

**HOP NHAT JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 29-05/2025/CV-AAH

Bac Giang, May 29, 2025

INFORMATION DISCLOSURE

To: State Securities Commission
Hanoi Stock Exchange

1. Organization name: HOP NHAT JOINT STOCK COMPANY

Stock code: AAH

Head office: Van Non village, Luc Son commune, Luc Nam district, Bac Giang province, Vietnam.

2. Type of information disclosed:

☐ 24h ☐ 72h ☐ Request ☒ Abnormal ☐
Periodic

2. Information disclosure content:

Hop Nhat Joint Stock Company announces information on the organization of the 2025 Annual General Meeting of Shareholders as follows:

- Time: At 08:00 on May 29, 2025

- Location: Xuan An Hamlet, My An Commune, Chu Town, Bac Giang Province, Vietnam

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

We hereby commit that the information published above is true and take full legal responsibility for the content of the published information.

Attached documents:

- As above;
- Board of Supervisors of Company;
- Board of Management of Company;
- Stored at the Company;

ORGANIZATION REPRESENTATIVE



Phạm Hữu Bảo

Bac Giang, May 29, 2025

AGENDA
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. Time of the Meeting: At 08:00 AM on May 29, 2025

2. Venue: Xuan An Hamlet, My An Commune, Chu Town, Bac Giang Province, Vietnam

3. Meeting Agenda:

Time	Content
	OPENING SESSION
08h00 - 08h30	Reception and Shareholder Verification: <ul style="list-style-type: none">- Welcome delegates and verify shareholder eligibility- Distribute meeting materials to shareholders
8h30 - 9h00	Opening of the Annual General Meeting: <ul style="list-style-type: none">- Declaration of opening- Approval of the Shareholder Verification Minutes- Introduction of the Chairperson, Secretary, and election of the Vote Counting Committee- Approval of the Meeting Agenda and Meeting Regulations
	MAIN SESSION
09h00 - 9h45	Presentation of Reports and Submissions: <ol style="list-style-type: none">1. Report of the Board of Management on 2024 business performance and 2025 business plan;2. Submission for approval of the audited financial statements for 2024;3. Report of the Board of Directors (BOD) on corporate governance and performance of the BOD and each member in 2024, and the plan for 2025;4. Report of the Independent BOD Member on the BOD's performance in 2024;5. Report of the Supervisory Board on the company's business performance and the performance of the BOD and General Director;6. Self-assessment report of the Supervisory Board and Supervisors;7. Submission for approval of the total remuneration, bonus, and

Time	Content
	other benefits for the Board of Directors and the Supervisory Board; 8. Submission for approval of the list of independent audit firms and appointment of the audit firm to review the company's operations;
9h45-10h15	Discussion & Voting: - Discussion on the contents of the Reports and Submissions; - Voting on the Reports and Submissions.
10h15-10h30	Break
10h30 - 10h45	Announcement of Voting Results on Reports and Submissions
10h45 - 11h45	Dismissal and Election of Supervisory Board Members: Announcement of resignation letter(s) from Supervisors Election of new Supervisory Board members - Election guidance, voting ballot recording - Shareholders conducting elections - Election vote counting
	CLOSING SESSION
11h45 - 12h55	- Approval of the AGM Minutes and Resolution
11h55 - 12h00	- Closing Declaration of the Congress



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



DANG QUOC LICH

No.: 01/2025/BB.ĐHĐCĐ.AAH

Bac Giang, May 29, 2025

MINUTES OF MEETING

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

HOP NHAT JOINT STOCK COMPANY

(2nd Convening)

Enterprise name : Hop Nhat Joint Stock Company

Address : Văn Non Hamlet, Lục Sơn Ward, Lục Nam Nam,
Bắc Giang Province

Enterprise registration Certificate : No. 2400379403 first registration on 11/07/2007
and the 14th amendment on 31/05/2022.

I. TIME, VENUE:

- Time: From 08h00 to 12h00 May 29, 2025.
- Venue: Xuân An Hamlet, Mỹ An Ward, Chũ Town, Bắc Giang Province

II. ATTENDANCE:

1. There were 34 shareholders of the Company attending in person.
2. Members of the Board of Directors (BOD)
3. Members of the Supervisory Board (BOS)

III. PROCESS:

THE FIRST PART: OPENING PROCEDURES

1. Checking shareholder qualifications and conditions for holding the General Meeting of Shareholders (hereinafter referred to as the General Meeting of Shareholders/General Meeting):

Mr. Nguyen Trung Thanh - Head of the Shareholders' Qualification Checking Board reported the results of checking shareholder qualifications:

- The total number of shareholders according to the List finalized on April 2, 2025 of Hop Nhat Joint Stock Company is 5,932 shareholders, holding 117,900,000 shares.
- The total number of attendances who are shareholders directly participating at 8:30 am is 34 shareholders, representing 48,281,800 shares, accounting for 40.951% of the total number of shares with voting rights.

Shareholders are eligible to attend the General Meeting of Shareholders.

Pursuant to the Law on Enterprises and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company convened for the second time is legal and qualified to conduct the General Meeting.

2. Mr. Dong Khanh Du - On behalf of the Board of Directors of the Company opened the Meeting.

3. Election of the Presidium, Secretariat and Vote Counting Board of the Meeting:

The General Meeting of Shareholders unanimously approved the list of the Presidium, Secretariat and Vote Counting Board. Specifically as follows:

a. Presidium: 03 people.

