

No: 05/2026/BC-AAH

Bac Ninh, May 5, 2026

REPORT
2025 Business Performance Results and 2026 Production Plan

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

Pursuant to:

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

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

1. 2025 Business Performance Status:

a. Implementation results:

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

b. Assessment of 2025 Business Performance Results:

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

- Factors affecting 2025 business performance results

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

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

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

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

This was the most prominent issue in 2025.

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

- Comments on 2025 business performance results:

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

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

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

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

c. Personnel Affairs:

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

*** Remarks:**

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

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

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

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

- **For direct labor:**

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

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

2. 2026 Business Plan.

a. Favorable conditions:

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

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

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

b Difficulties:

The following difficulties are anticipated in 2026:

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

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

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

c. 2026 Plan.

2026 Business Performance Plan Indicators:

No.	Indicators	Unit	Year 2026
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



M.S.D.

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%	
----	--------------------	-----	------	------	--

4. Remuneration, Operating Expenses, and Other Benefits of the Supervisory Board and Its Members.

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

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

II. WORK PLAN OF THE SUPERVISORY BOARD FOR 2026

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

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

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

III. RECOMMENDATIONS OF THE SUPERVISORY BOARD

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

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

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

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

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

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

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

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

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



Hoang Thi Lien

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

Bac Ninh, April, 28, 2026

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

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

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

1. Report on the company's business results

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

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

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

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

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



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

3. Board of Directors:

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

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

4. General Director, Executive Board

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

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

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

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

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

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

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

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

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

6. Conclusion:

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

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

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF BOARD



Hoang Thi Lien



No: 04/2026/BC.HDQT.AAH

Bac Ninh, April, 28, 2026

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

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



Số: 2806.1/2026/Proposal- BOD

Bac Ninh, June 28, 2026

PROPOSAL

Re: Approval of the 2025 Audited financial statements

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://thanhopnhat.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;
- BOS; Board of General Managers (BOM);
- Filed: BOD, Office.

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



Dang Quoc Lich

No. 2806.2/2026/Proposal- BOD

Bac Ninh, 28 tháng 6 năm 2026

PROPOSAL


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

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) to decide the total remuneration, bonuses, and other benefits for the Board of Directors and the Board of Supervisory 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 Board of Supervisory for the year 2025 and the payment plan for the year 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 Board of Supervisory for the year 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 Board of Supervisory in the year 2026:

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

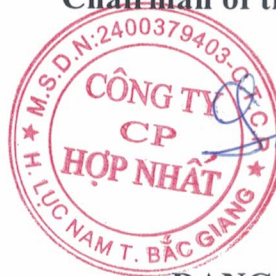
Respectfully submitted to the 2026 Annual general meeting of shareholders for consideration and decision.

Distribution:

- As above;
- BOS, BOGM
- File: BOD, Office.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

Chairman of the Board of Directors



DANG QUOC LICH



No. 2806.3/2026/Proposal-SB



Bac Ninh, June 28, 2026

PROPOSAL


Re: 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

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 Supervisory (BOS) respectfully submits to the 2026 Annual General Meeting of Shareholders (AGM) 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, 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.

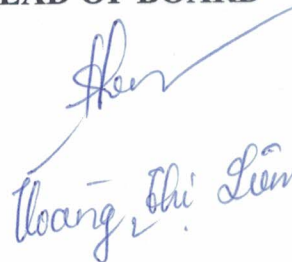
3. The AGM assigns/authorizes the Company's BOD to select of the audit firm for the audit and review of the Financial Statements for the year 2026, ensuring compliance with legal regulations and the Company Charter.

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

Distribution:

- As above;
- Board of Supervisory (BOS); Board of General Managers (BOGM);
- File: BOD, Office.

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


Hoàng Thị Liên



No.: 2806.4/2026/TTr-HDQT

Bac Ninh, June 28, 2026

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 BOD: 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.

Candidate nominated for the additional election to the BOD: Mr. Bui Van Cuong

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

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;
- BOS, BOGM;
- Archived at: BOD, Office.

