CHAPTER III

PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 10. Conditions for Convening the General Meeting

1. The General Meeting of Shareholders (GMS) shall be convened when the shareholders attending the meeting represent more than 50% of the total voting shares, based on the list of shareholders established at the record date for convening the meeting. The Shareholder Eligibility Verification Committee shall announce the number of attending shareholders, the total number of voting shares they represent, and the attendance rate to confirm the validity of the meeting.

2. The meeting is expected to take place within half a day, according to the agenda prepared by the Organizing Committee and adopted at the General Meeting.

3. The General Meeting shall discuss and approve the matters listed in the agenda of the Annual General Meeting of Shareholders 2026.

Article 11. Agenda and Working Contents of the Meeting

1. The agenda and contents of the meeting must be approved by the General Meeting at the opening session. The agenda must clearly specify the schedule for each item.

2. In case of changes to the agenda that was sent along with the meeting invitation, such changes must be approved by the General Meeting of Shareholders.

Article 12. Discussion and questioning at the Meeting

1. Depending on the number of shareholders present and the allocated meeting time, ~~the Chairperson may choose an appropriate method for conducting the meeting.~~ Shareholders may express opinions or raise questions by raising their Voting Cards and with the consent of the Chairperson. Only one shareholder may speak at a time. If multiple shareholders wish to speak simultaneously, the Chairperson shall invite them to speak in turn.

2. Shareholders shall speak briefly and focus on relevant and essential matters in line with the approved agenda. Comments must not violate the law, relate to personal issues, or

exceed the Company's authority. The Chairperson may remind or request shareholders to stay on topic to save time and ensure the quality of the discussion;

3. The General Meeting agrees that each shareholder's speaking time shall not exceed 5 minutes. If this limit is exceeded, the Chairperson may request the shareholder to submit questions or proposals in writing. The Secretariat shall record such input, and the Board of Directors shall respond in writing within five (05) working days from the date of receiving the proposal.

Article 13. Voting Rules and Approval of Resolutions

1. Voting principles:

- a. Vote directly at the General Meeting by holding up the Voting Card;
- b. Voting through the appointment of an authorized person to attend the meeting, then the authorized person attends the General Meeting and votes as a direct shareholder attending the meeting.

2. Resolutions shall be passed if approved by shareholders representing at least 50% of the total voting shares present in person or by proxy at the General Meeting, except for cases specified in Clause 3 of this Article.

3. For matters specified in Clause 1, Article 148 of the 2020 Law on Enterprises, resolutions must be approved by at least 65% of the voting shares of shareholders present in person or by proxy at the General Meeting.

4. Voting methods:

a. Shareholders (or their authorized representatives) shall vote on each agenda item by raising their Voting Cards. The result shall be determined by counting the number of affirmative, dissenting, and abstaining votes.

b. For each issue put to vote, the Chairperson shall ask shareholders in the following order: Approve, Disapprove. If a shareholder does not raise their Voting Card, it shall be deemed as in favor. Each shareholder may only raise their Voting Card once per voting item.

Article 14. Meeting Minutes and Resolutions

1. Meeting Minutes: All proceedings of the General Meeting must be recorded by the Secretariat in the minutes. The minutes shall be read and approved before the meeting is adjourned.

2. Based on the Meeting Minutes and the vote counting results, the Secretary shall compile the data into a draft resolution of the General Meeting. The draft resolution shall be read and approved before the meeting is adjourned.

3. The Meeting Minutes, the appendix of the registered shareholder list, the full text of the approved resolutions, and related materials attached to the meeting invitation shall be archived at the Company's head office as prescribed by law.

CHAPTER IV
MISCELLANEOUS PROVISIONS

Article 15. Order of the General Meeting

1. Shareholders or authorized representatives attending the General Meeting of Shareholders must sit in the correct position or area as guided by the Organizing Committee of the Meeting. They must comply with the seating arrangements set by the Organizing Committee.

2. Shareholders who wish to copy documents or record the meeting must register with the Chairperson and shall be fully responsible in the event of any discrepancies or misinformation compared to the content of the Meeting.

3. Maintain order during the Meeting, and do not use mobile phones during the session. All mobile phones brought into the Meeting must be turned off or set to silent/vibration mode.