- Mr. Dang Quoc Lich - Chairman
- Mr. Pham Huu Bao - Member
- Mr. Dong Khanh Du - Member

The General Meeting unanimously approved the composition of the Presidium by the form of: Raising voting cards. The voting rate reached 100% of the voting shares attending the meeting:

Specific voting results:

- Number of approval votes: **48,281,800** votes, reaching 100% of the voting shares attending the meeting
- Number of disapproval votes: 0 votes, reaching 0%
- Number of votes with no opinion: 0 votes, reaching 0%

Secretariat: The meeting chair appointed 02 people to the meeting secretaries, specifically:

- Mr. Luong Anh Tuan – Chief of the Secretariat
- Ms. Nguyen Thi Hang - Member

The General Meeting unanimously approved the composition of the Secretariat by raising voting cards. The voting rate reached 100% of the voting shares attending the meeting:

Specific voting results:

- Number of approval votes: **48,281,800** votes, reaching 100% of the voting shares attending the meeting
- Number of disapproval votes: 0 votes, reaching 0%
- Number of votes with no opinion: 0 votes, reaching 0%

b. Vote counting Board: At the request of the Chairman, the General Meeting of Shareholders elected 03 people to the Vote counting Board including:

- Mr. Nguyen Van Nam - Head of the Board
- Ms. Vu Thi Thuy - Member
- Mr. Ta Van Minh - Member

The General Meeting unanimously approved the composition of the Vote counting committee by the form of: Raising voting cards. The voting rate reached 100% of the voting shares attending the meeting:

Specific voting results:

- Number of approval votes: **48,281,800** votes, reaching 100% of the voting shares attending the meeting
- Number of disapproval votes: 0 votes, reaching 0%
- Number of votes with no opinion: 0 votes, reaching 0%

4. Approval of the Agenda and Regulations for the Congress:

Mr. Luong Anh Tuan - Head of the Secretariat - on behalf of the Organizing Committee presented the Agenda and Rules on organization for the 2025 General Meeting of Shareholders.

The General Meeting unanimously approved the Agenda and Rules on Organization for the 2025 General Meeting of Shareholders by raising voting cards. The approval rate reached 100% of the voting shares attending the meeting:

Specific voting results:

- Number of approval votes: 48,281,800 votes, reaching 100% of the voting shares attending the meeting
- Number of disapproval votes: 0 votes, reaching 0%
- Number of votes with no opinion: 0 votes, reaching 0%

**THE SECOND PART: REPORTS AND SUBMISSIONS REQUIRING
VOTING AT THE GENERAL MEETING OF SHAREHOLDERS**

1. Announcement of Reports and Submissions at the General Meeting:

- Mr. Pham Huu Bao - General Director of the Company, On behalf of the Board of Managers, read the Report of the Board of Managers on the Business Performance in 2024 and the Business Plan in 2025.
- Mr. Dong Khanh Du - Member of the Board of Directors, On behalf of the Board of Directors, read the Report of the Board of Directors on the management and performance of the Board of Directors and each member of the Board of Directors in 2024, and the Plan in 2025.
- Mr. Dong Khanh Du - Member of the Board of Directors, On behalf of the Board of Directors, read the Report of the independent member of the Board of Directors on the performance of the Board of Directors in 2024.
- Mrs. Nguyen Thi An - Member of the Board of Supervisors, On behalf of the Board of Supervisors, read the Report of the Board of Supervisors on the Company's business results, the performance of the Board of Directors and the General Director.
- Mrs. Nguyen Thi An - Member of the Board of Supervisors, on behalf of the Board of Supervisors, read the Self-assessment Report on the performance of the Board of

Supervisors and Supervisors.

- Mr. Dong Khanh Du - Member of the Board of Directors, on behalf of the Presidium, read the full text:

- + Submission to approve the 2024 Audited Financial Report;
- + Submission to decide on the total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors;

- Ms. Nguyen Thi An - Representative member of the Board of Supervisors, on behalf of the Board of Supervisors, read: Submission to approve the list of independent auditing companies; decide on the independent auditing company to conduct an audit of the Company's operations..

THE THIRD PART: SHAREHOLDERS DISCUSS AND GIVE OPINIONS

Shareholders agree with the contents presented at the General Meeting.

THE FOURTH PART: VOTING AND VOTING RESULTS VOTING ON THE CONTENTS OF REPORTS AND PRESENTATIONS

Mr. Nguyen Van Nam - Head of the Vote Counting Board read the Rules on Election and notes when conducting the voting.

The General Meeting of Shareholders proceeded to vote to approve the reports, submissions and contents at the Meeting.

The Vote Counting Board conducted the vote counting and reported the voting results as follows:

(Minutes of voting counting attached)

1. The meeting unanimously approved the Report of the Board of Directors on the 2024 Business Performance Results and the 2025 Business Plan. Specific results:

- Total number of votes: 48,281,800 votes
- Number of valid votes: 48,281,800 votes, accounting for 100% of the total number of voting shares attending the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total number of voting shares attending the meeting.
- Number of approval votes: 47,499,000 votes, reaching 98.379%
- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

2. The meeting unanimously approved the Report of the Board of Directors on the management and performance of the Board of Directors and each member of the Board of Directors in 2024, and the Plan for 2025. Specific results:

- Total number of votes: 48,281,800 votes
- Number of valid votes: 48,281,800 votes, accounting for 100% of the total number of voting shares attending the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total number of voting shares attending the meeting.
- Number of approval votes: 47,499,000 votes, reaching 98.379%
- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

3. The meeting unanimously approved the Report of the independent member of the Board of Directors on the activities of the Board of Directors in 2024. Specific results:

- Total number of votes: 48,281,800 votes
- Number of valid votes: 48,281,800 votes, accounting for 100% of the total number of voting shares attending the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total number of voting shares attending the meeting.
- Number of approval votes: 47,499,000 votes, reaching 98.379%
- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

4. The meeting unanimously approved the Report of the Board of Supervisors on the Company's business results, the performance of the Board of Directors and the General Director. Specific results:

