HOC MON TRADE
JOINT STOCK COMPANY
☆☆☆
No.: 07/2026/NQ-HĐQT-HTC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Ho Chi Minh City, March 18 , 2026

RESOLUTION OF THE BOARD OF DIRECTORS
The 2nd Meeting dated March 17, 2026

THE BOARD OF DIRECTORS OF HOC MON TRADE JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, effective from January 01, 2021;

Pursuant to the Business Registration Certificate No. 0302481483 issued by the Department of Planning and Investment of Ho Chi Minh City on December 31, 2001, with the 12th amendment registered on August 16, 2022;

Pursuant to the Charter on Organization and Operation of Hoc Mon Trade Joint Stock Company;

Pursuant to the Minutes of the 2nd Meeting of the Board of Directors of Hoc Mon Trade Joint Stock Company dated March 17, 2026;

RESOLVES:

Article 1: To approve the 2025 Business Performance Results and Profit Distribution with the following key contents:

- Charter Capital	:	164,999	Million VND
- Total Net Income	:	1,015,123	Million VND
- Profit Before Tax	:	36,379	Million VND
- Profit After Tax	:	29,487	Million VND
- Total Workforce	:	562	Persons
- Total Salary Fund	:	98,221	Million VND
- Profit Distribution	:	29,487	Million VND
+ Investment and Development Fund	:	2,372	Million VND
+ Bonus and Welfare Fund	:	3,149	Million VND
+ Bonus Fund for the Board of Directors	:	745	Million VND
+ Dividend Payment	:	21,450	Million VND

Dividend Rate / Charter Capital 13% / Charter Capital

(Detailed documents attached)

Article 2: To approve the Business Plan for 2026:

- Charter Capital	:	164,999	Million VND
- Total Net Income	:	996,039	Million VND
- Profit Before Tax	:	32,274	Million VND
- Profit After Tax	:	25,597	Million VND
- Total Workforce	:	578	Persons
- Total Fund for Salaries and Bonuses in Salary	:	92,642	Million VND
- Profit Distribution	:	25,597	Million VND
+ Investment and Development Fund	:	0	Million VND
+ Bonus and Welfare Fund	:	3,712	Million VND
+ Bonus Fund for the Board of Directors	:	256	Million VND
+ Dividend Payment	:	19,800	Million VND

Dividend Payout Ratio Minimum 12% / Charter Capital

+ Undistributed Profit	:	1,829	Million VND

(Detailed documents attached)

Signature Not Verified
Người ký: CÔNG TY CỔ PHẦN THƯƠNG MẠI HÓC MÔN

Article 3: To approve the Independent Audit Report on the Financial Statements (Separate and Consolidated) for the fiscal year ended December 31, 2025, performed by VIETVALUES Auditing and Consulting Co., Ltd.

Article 4: To approve Proposal No. 41/TTr-HTC dated March 16, 2026, by the General Director regarding the appointment of key personnel for Hoc Mon Trade Joint Stock Company:

1. **Re-appoint Mr. To Van Liem** to the position of **Deputy General Director** of Hoc Mon Trade Joint Stock Company. Term: From May 01, 2026, to April 30, 2027.
2. **Dismiss Mr. Pham Minh Son** from the positions of **Chief Accountant** and **Head of Finance and Accounting Department** of Hoc Mon Trade Joint Stock Company, effective from April 01, 2026.
3. **Appoint Ms. Truong Hoang Minh Thu** to the positions of **Chief Accountant** and **Head of Finance and Accounting Department** of Hoc Mon Trade Joint Stock Company for the remainder of the 2022–2027 term.

Article 5: To approve the date for the 2026 Annual General Meeting of Shareholders (AGM) as April 24, 2026 (Friday), along with the agenda and documents to be submitted to the 2026 AGM, including:

1. Draft Meeting Agenda;
2. Draft Meeting Regulations;
3. Report on 2025 Activities and 2026 Orientation of the Board of Directors;
4. Report on 2025 Business Results and 2026 Plan of the Management Board;
5. 2025 Report of the Supervisory Board;
6. Proposal of the Supervisory Board on the selection of the independent audit unit for the 2026 financial statements;
7. Proposal of the Board of Directors on the approval of the 2025 Financial Statements;
8. Proposal of the Board of Directors on the 2025 Profit Distribution and Dividend Payment Plan;
9. Proposal of the Board of Directors on the settlement of 2025 remuneration and the 2026 remuneration plan for the Board of Directors and the Supervisory Board;
10. Proposal of the General Director on the amendment of the Charter of Hoc Mon Trade Joint Stock Company.

Article 6: The Board of Directors reaches a consensus to authorize the Chairman of the Board to decide on matters related to the organization of the 2026 Annual General Meeting of Shareholders, specifically:

- Finalizing draft documents to be submitted to the General Meeting of Shareholders;
- Determining the time and venue of the Meeting;
- Other matters related to the organization of the Meeting.

Article 7: This Resolution takes effect from the date of signing.

Article 8: Members of the Board of Directors, the Board of General Directors, the Chief Accountant, Heads of functional departments, the Chairman and Directors of Hoc Mon Trade Joint Stock Company are responsible for implementing this Resolution./.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
(Signed)

Kieu Cong Tam

Recipients:
- As per Article 8;
- Supervisory Board;
- Information Disclosure;
- Archived: Office, Secretary.