4. Comply with the Regulations on Organizing the General Meeting and follow the direction of the Chairperson.

Article 16. In case the General Meeting is unsuccessful

1. In case the Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company cannot be convened due to failure to meet the conditions specified in Article 10 of this Regulation, the second meeting must be convened within 30 days from the intended opening date of the first meeting. The second meeting shall be conducted when shareholders and authorized representatives attending the meeting represent at least 33% of the total voting shares.

2. In case the second meeting still fails to meet the conditions specified in Clause 1 of this Article, a third meeting shall be convened within 20 days from the intended opening date of the second meeting. In this case, the General Meeting shall be conducted regardless of the number of shareholders or authorized representatives attending and shall be deemed valid.

CHAPTER V
IMPLEMENTING PROVISIONS

Article 17. Enforcement effect

1. This Regulation consists of 5 Chapters and 17 Articles, adopted and applied by the Presidium of Hop Nhat Joint Stock Company, and takes effect at the 2026 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company.

2. The Chairperson of the Meeting is responsible for conducting the Meeting in accordance with this Regulation.

3. Shareholders and participants attending the Meeting are responsible for complying

with the provisions of this Regulation.

Recipients:

- Shareholders of the Company;
- Filed at the Company Office

**ON BEHALF OF THE BOARD OF
DIRECTORS
Chairman of the Board of Directors**

Dang Quoc Lich

MS

19

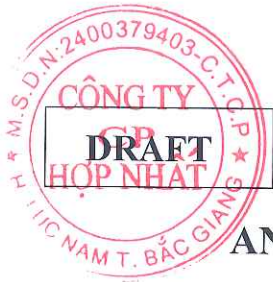
HOP NHAT JOINT STOCK COMPANY

Number:/2026/NQ.DHDCD.AAH

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Bac Ninh, date... month...year2026



RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

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

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter on Organization and Operation of Hop Nhat Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No.2026/BB.DHDCD.AAH date/...../2026.

RESOLVES:

Article 1. To approve the Report of the Board of General Directors on the 2025 business performance results and the 2026 business plan.
(Attached Report)

Article 2. To approve the Report of the Board of Directors on corporate governance and the operational results of the Board of Directors and each member of the Board of Directors in 2025, and the 2026 plan.
(Attached Report)

Article 3. To approve the Report of the Independent Member of the Board of Directors on the activities of the Board of Directors in 2025.
(Attached Report)

Article 4. To approve the Report of the Supervisory Board on the Company's business performance results and the operational results of the Board of Directors and the General Director.
(Attached Report)

Article 5. To approve the Self-assessment Report on the operational performance of the Supervisory Board and Supervisors.
(Attached Report)

Article 6. To approve the audited financial statements for 2025.
(Attached Proposal)

Article 7. To decide on the total remuneration, bonuses and other benefits for the Board of Directors and the Supervisory Board.
(Attached Proposal)

Article 8. To approve the list of independent auditing firms and decide on the independent auditing firm to conduct the audit of the Company's financial statements.
(Attached Proposal)



Article 9. To dismiss a member of the Board of Directors.

Article 10. To elect an additional member of the Board of Directors.

Article 11. Implementation provisions

The General Meeting of Shareholders authorizes the Board of Directors to, based on the actual situation, organize the implementation of this Resolution on the basis of ensuring the highest interests of the Company and its shareholders, and in compliance with the Charter on Organization and Operation of the Company as well as the provisions of law.

This Resolution shall take effect from the date of signing.

Members of the Board of Directors, the Board of General Directors and relevant individuals shall be responsible for implementing this Resolution./.

Recipient:

- Company shareholders;
- CBTT;
- State Securities Commission/Hanoi Stock Exchange;
- Supervisory Board, Board of Directors, General Director;
- Office archives.