- Total number of votes: 48,281,800 votes
- Number of valid votes: 48,281,800 votes, accounting for 100% of the total number of voting shares attending the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total number of voting shares attending the meeting.
- Number of votes in favor: 47,499,000 votes, reaching 98.379%
- Number of votes against: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

5. The Congress unanimously approved the Self-assessment Report on the performance of the Board of Supervisors and Supervisors. Specific results:

- Total number of votes: 48,281,800 votes
- Number of valid votes: 48,281,800 votes, accounting for 100% of the total number of voting shares attending the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total number of voting shares attending the meeting.
- Number of approval votes: 47,499,000 votes, reaching 98.379%

- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

6. The Congress unanimously approved the Proposal to approve the 2024 Audited Financial Report. Specific results:

- Total number of votes: 48,281,800 votes
- Number of valid votes: 48,281,800 votes, accounting for 100% of the total number of voting shares attending the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total number of voting shares attending the meeting.
- Number of approval votes: 47,499,000 votes, reaching 98.379%
- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

7. The meeting unanimously approved the Proposal to decide on the total remuneration, bonuses and other benefits for the Board of Directors and the Board of Supervisors. Specific results:

- Total number of votes: 48,281,800 votes
- Number of valid votes: 48,281,800 votes, accounting for 100% of the total number of voting shares attending the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total number of voting shares attending the meeting.
- Number of approval votes: 47,499,000 votes, reaching 98.379%
- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

8. The Congress unanimously approves the Proposal to approve the list of independent auditing firms; decides that the independent auditing firm would conduct an audit of the Company's operations. Specific results:

- Total number of votes: 48,281,800 votes
- Number of valid votes: 48,281,800 votes, accounting for 100% of the total number of voting shares attending the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total number of voting shares attending the meeting.
- Number of approval votes: 47,499,000 votes, reaching 98.379%
- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

9. Approval of the dismissal of the Controller:

- Total number of votes: 48,281,800 votes
- Number of valid votes: 48,281,800 votes, accounting for 100% of the total number of voting shares attending the meeting.

- Number of invalid votes: 0 votes, accounting for 0% of the total number of voting shares attending the meeting.
- Number of approval votes: 47,499,000 votes, reaching 98.379%
- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

10. Approval of the election of additional members of the Board of Supervisors:

- Total number of votes: 48,281,800 votes
- Number of valid votes: 48,281,800 votes, accounting for 100% of the total number of voting shares attending the meeting.
- Number of invalid votes: 0 votes, accounting for 0% of the total number of voting shares attending the meeting.
- Number of approval votes: 47,499,000 votes, reaching 98.379%
- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

**THE FIFTH PART: APPROVAL OF DISMISSAL AND ELECTION OF
ADDITIONAL MEMBERS OF THE BOARD OF SUPERVISORS**

1. Dismissal of the Supervisory Board member

Mr. Nguyen Ngoc Long, on behalf of the General Meeting, read the resignation letter of Mrs. Le Thi Bich Yen and proposed that the General Meeting of Shareholders vote on the dismissal of Mrs. Le Thi Bich Yen as a member of the Supervisory Board.

The General Meeting approved the dismissal of Mrs. Le Thi Bich Yen as a member of the Supervisory Board by raising voting cards.

Specific voting results:

- Number of approval votes: 47,499,000 votes, reaching 98.379% of the voting shares attending the meeting.
- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

Thus, the General Meeting of Shareholders unanimously approved the dismissal of Mrs. Le Thi Bich Yen as a member of the Supervisory Board with the approval rate of 100% of the voting shares attending the meeting.

2. Election of additional members of the Supervisory Board:

2.1. Mr. Nguyen Ngoc Long, on behalf of the General Meeting, announced the nomination of Ms. Hoang Thi Lien to elect additional members of the Board of Supervisors and proposed that the General Meeting of Shareholders vote to approve the list of candidates to elect additional members of the Board of Supervisors as follows:

- Ms. Hoang Thi Lien.

The General Meeting approved the list of candidates to elect additional members of

the Board of Supervisors by raising voting cards.

Specific voting results:

- Number of approval votes: 47,499,000 votes, reaching 98.379% of voting shares attending the meeting.
- Number of disapproval votes: 782,800 votes, reaching 1.621%
- Number of votes with no opinion: 0 votes, reaching 0%

Thus, the General Meeting of Shareholders unanimously approved the list of candidates to elect additional members of the Board of Supervisors with a voting rate of 100% of voting shares attending the meeting.

2.2. Mr. Nguyen Van Nam - Head of the Vote Counting Board reads the Rules on the election of additional members of the Board of Supervisors.

The General Meeting of Shareholders conducted the vote to elect additional members of the Board of Supervisors for the 2022-2027 term by cumulative voting.

The Vote Counting Board conducted the vote counting and reported the voting results as follows: (Minutes of the vote counting attached):

Electing 01 additional member of the Board of Supervisors for the 2022-2027 term of the Hop Nhat Joint Stock Company as follows:

- Full name: Hoang Thi Lien
- Position: member of the Board of Supervisors
- Number of votes: 47,499,000
- Result: Elected

3. Election of the Head of the Board of Supervisors:

After Ms. Hoang Thi Lien was elected as a member of the Board of Supervisors, the Company's Board of Supervisors proceeded to elect the Head of the Board of Supervisors. Mr. Nguyen Ngoc Long, on behalf of the General Meeting reads the Minutes of the election of the Head of the Supervisory Board, with the following results:

Head of the Supervisory Board: Mrs. Hoang Thi Lien, 3/3 votes..

THE SIXTH PART: APPROVAL OF THE DRAFT RESOLUTION AND FULL TEXT OF THE MEETING MINUTES

Ms. Nguyen Thi Hang - Member of the Secretariat reads the draft Resolution of the 2025 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company.