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



Dang Quoc Lich

11/1

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

-----***-----

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

19

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

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: Project Manager of Mỹ An industrial zone , Thiên Lâm Đạt JSC
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 1

APPENDIX: LIST OF AFFILIATED PERSONS OF THE DECLARANT

No.	Name of affiliated person	Relationship with the company/ internal person	BRC No. (organization)/ ID Card/ Passport, date of issue, place of issue	Permanent address/ Contact address	Number of shares held in the company	Ownership percentage in the company (%)
1	Lê Thu Hương	Wife			0	0
2	Bùi Trung Kiên	Son			0	0
3	Bùi Trung Đức	Son			0	0
4	Bùi Tuấn Hùng	Brother			0	0
5	Lê Thanh Hà	Sister in law			0	0
6	Bùi Bích Lan	Sister			0	0
7	Nguyễn Văn Thế	Brother in law			0	0
8	Bùi Phương Hoa	Sister			0	0
9	Nguyễn Văn Tuấn	Brother in law			0	0
10	Lê Thành Vinh	Father in law			0	0
11	Lê Thị Quyên	Mother in law			0	0
...						

**Phụ lục III
Appendix III**

**BẢN CUNG CẤP THÔNG TIN
CIRRICULLUM VITAE**

(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng Bộ Tài chính)
(Pronndgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness**

*Bắc Ninh, ngày 05 tháng 05 năm 2026
Bac Ninh , day 05 month 05 year 2026*

BẢN CUNG CẤP THÔNG TIN/ CIRRICULLUM VITAE

Kính gửi: - Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch chứng khoán.
To: - The State Securities Commission;
- The Stock Exchange.

1/ Họ và tên /Full name: *Bùi Văn Cường*

2/ Giới tính/Sex: *Nam*

3/ Ngày tháng năm sinh/Date of birth: *08/02/1970*

4/ Nơi sinh/Place of birth: *Thanh Trì, Hà Nội*

5/ Số CMND (hoặc số hộ chiếu)/ ID card No. (or Passport No.):

Ngày cấp/Date of issue 18/01/2023 Nơi cấp/Place of issue: Bộ Công An

6/ Quốc tịch/Nationality: *Việt Nam*

7/ Dân tộc/Ethnic: Kinh

8/ Địa chỉ thường trú/Permanent residence: the

tp Hà Nội

9/ Số điện/Telephone number: 0912389899

10/ Địa chỉ email/Email: cuong912389899@gmail.com

11/ Tên tổ chức là đối tượng công bố thông tin/ Organisation's name subject to information disclosure rules:

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/ Current position in an organization subject to information disclosure:

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/Positions in other companies:

14/ Số CP nắm giữ :2000 CP chiếm 0,0001% vốn điều lệ, trong đó/ Number of owning shares 200, accounting for 0,0001% of charter capital, of which:

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu/Owning on behalf of (the State/strategic investor/other organisation):

+ Cá nhân sở hữu/ Owning by Individual:

15/ Các cam kết nắm giữ (nếu có)/Other owning commitments (if any):

16/ Danh sách người có liên quan của người khai* /List of affiliated persons of declarant:

* Người có liên quan theo quy định tại khoản 4 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov 2019.

Stt No.	Mã CK Securities symbol	Họ tên Name	Tài khoản giao dịch chứng khoán (nếu có) Securities trading accounts (if available)	Chức vụ tại công ty (nếu có) Position at the company (if available)	Mối quan hệ đối với công ty/người nội bộ Relationship with the company/internal person	Loại hình Giấy NSH (*) (CMN D/Passport/ Giấy ĐKKD) Type of documents (ID/Passport/ Business Registration Certificate)	Số Giấy NSH (*)/ NSH No.	Ngày cấp Date of issue	Nơi cấp Place of issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Address/ Head office address	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percentage of shares owned at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/ người nội bộ Time the person became an affiliated person/ internal person	Thời điểm không còn là người có liên quan của công ty/ người nội bộ Time the person ceased to be an affiliated person/ internal person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reason arising from change sections of 13 and 14)	Ghi chú (về việc không có số Giấy NSH và các ghi chú khác) Notes (i.e. not in possession of a NSH No. and other notes)		
1																	17	
1		Lê Thu Hương			Vợ Wife	CC ID		04/06/2021	Bộ công an Ministry of Public Security	[Redacted]	0				Bổ nhiệm Appointed			
1.01		Bùi Trung Kiên			Con trai Son	CCCD ID		20/07/2021	Bộ công an Ministry of Public Security	[Redacted]	0							

1.09	Lê Thành Vinh	Bố vợ Father in law	CCCD ID	[Redacted]	3/06/2023	Cục cảnh sát Police Department	[Redacted]	0											
1.10	Lê Thị Quyên	Mẹ vợ Mother in law	CCCD ID	[Redacted]	13/06/2023	Cục cảnh sát Police Department	[Redacted]	0											

17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/Related interest with public company, public fund (if any):

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/ Interest in conflict with public company, public fund (if any):

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/ I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

**NGƯỜI KHAI /
DECLARANT**



Phù Văn Cường