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE
BOARD OF DIRECTORS**



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CERTIFICATE OF ATTENDANCE/ AUTHORIZATION TO ATTEND FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS UNITED JOINT STOCK COMPANY

To: Organizing Committee of the 2026 Annual General Meeting of Shareholders United Joint Stock Company

SHAREHOLDER INFORMATION:

Name of individual/organization:

ID/Citizen ID/Enterprise Registration No:

Contact address/Head office address:

Phone number and email:

Number of shares owned:

Citizen ID/Passport No. of the representative (for institutional shareholders):

Issued on:/...../..... Place of issue:

(Shareholder to select one of the following options and check the appropriate box)

1. REGISTER TO ATTEND

2. AUTHORIZATION TO ATTEND

AUTHORIZED REPRESENTATIVE:

Name of individual/organization:

ID/Citizen ID/Enterprise Registration No.:

Contact address/Head office address:

Phone number and email:.....

Number of Authorized Shares:

Authorization content: The authorized person shall represent and act on behalf of the authorizing shareholder to attend and exercise all rights and obligations of a shareholder at the 2026 Annual General Meeting of Shareholders of United Joint Stock Company, corresponding to the number of shares authorized.

This Power of Attorney is effective from the date of signing until the conclusion of the 2026 Annual General Meeting of Shareholders of United Joint Stock Company.

AUTHORIZED REPRESENTATIVE SHAREHOLDER/AUTHORIZING PARTY

Note:

To ensure the success of the General Meeting, kindly submit the Authorization Letter (using the attached form) to the Administration and Organization Department of Hop Nhat Joint Stock Company, at Van Non Hamlet, Luc Son Commune, Bac Ninh Province, no later than 4:00 PM on May 15, 2026.

- In case the Shareholder is an individual, the authorization letter must be signed by that shareholder;

- In case the Shareholder is a legal entity/organization, the authorization letter must be sealed and signed by its legal representative.

HOP NHAT JOINT STOCK COMPANY

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Số: /2026/Submission- Board of Directors

Bac Ninh,, 2026

DRAFT**SUBMISSION****Re: Approval of the Audited financial statements for the year 2025****To: The general meeting of shareholders**

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

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to the Charter of Hop Nhat Joint Stock Company;

The Board of Directors (BOD) respectfully submits to the 2026 Annual general meeting of shareholders (AGM) for approval the Audited financial statements for the year 2025 of Hop Nhat Joint Stock Company, as follows:

The Company's Financial Statements have been audited by BDO Vietnam Auditing Company Limited in accordance with applicable auditing standards, reviewed by the Company's Supervisory Board, and disclosed by the Company on its official website (<http://thanhophnhat.com>), include:

- The Auditor's Report;
- The Balance Sheet as at December 31, 2025;
- The Income Statement for the year 2025;
- The Cash Flow Statement for the year 2025;
- The Notes to the Financial Statements for the year 2025.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Distribution:

- As above;
- Supervisory Board (SB); Board of General Directors (BOGD);
- File: BOD, Office.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

Chairman of the Board of Directors

Dang Quoc Lich

No. /2026/ Submission- Board of
Directors

Bac Ninh,, 2026



SUBMISSION

**Re: Total remuneration, bonuses, and other benefits for the Board of Directors
and the Supervisory Board**

To: The general meeting of shareholders

Pursuant to the Law on Enterprises dated June 17, 2020;
Pursuant to the Law on Securities dated November 26, 2019;
Pursuant to the Charter of Hop Nhat Joint Stock Company;

The Board of Directors (BOD) respectfully submits to the 2025 Annual general meeting of shareholders (AGM) for a decision on the total remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board of Hop Nhat Joint Stock Company as follows:

1. Approval of the payment of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board for 2025 and the payment plan for 2026 as follows:

No.	Position	Quantity	Remuneration paid 2025	Planned remuneration 2026
1	Chairman of the BOD	1	60 millions dong/year	60 millions dong/year
2	Member of the BOD	4	144 millions dong/year	144 millions dong/year
3	Head of the SB	1	36 millions dong/year	36 millions dong/year
4	Member of the SB	2	24 millions dong/year	24 millions dong/year

2. Total Remuneration, Bonuses, and Other Benefits for the Board of Directors and the Supervisory Board for 2026:

- Total amount for the Board of Directors: 204.000.000 dong/year
- Total amount for the Supervisory Board: 60.000.000/year

3. Payment plan for remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board in 2026:

Advance payments shall be made to the Board of Directors and the Supervisory Board within the proposed budget for 2026, with the final settlement presented in the report submitted to the 2027's AGM.