The General Meeting unanimously approved the draft Resolution of the 2025 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company by raising voting cards.

Specific voting results:

- Number of approval votes: 48,281,800 votes, reaching 100% of voting shares

- Number of disapproval votes: 0 votes, reaching 0%
- Number of votes with no opinion: 0 votes, reaching 0%

The General Meeting unanimously approves the full text of the Minutes of the 2025 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company by raising the vote.

- Number of approval votes: 48,281,800 votes, reaching 100% of the voting shares attending the meeting.
- Number of disapproval votes: 0 votes, reaching 0%
- Number of votes with no opinion: 0 votes, reaching 0%

The Chairman of the General Meeting declares the closing of the General Meeting of Shareholders.

The 2025 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company ends at 12:00 on the same day.



ON BEHALF OF THE GENERAL
MEETING
CHAIRMAN



Đặng Quốc Lịch

**HOP NHAT
JOINT STOCK COMPANY**

No: 01/2025/NQ.DHĐCĐ.AAH

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Bac Giang, May 29 2025.

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Enterprise Law dated June 17, 2020;

Pursuant to the Stock Law dated November 26, 2019;

Pursuant to the Charter of organization and operation of Hop Nhat Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No. 01/2025/BB.DHĐCĐ.AAH dated May 29 2025.

RESOLUTION

Artical 1. Approve Report of the Board of Managers on Business performance results in 2024 and business plan for 2025

(Report Attached)

Artical 2. Approve the 2024 audited financial statements

(Report Attached)

Artical 3. Approve the Report of the Board of Directors on the corporate governance and performance of the Board of Directors and each member of the Board of Directors in 2024, the plan for 2025

(Report Attached)

Artical 4. Approve the Report of independent members of the Board of Directors on the Board of Directors' performance in 2024

(Report Attached)

Artical 5. Approve the Report of the Supervisory Board on the company's business performance and the performance results of the Board of Directors and General Director

(Report Attached)

Artical 6. Approve the Self-Evaluation Report on the performance of the Supervisory Board and Supervisors.

(Report Attached)

Artical 7. Decision of the total remuneration, bonus and other benefits for the Board of Directors and Supervisory Board.

(Report Attached)

Artical 8. Approve to select an independent auditing firms to review the company's operations

(Report Attached)

Artical 9. Dismissal of members of the Supervisory Board: Approve the dismissal of members of the Supervisory Board of Mrs. Lê Thị Bích Yên.

Artical 10. Elect additional members of the Supervisory Board: Approve the additional election of members of the Supervisory Board of Mrs. Hoàng Thị Liên.

Artical 11. Implementation Terms

The General Meeting of Shareholders assigned the Board of Directors to base on the actual situation to implement this Resolution on the basis of ensuring the highest interests of the company, shareholders and in accordance with the Charter of organization and operation of the company as well as the provisions of law.


This Resolution takes effect from the date of signing.

Members of the Board of Directors, Board of Managers and relevant individuals are responsible for implementing this Resolution./.

Receiving place:

- Company shareholders;
- Information disclosure;
- State Securities Commission/Hanoi Stock Exchange;
- Supervisory Board, Board of Directors, General Directors;
- Save office.

**OB. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE BOD**


ĐẶNG QUỐC LỊCH

Bac Giang, 29 May 2025



**MINUTES OF CHECKING SHAREHOLDERS' QUALIFICATION
ATTENDANCE OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

HOP NHAT JOINT STOCK COMPANY

Today, at 8:30 a.m., May 29, 2025 at the venue of the 2025 Annual General Meeting of Shareholders.

The Shareholders' Qualification Checking Board of the 2025 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company, we include:

- Mr. Nguyen Trung Thanh – Head of the Board
- Mr. Tran Van Tan - Member

Conducted the shareholders' qualification check to attend the 2025 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company, convened for the second time.

The results of the shareholder qualification check are as follows:

1. Total number of shareholders according to the List of shareholders entitled to attend the 2025 Annual General Meeting of Shareholders 2024 as of April 2, 2025 of the Hop Nhat Joint Stock Company issued by the Viet Nam Securities Depository and Clearing Corporation is: 5.932 shareholders.
 - Total number of shares held: 117,900,000 shares.
 - Total number of shares with voting rights: 117,900,000 shares.
2. Total number of shareholders attending the General Meeting includes: 34 shareholders, of which:
 - Number of shareholders directly attending: 34 shareholders, holding 48.281.800 shares with voting rights.
 - Total number of shares with voting rights of shareholders directly attending is: 34 voting shares with voting rights, representing 48.281.800 shares with voting rights, accounting for 40,951% of the total number of shares with voting rights.

Pursuant to Clause 1, Article 145, Enterprise Law No. 59/2020/QH14 dated June 17, 2020; Charter of organization and operation of Hop Nhat Joint Stock Company and Rules on organization of the 2025 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company, the 2025 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company is convened for the second time and is eligible to proceed according to regulations.

The Shareholder Qualification Checking Board commits to the truthfulness of this Minutes and hereby reports to the Organizing Committee.

The Minutes are made in 02 copies with equal legal value and are kept at Hop Nhat Joint Stock Company.