Respectfully submitted to the 2026 Annual general meeting of shareholders for consideration and decision.

Distribution:

- *As above;*
- *Supervisory Board (SB); Board of General Directors (BOGD);*
- *File: BOD, Office.*

**ON BEHALF OF THE BOARD OF
DIRECTORS**

Chairman of the Board of Directors

DANG QUOC LICH

No. /2026/Submission-SB

Bac Ninh,, 2026



SUBMISSION

Re: Selection of an independent audit firm

To: The general meeting of shareholders

Pursuant to the Law on Enterprises dated June 17, 2020;
Pursuant to the Law on Securities dated November 26, 2019;
Pursuant to the Charter of Hop Nhat Joint Stock Company;

The Supervisory Board (SB) respectfully submits to the 2026 Annual general meeting of shareholders (AGM) for a decision on the selection of an independent audit firm to perform the audit of the Company's operations, as follows:

1. Criteria for selecting an independent audit firm:

A firm which is operating legally in Vietnam and approved by the State Securities Commission (SSC) to audit public interest entities for the year 2026;

- Having audit experience with companies in Vietnam;
- Meeting the Company's requirements regarding audit scope and timeline;
- Having reasonable audit fees consistent with the quality and scope of the audit required by the Company;
- Having no conflict of interest in performing the audit of the Company's financial statements.

2. Proposed selection of the audit firm:

- BDO Vietnam Auditing Company Limited.
- If an agreement cannot be reached with the audit firm listed above, the AGM authorizes the BOD to select another audit firm that meets the aforementioned criteria.

3. The AGM assigns/authorizes the Company's BOD to organize the selection of the audit firm for the audit and review¹ of the Financial Statements for the year 2026, ensuring compliance with legal regulations and the Company Charter.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and decision.

Distribution:

- As above;

**ON BEHALF OF THE SUPERVISORY
BOARD**

- *Supervisory Board (SB); Board of General Directors (BOGD);*
- *File: BOD, Office.*

HEAD OF BOARD



PROPOSAL

Re: Dismissal and additional election of members of Board of Directors for the 2022–2027 term

To: General Meeting of Shareholders of the Company

Pursuant to the Law on Enterprises dated June 17, 2020;
Pursuant to the Law on Securities dated November 26, 2019;
Pursuant to the Charter of Hop Nhat Joint Stock Company;
Pursuant to the Resignation Letter of Member of the Board of Directors: Mr. Dao Ngoc Thao

In order to ensure the number of members of the Board of Directors in accordance with the Law on Enterprises and the Company Charter, and to enable the Board of Directors to properly perform its functions and duties, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the consolidation of the personnel structure of the Board of Directors of Hop Nhat Joint Stock Company as follows:

1. Approval of the dismissal of a member of the Board of Directors

Date 07/05/2026, the Company received the resignation letter of Mr. Dao Ngoc Thao, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of Mr. Dao Ngoc Thao from his position as a member of the Board of Directors.

2. Approval of the election of a replacement member of the Board of Directors

The Board of Directors of the Company: 05 members.

Term of office of the members of the Board of Directors: from 2022 to 2027.

Candidate nominated for the additional election to the Board of Directors: Mr. Bui Van Cuong

In order to ensure a sufficient number of members of the Board of Directors (05 members) in accordance with the Charter of Hop Nhat Joint Stock Company, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the election of 01 replacement member of the Board of Directors.

Respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Supervisory Board, Board of Management;
- Archived at: Board of Directors, Office.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Dang Quoc Lich

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HOP NHAT JOINT STOCK COMPANY**



CODE: AAH - 000

SAMPLE

VOTING CARD

Name of shareholder/Authorized person: **NGUYEN VAN A**

Number of voting shares owned/represented of shareholders: **10.000 shares**

Total of voting shares: **10.000** shares – Equivalent to: **10.000** votes

This voting card is only valid at the 2026 Annual General Meeting of Shareholders.

**HOP NHAT
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM
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Bac Ninh,, 2026

VOTING FORM

*(Valid for voting at the 2026 Annual General Meeting of Shareholders
....., 2026)*

I. SHAREHOLDER INFORMATION

- 1. Name/representative of shareholder: **Shareholder code:**
.....
- 2. Number of shares owned: shares
- 3. Number of shares represented by authorization:
shares
- 4. Total number of shares owned/represented: shares
- 5. Total number of votes with voting rights: votes

II. VOTING CONTENT (Mark X or √ in the corresponding selection box)

No	Content	Approve	Disapprove	No opinions
1.	Approving the Report of the Board of General Directors on Business Results in 2025 and Business Plan in 2026;			
2.	Approving the 2026 audited financial statements;			
3.	Approve the Report of the Board of Directors on the governance and performance of the Board of Directors and each member of the Board of Directors;			
4.	Approve the report of the Independent Board Member on the Board of Directors' activities in 2025;			
5.	Approve the Report of the Supervisory Board on the company's business results and the performance			

	of the Board of Directors and the General Director;			
6.	Approving the Self-Assessment Report on the performance of the Supervisory Board and Controllers;			
7.	Decide the total remuneration, bonuses and other benefits for the Board of Directors and Supervisory Board;			
8.	Approve the list of independent audit companies; decide on an independent auditing company to inspect the company's operations;			
9.	Dismissal of Controllers;			
10.	Election of Controllers;			

Instruct: Delegates vote by choice **ONE** in the plans: **Approve** or **Disapprove** or **No opinions** for each voting content.

SHAREHOLDERS/AUTHORIZED PERSON

(Sign and write full name)

RULES FOR VOTING BY "VOTING BALLOT"

1. The voting form has all the above voting contents printed. Corresponding to each content that needs to be voted on, there are 3 voting options: "Approve", "Disapprove" or "No opinion". If shareholders choose any option, they must mark "X" or "√" on that option and can only choose one of three options.
2. Shareholders/ The authorized person is responsible for signing his/her ballot correctly. The Vote Counting Committee is not responsible for verifying the signature.
3. Neck winter put the VOTE form into the ballot box located above the hall (according to the instructions of the Vote Counting Committee).
4. The Vote Counting Committee will count the votes and report the results of the vote counting right away meeting.

EVALUATION OF VALID AND INVALID VOUCHERS:

1. Valid ticket:

- The form is in accordance with the Organizing Committee's form, with the company's stamp;
- Voting ballots follow the prescribed rules;
- The ticket must not be torn or erased;

2. Invalid ticket:

- The voucher does not follow the form of the Issuing Company;
- The ballot is torn, erased, missing, or has excess content according to the ballot form;
- The ballot is not voted according to the prescribed rules;
- Do not mark or have more than one tick (X/√) for one voting content

NOTE:

1. Shareholders who fill in incorrect information or check information that is incorrect on the voting ballot should immediately contact the Vote Counting Committee to exchange for a new voting ballot.
2. The Vote Counting Committee cancels the Voting Form (incorrectly filled in or incorrect information) issued to shareholders before issuing a new Voting Form.

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**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HOP NHAT JOINT STOCK COMPANY**

Mã số: AAH - 000

SAMPLE

ELECTION BALLOT

MEMBER OF THE SUPERVISORY BOARD

NAME OF SHAREHOLDERS: NGUYEN VAN A

10,000 SHARES

- The total number of votes for Supervisory Board candidates must not be greater than the number of shares owned multiplied by the number of elected Supervisory Board members.

CONTROL BOARD	
10,000 x 3 = 30,000 COUPONS	
1. NGUYEN THI B	
TOTAL VOTES OF THE BOS	

Note: Shareholders are requested to clearly state the number of votes for each candidate so that the total number of votes does not exceed the total number of votes for the Supervisory Board.