On behalf of
SHAREHOLDER QUALITY CHECKING BOARD
HEAD OF THE BOARD

Nguyễn Trung Thành

LIST OF SHAREHOLDERS ATTENDING THE 2025 ANNUAL GENERAL MEETING

M.S.D.N: 24003794
CÔNG TY CỔ PHẦN
CP
HOP NHAT JOINT STOCK COMPANY
Name of stockholder: Stocks of Hop Nhat Joint Stock Company
Stock Code: AAH
Share par value: 10,000 VND

No.	Stock Code	Full name	Overship registration No.	Date of issue	Contact Address	Shares	Remark
1	2	3				7	8
1	32	BUI MINH THU				5,000	1
2	137	BUI VAN CUONG				2,000	1
3	419	HOANG MINH CHIEN				4,500,700	1
4	420	HOANG MINH CHIEN				500	1
5	474	HOANG THI LIEN				2,500	1
6	542	HOANG VAN HAN				500	1
7	1427	LUONG ANH TUAN				500	1
8	1491	LUC VAN DIEN				300	1
9	1614	NGUYEN BA TAN				772,800	1
10	2295	NGUYEN THANH NAM				500	1
11	2316	NGUYEN THAI PHUONG				1,000	1
12	2351	NGUYEN THI AN				500	1
13	3050	NGUYEN VIET PHUONG				500,000	1
14	3173	NGUYEN VAN KHANH				300	1
15	3216	NGUYEN VAN NAM				1,000	1
16	3683	PHAN THI HIEN				5,000	1

LIST OF SHAREHOLDERS ATTENDING THE 2025 ANNUAL GENERAL MEETING

Name of stock Stocks of Hop Nhat Joint Stock Company

Stock Code AIII

Share par value 10,000 VND

No.	Stock Code	Full name	Owership registration No.	Date of issue	Contact Address	Shares	Remark
17	3711	PHAN THỊ THU TRANG	3			5,000	1
18	3781	PHÙNG SINH XUÔNG	76			500	1
19	3860	PHẠM HỮU BẢO				961,500	1
20	4121	PHẠM VĂN DŨNG	34			200	1
21	4376	TRƯỜNG VĂN TUẤN	55			1,000	1
22	4950	TRÌNH VĂN TUẤN	31			300	1
23	5048	VI THANH CHÍNH				500	1
24	5286	VŨ THỊ THANH HÀNG	37			1,500	1
25	5370	VŨ ĐÌNH LỘC	14			500	1
26	5428	DINH QUANG HOÀNG	8			300	1
27	5463	DINH VIỆT BÂY	38			300	1
28	5570	ĐÀO NGỌC THẢO				871,900	1
29	5670	ĐẶNG QUỐC CHÍNH				3,537,000	1
30	5673	ĐẶNG QUỐC LỊCH				36,131,500	1
31	5697	ĐẶNG THỊ HẢO				3,000	1
32	5736	ĐẶNG VĂN KHOA	99			300	1
33	5737	ĐẶNG VĂN LONG				5,000	1
34	5758	ĐÔNG KHÁNH DŨ				968,400	1

LIST OF SHAREHOLDERS ATTENDING THE 2025 ANNUAL GENERAL MEETING

Name of stock Stocks of Hop Nhat Joint Stock Company

Stock Code AAH

Share par value 10,000 VND

No.	Stock Code	Full name	Owership registration No.	Date of issue	Contact Address	Shares	Remark
		Total attending shares				48,281,800	
		Rate				40,951 %	

M.S.D

Bac Giang, May 29, 2025

RULES
ON THE ORGANIZATION OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
UNITED JOINT STOCK COMPANY

CHAPTER I
GENERAL PROVISIONS

Article 1. Scope and subjects of application

1. This Regulation apply to the organization of the 2025 Annual General Meeting of Shareholders (hereinafter referred to as "AGM" or "the Meeting") of United 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 2, 2025, 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 Chairman has declared the meeting open may still attend and vote after completing the registration procedures. In such cases, the Chairman 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 United 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 2025.

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 United 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 2025 Annual General Meeting of Shareholders of United 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



Bac Giang, May 29, 2025

ELECTION RULES
THE MEMBERS OF THE SUPERVISORY BOARD TERM 2022 – 2027
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 transparency, democracy, openness, and the protection of the legitimate rights and interests of all shareholders and candidate.

Article 2. Eligible voters

Shareholders holding voting shares or authorized representatives of shareholders holding voting shares as recorded in the list of shareholders of Hop Nhat Joint Stock Company as of April 2, 2025.

Article 3. Criteria and conditions for Supervisory Board members

Candidates for the Supervisory Board must satisfy the following criteria and conditions:

1. Must not fall under the cases specified in Clause 2, Article 17 of the Law on Enterprises;
2. Must have been trained in one of the following disciplines: economics, finance, accounting, auditing, law, business administration, or other majors relevant to the company's business activities;
3. Must not be a family member of any member of the Board of Directors, the Director or General Director, or other managers;
4. Must not be a manager of the company; it is not required to be a shareholder or employee of the company;
5. Must not be a family member of any manager of the company or the parent company; must not be a representative of capital contributed by an enterprise or by the State at the parent company or at the company.

Article 4. Number of Supervisory Board members to be elected:

The number of Supervisory Board members to be elected at this General Meeting of Shareholders of Hop Nhat Joint Stock Company is 01 member.

Article 5. Right to nominate and stand as a candidate for the Supervisory Board

A shareholder or group of shareholders holding at least 10% of the total ordinary shares with voting rights shall have the right to nominate no more than one (01) candidate.

Article 6. Nomination and candidacy dossier for Supervisory Board member

1. Application for candidacy (in case of self-nomination by a shareholder) or Nomination letter (for candidates nominated by a shareholder/group of shareholders eligible to nominate) (must follow the prescribed form and bear the company's seal);

2. Curriculum vitae completed by the candidate (in accordance with the company's standard form);
3. Certified copy of national identification card/citizen ID;
4. Certified copies of academic and professional qualifications.

Note: The nominee or the shareholder nominating a candidate for the position of Supervisor shall be solely responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of all documents submitted in support of the nomination or candidacy. Any elected candidate must commit to completing and submitting the full set of required documents as prescribed above.

Article 7. Ballots and Voting Instructions

1. List of candidates for the Supervisory Board: Candidates shall be listed in alphabetical order by given name, with full name shown on the ballot.
2. Ballots and how to vote:
 - Ballots shall be uniformly printed and indicate the total number of voting rights based on shareholder identification codes;
 - Shareholders or authorized representatives shall receive ballots for electing Supervisory Board members based on their shareholder codes (for both owned and/or authorized shares);
 - In case of an error in filling out the ballot, shareholders may request the Vote Counting Committee to issue a replacement ballot;
 - Shareholders or authorized representatives must fill in, by themselves, the number of voting rights allocated to each candidate in the blank space next to the name of such candidate on the ballot.
3. Invalid ballots include the following cases:
 - Ballots not in the format prescribed by the Company or not bearing the Company's seal;
 - Ballots that have been erased, corrected, or contain 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 allocated to candidates exceeds the number of voting rights the shareholder holds (including directly owned and/or authorized shares).

Article 8. Principles and Method of Electing Supervisory Board Members:

1. Voting for Supervisory Board members shall be conducted using the cumulative voting method.
2. Each shareholder shall have a total number of votes equal to the number of shares they own or represent, multiplied by the number of members to be elected to the Supervisory Board (01 person).
3. Shareholders or their representatives must check the number of shares and total votes indicated on the ballot upon receipt. Any discrepancies must be reported immediately at the time of receipt.
4. On each ballot, shareholders may select a maximum of one (01) candidate for the Supervisory Board.

5. Shareholders shall cast their votes by entering the number of votes they wish to allocate to the chosen candidate. The total number of votes on the ballot must not exceed the number of shares owned or authorized multiplied by 01.

6. Voting method: Shareholders may:

- Allocate all of their votes to one candidate; or
- Distribute their votes among different candidates in such a way that the total number of votes does not exceed their voting rights.

7. The following ballots shall be deemed invalid:

- Ballots not issued by Hop Nhat Joint Stock Company;
- Ballots not bearing the seal of Hop Nhat Joint Stock Company;
- Ballots in which the total number of votes exceeds the number of votes the shareholder is entitled to cast under this Regulation;
- Phiếu ghi thêm tên người ngoài vào danh sách ứng cử viên đã được ĐHĐCĐ thông qua;

8. In case of voting error, shareholders may contact the Organizing Committee to request a new ballot and must return the old one. Ballot replacement due to voting error shall only be accepted prior to the announcement of the vote counting results by the Vote Counting Committee.

Article 9. Principles for Selecting Elected Candidates to the Supervisory Board:

1. The election of Supervisory Board members shall be determined based on the percentage of votes received out of the total voting shares, ranked in descending order, starting from the candidate with the highest number of votes until the number of members to be elected, as specified in this Regulation, is fulfilled. In the event that two or more candidates receive an equal number of votes for the final available position, the General Meeting of Shareholders shall conduct a re-vote among those candidates.

2. The elected Supervisory Board member shall be the single candidate receiving the highest number of votes.

3. Any arising issues shall be submitted to the General Meeting of Shareholders for decision.

Article 10. Rights and Duties 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 listed as candidates or nominees for the Supervisory Board.

2. The Vote Counting Committee shall have the following responsibilities:

- Announce the voting and election procedures, as well as the rules for counting votes;
- Present the ballot, guide shareholders in how to use it, and conduct the distribution and collection of ballots;
- Announce the list of candidates for additional election to the Supervisory Board;
- Count the votes and compile the results. The committee must prepare a Vote Counting Minutes and shall be responsible to the Chairperson and the General Meeting of Shareholders for the accuracy of the vote counting;

- Report the vote counting results to the Chairperson and the General Meeting of Shareholders;
- Perform other assigned tasks.

Article 11. Principles for Voting and Vote Counting

1. The Vote Counting Committee shall inspect the ballot box in the presence of the shareholders;
2. Voting shall begin once the distribution of ballots has been completed and shall end once the last shareholder has cast their vote into the ballot box;
3. Vote counting shall be conducted immediately after the voting ends;
4. The vote counting result shall be documented in writing and announced by the Head of the Vote Counting Committee at the General Meeting of Shareholders.

Article 12. Other Provisions

Any complaints related to the election or vote counting process shall be resolved by the Chairperson during the General Meeting of Shareholders. Complaints raised outside the meeting shall not be considered or resolved.

This Regulation shall be publicly read at the General Meeting of Shareholders and shall take effect immediately upon its approval by the General Meeting of Shareholders.

The above constitutes the entire Regulation on the election of additional Supervisory Board members for the 2022–2026 term, as presented at the 2025 Annual General Meeting of Shareholders of Hop Nhat Joint Stock Company.

Respectfully!

OB. THE BOARD OF DIRECTORS
Chairman of the Board of Directors



DANG QUOC LICH

No.: 404/2025/BC.HDQT.AAH

Bac Giang, April 04, 2025

REPORT OF THE BOARD OF DIRECTORS
On the Management and Performance of the Board of Directors, Each
Board Member in 2024 and Plan Orientation for 2025

To: General Meeting of Shareholders

On behalf of the Board of Directors (BOD) of Hop Nhat Joint Stock Company, I would like to report to the 2025 Annual General Meeting of Shareholders (AGM) on the implementation of the BOD's tasks in 2024.

I. ACTIVITIES OF THE BOD IN 2024

1. Structure of BOD

The Company's BOD for the 2022-2027 term, consists of 05 members, including:

No.	Name	Position
1	Mr. Dang Quoc Lich	Chairman of the Board
2	Mr. Dao Ngoc Thao	Board Member
3	Mr. Pham Huu Bao	Board Member
4	Mr. Vi Thanh Chinh	Independent Board Member
5	Mr. Dong Khanh Du	Board Member

usly performed its roles and tasks and determined the leadership direction to propose positive measures and solutions in planning the Company's development strategy.