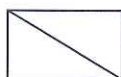
Bac Ninh,, 2026
SHAREHOLDERS/AUTHORIZED PERSONS
(Sign, write full name)

VOTING INSTRUCTIONS

For the convenience of shareholders when participating in elections, shareholders can vote in the following way:

Shareholders directly record the number of votes for each candidate depending on their confidence. The number of votes recorded for each candidate may vary but the total number of votes for the candidates **do not exceed** total number of votes entitled to be cast by shareholders. Shareholders can accumulate all their votes for one or several candidates by the cumulative vote method

In case you do not vote for a candidate, mark the corresponding slash in the column recording the number of votes:



For example:

The number of elected members of the Supervisory Board is 3 members. Shareholder A owns 1,000 shares. Thus, when electing members of the Supervisory Board, the total number of votes of Shareholder A when electing the Supervisory Board is $1,000 \text{ shares} \times 3 = 3,000 \text{ votes}$.

If you choose 1 person => the number of votes for that person is: $(1,000 \times 3) / 1 = 3,000$

If 2 people are chosen => the number of votes for each person is: $(1,000 \times 3) / 2 = 1,500$

If 3 people are chosen => the number of votes for each person is: $(1,000 \times 3) / 3 = 1,000$

In cases where votes are not cast, the corresponding cross should be placed in the column recording the number of votes. Shareholder A can vote all 3,000 votes for one or several candidates. However, the number of votes for members of the Supervisory Board **must not exceed the total number of votes authorized by shareholders.**

Valid votes

- The ballots are issued by the Congress Organizing Committee according to a uniform form with the stamp of Hop Nhat Joint Stock Company, not shaved, edited, erased and have the total number of voting rights according to the attendance code. Shareholders or authorized representatives, when given election ballots, must check the code and number of shares owned or authorized written on the election ballot. If there are any errors, they must immediately notify the Congress Organizing Committee at the time of receiving the ballot.
- Votes for candidates on the election list approved by the Congress;
- The total number of votes of shareholders for candidates is equal to or less than the total number of voting rights of shareholders;
- Number of votes for candidates rounded to the nearest unit;
- Shareholders' ballots must be signed and clearly state their full names.

Invalid vote

- Votes are not issued by the Congress Organizing Committee;
- Votes greater than the number of members of the Board of Directors and Supervisory Board approved by the General Meeting of Shareholders;
- The total number of votes of shareholders voting for candidates is greater than the total number of voting rights of shareholders;
- Shareholders cross out the candidate's name and add another person's name to the list;

- The number of votes for candidates is odd to the decimal place.



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CURRICULUM VITAE

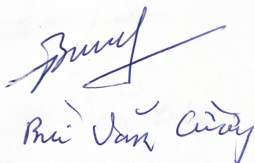
1. Full name: BUI VAN CUONG Gender: Male
2. Date of birth: February 08, 1970
3. Nationality: Vietnamese
4. ID Card/Passport No.: 00107001247.; Date of issue: January 18, 2023; Place of issue: Police Department for Administrative Management of Social Order
5. Permanent address: Luu Phai Hamlet, Thanh Tri Commune, Ha Noi
6. Contact address: Luu Phai Hamlet, Thanh Tri Commune, Ha Noi
7. Phone number: 0912389899 Email: cuong912389899@gmail.com
8. Professional qualification: Civil Engineer
9. Current position at the company: Project Manager
10. Positions currently held at other organizations: None
11. Number of shares held in the Company: 2000 shares, accounting for 0,0001 % of charter capital, in which:
 - + Representative ownership: shares, accounting for % of charter capital
 - + Personal ownership: 2000 shares, accounting for 0,0001 % of charter capital
12. Number of shares and ownership percentage in other securities companies:
13. Work experience:

No.	Period	Organization	Position
1	2018 – Present	Thien Lam Dat Joint Stock Company	Project Manager
2	2016 – 2018	Tran Phu Printing Joint Stock Company	Project Manager
3	2001 – 2016	Yakjin Vietnam Co., Ltd	Construction Manager
4	1995 – 2001	Huyn Dai Engineering Co., Ltd	Construction Supervision Engineer
5	1993 – 1995	Hong Ha Construction Company	Office Staff

1. List of affiliated persons of the declarant: As per the attached appendix
2. Holdings commitments (if any):
3. Related interests with the company:
4. Conflicts of interest with the company:

I hereby certify that the above statements are true and correct; if there is any falsehood, I shall take full responsibility before the law.

Bac Giang, May 5, 2026
DECLARANT



Bui Van Cuong