2. Summary of BOD' activities

2.1. Regarding the direction of the BOD

- In 2024, the Board of Directors held 09 meetings and issued 13 Resolutions. All meetings were attended and witnessed by the company's Board of Supervisors (BOS). All meetings were discussed and debated democratically and frankly, with minutes and resolutions in accordance with the meeting content.

- Resolutions/decisions are based on the high consensus and agreement of

all members of the BOD on the basis of the interests of Shareholders and the sustainable development of the Company.

- BOD Resolutions include:

No.	Resolution/Decision Number	Date	Content	Passing rate
1.	04/QD-HN	02/01/2024	Dismissal of Chief Accountant for Ms. Nguyen Thi Duan	100%
2.	05/QD-HN	02/01/2024	Appointment of Chief Accountant for Mr. Doan Van Cuong	100%
3.	803/2024/NQ-HDQT	08/03/2024	Regarding the last registration date to make a list of shareholders entitled to attend the 2024 Annual General Meeting of Shareholders	100%
4.	2603/2024/NQ-HDQT	26/03/2024	Approval of Transactions between the Company and related persons of insiders	100%
5.	2604/2024/NQ-HDQT	26/03/2024	Approval for investment of up to 49% of equity capital of Thien Lam Dat Joint Stock Company	100%
6.	0704/2024/NQ-HDQT	07/04/2024	Agree on time and location of the General Meeting of Shareholders	100%
7.	084/2024/NQ-HDQT	08/05/2024	Approval of transactions with related parties on Mechanical Construction Contract	100%
8.	16.05(01)/QD -AAH	16/05/2024	Approval of the plan for renovation, repair and upgrading of fixed assets in 2024.	100%
9.	2106/2024/NQ-HDQT	21/06/2024	On selecting an audit firm	100%
10.	1608/2024/QD-	16/08/2024	Change of company chief	100%

	AAH		accountant	
11.	1609/2024/QĐ-AAH	16/08/2024	Signing of Labor Contract and Appointment of Chief Accountant to Mr. Nguyen Quang Trung	100%
12.	171/2024/QĐ-AAH	17/10/2024	Appointed Mr. Dang Van Long as Deputy General Director of the company	100%
13.	172/2024/QĐ-AAH	17/10/2024	Appointed Mr. Tran Xuan Giang as Deputy General Director of the company	100%

2.2. Regarding business plan

According to the 2024 Business Plan approved by the General Meeting of Shareholders, the BOD always monitors the company's operations, promptly supervises and directs the Board of Directors to strive to achieve the 2024 plan targets.

2.2. Regarding the implementation of the Resolution of the 2024 Annual General Meeting of Shareholders

The BOD always complies with, implements and carries out the resolutions passed by the General Meeting of Shareholders. The BOD has prepared reports and submissions within its authority to the General Meeting of Shareholders for approval, adoption and decision.

2.3. Regarding business management

- The activities of the BOD in 2024 must comply with the provisions of the Company Charter, the Regulations on the Organization and Operation of the BOD, other provisions of law in the management and operation of the unit and under the supervision of the Company's Supervisory Board. All matters under the authority of the BOD are reported by the General Director to the BOD for consideration and decision under the supervision of the Supervisory Board. All members of the BOD and the Supervisory Board are promptly informed about the Company's operations.

- The Company has fully disclosed the Quarterly Financial Reports, Semi-Annual Review Reports for 2024, Audited Financial Reports for 2024, Management Reports, Annual Reports, other periodic and extraordinary information disclosures on business activities, finance and corporate governance to shareholders and the public in accordance with the provisions of law. Information disclosure always complies with the provisions of law, ensuring transparency, objectivity, and honestly reflecting the company's operations.

- The BOD and the Board of Management organized the 2024 AGM in accordance with regulations, on that basis, summarized the production and business activities in 2023 and set out directions and plans for the company's operations in 2024.

2.4. Regarding insider stock transactions in 2024:

No.	The person who makes the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase, decrease (buy, sell, convert, reward...)
			<i>Number of shares</i>	<i>Proportion</i>	<i>Number of shares</i>	<i>Proportion</i>	
1.	Mr. Dong Khanh Du	Insider	4.468.400	3,79	968.400	0.82	Decrease: Buy, sell
2.	Mr. Pham Huu Bao	Insider	3.961.500	3,36	961.500	0,82	Decrease: Buy, sell
3.	Mr. Dao Ngoc Thao	Insider	3.371.900	1,86	871.900	0.74	Decrease: Buy, sell
4.	Mr. Dang Quoc Lich	Insider	35.131.500	29,8	36.131.500	30,65	Increase: Buy, sell

2.5. Transactions between a company and a company in which a member of the Board of Directors is a founding member or a business manager within the last 3 years prior to the transaction:

No	Name of organization, individual	Their position/relationship to the company	Time of transaction	Content, quantity, total transaction value	Note
1.	Thien Lam Dat Joint Stock Company	Same Chairman of the Board of Directors	2024	Content: Purchase of goods and services, investment - Goods: 4.389.203.250 VND - Buy service: 1.085.711.000 VND	

				<ul style="list-style-type: none"> - Space for rent: 60.00.000 VND - Capital investment: 75.5 billion VND - Provide services: 39.428.838.861 VND 	
2.	Hop Nhat Processing and Screening Joint Stock Company	Participate in management and operation	2024	Content: Purchase of goods and services <ul style="list-style-type: none"> - Sale of coal: 19,707,360 VND 	
3.	Union of Science and Technology of Natural Resources, Minerals, Environment and Energy	Participate in management and operation	2024	<ul style="list-style-type: none"> - Content: Purchase of goods and services - Value: 443.600.000 VND 	

2.6. Regarding Human Resources:

The BOD of the company in 2024 will maintain the same structure, including 01 Chairman of the BOD, 03 executive members of the Board of Directors (01 General Director and 02 Deputy General Directors) and 01 non-executive member of the BOD; Supervise and inspect the human resource management of the BOD; develop a labor recruitment plan suitable to the company's needs; Supervise the implementation of policies for employees in a satisfactory manner on the basis of legal regulations.

3. General assessment

- The BOD has closely, promptly and regularly coordinated with the Board of Management and the Supervisory Board in directing the implementation of the Resolutions of the General Meeting of Shareholders and the BOD for the company.

- All decisions of the BOD are discussed and reported fully, promptly and in accordance with regulations to the Board of Supervisors and the Board of Management.

- The Board of Management' proposals to the BOD are all studied, discussed and given timely direction.

- The Company fully and promptly complies 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 BOD and each member of the BOD.

Operating expenses and other benefits of the BOD and each member of the BOD:

Implemented in accordance with the company's regulations and rules, the specific remuneration levels are as follows:

No.	Position	Salary/month/person (VND)
1	Chairman of the Board of Directors	5.000.000
2	Board Member	3.000.000

5. Activities of independent members of the BOD and results of independent members' assessment of the activities of the BOD:

- Activities of independent members of the BOD: Hop Nhat Joint Stock Company has 01 independent member of the BOD, Mr. Vi Thanh Chinh. In 2024, the activities of the independent members of the BOD will be carried out in accordance with the provisions of the Company Charter and relevant legal documents.

- Assessment of the independent Board member on the Board's activities: In 2024, the Company's BOD held all Board meetings in accordance with current laws, and issued Minutes and Resolutions as a basis for the BOD to carry out production and business activities.

6. Results of supervision of the General Director and the BOD

- - In 2024, the BOD supervised the Board of Management in implementing the Resolutions and decisions of the General Meeting of Shareholders and the BOD.

- The General Director has successfully completed all the tasks of running the Company and always performed well all the assignments of the BOD. The members of the Board of Management all have professional qualifications, capacity, qualities and experience in managing and operating the Company.

- The Board of Management has implemented production and business activities in accordance with the resolutions of the General Meeting of Shareholders,

Resolutions/Decisions of the BOD and always complied with the Company's charter as well as legal regulations.

- The Board of Management is fully aware of the difficulties and challenges of the Company in 2024 and the following years, so it has been proactive and flexible in operating, utilising and combining all resources to bring the highest possible efficiency to the Company's production and business activities.

II. OPERATION PLAN IN 2025

1. Objective

Objective of 2025: Focus on investment to increase output, expand market to increase revenue; Save costs to increase profits, ensure sustainable growth.

2. Operational plan for 2025 and vision to 2030

2.1 Plan for 2025

- Regularly check and monitor the implementation of signed contracts and use capital effectively, ensuring the completion of the 2025 plan tasks.

- Monitor and grasp the business operation process to make timely, unified decisions and instructions in accordance with the actual production and business situation.

- Innovate the growth model, ensure rapid and sustainable development, effectively combine breadth and depth development, focus on depth development, mobilize and effectively use available resources, continuously improve productivity, quality, efficiency and competitiveness.

- Continue working with relevant authorities to implement the investment plan to adjust the expansion of the mine boundary to the end of the coal layer, increasing the mining capacity to 500,000 tons/year. Invest in the construction of a shaft down to level 0 and auxiliary items to ensure mining output in 2025 and the following years; Invest in cutting and expanding the old tunnel to increase mining capacity, including: a coal conveyor system, underground mining machines... with a total estimated budget of about 250 billion VND.

- Actively seek markets, maximize resources to focus on investing in business development to bring high profits and create a strong brand for the company, create many jobs for society, and increase income for workers.

- Continue to recruit high-quality personnel with appropriate professional qualifications to effectively implement the company's Development Plan.

- Build a long-term strategy in manufacturing quality products to meet customer requirements.

2.2 Orientation to 2030: In addition to focusing on investing in expanding

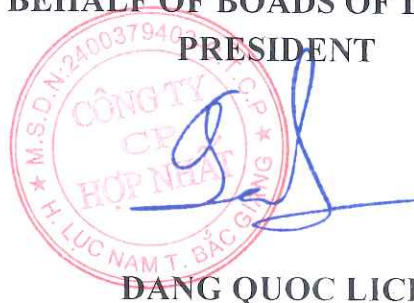
mine boundaries and increasing mining capacity in 2025, the BOD also orients development to 2030 in related fields to fully exploit the Company's advantages, specifically Cooperating with Sowarreen Green in the following 3 areas:

- i. **Reducing CO2 emissions from mining activities to produce biogas, hydrogen LNG, methane based on Blockchain technology and using German production technology**
- ii. **Building a biogas factory and a methane plasmalysis factory based on utilizing organic waste in livestock farming to produce methane and CO2 in the form of liquefied gas/dry gas.**
- iii. **Search and survey for valuable resources such as rare earth in the northern provinces of Vietnam to create geological and mineral maps to supply to mining partners.**

- After the AGM approves the report contents, the BOD will develop a specific roadmap and program in the spirit of innovation along with drastic and thorough guidance measures to bring Hop Nhat Joint Stock Company to increasingly sustainable development.

Respectfully report to the General Meeting of Shareholders.

**ON BEHALF OF BOARDS OF DIRECTORS
PRESIDENT**



DANG QUOC LICH

The red circular stamp contains the following text: "M.S.D.N. 240037940", "CÔNG TY CỔ PHẦN", "HỢP NHẤT", and "H. LỤC NAM T. BẮC GIANG".

C.T.C.P.
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