

No.: 0505/2025/CV-AAH

Bac Giang, May 5, 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://thanhopnhat.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

**HOP NHAT JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No. 0205/2025/RESOLUTION-BOD

Bac Giang, May 5, 2025

RESOLUTION

**Ref: Approval of matters related to the organization of the General Meeting of
Shareholders (the second)**

BOARD OF DIRECTORS OF HOP NHAT JOINT STOCK COMPANY

Pursuant to the Law on Enterprises dated June 17, 2020;
Pursuant to the Charter of Hop Nhat Joint Stock Company;
Pursuant to the Minutes of Meeting No.0105/2025/BBH-BOD dated May 5,
2025 of the Board of Directors of Hop Nhat Joint Stock Company.

RESOLVED

**Article 1. Agreement on the time and venue of the second Annual General
Meeting of Shareholders (AGM):**

1. Date of the meeting: May 29, 2025
2. Venue: Xuan An Hamlet, My An Commune, Chu Town, Bac Giang Province, Vietnam
3. Meeting agenda: Discussion and approval of matters under the authority of the AGM, including:
 - Report of the General Director on business performance in 2024 and the business plan for 2025;
 - Submission for approval of the audited financial statements for 2024;
 - Report of the BOD on corporate governance and performance of the BOD and each BOD member in 2024, and the plan for 2025;
 - Report of the independent BOD member on the BOD's activities in 2024;
 - Report of the Supervisory Board (SB) on the company's business performance, and the performance of the BOD and General Director;
 - Self-assessment report on the performance of the SB and its members;
 - Submission proposing the total budget for remuneration, bonuses, and other benefits for the BOD and SB;
 - Submission proposing approval of the list of independent auditing firms and the appointment of an independent auditing firm to review the company's operations;

- Dismissal of SB members;
- Election of additional SB members.

**Article 2. Approval of the agenda and documents for the AGM:
Accompanying documents include:**

- Meeting agenda and contents;
- Sample voting cards, voting ballots, and ballots for SB member election;
- AGM meeting regulations;
- Regulations on the election of SB members;
- Templates for Curriculum Vitae, nomination and candidacy forms for SB members;
- Draft AGM Resolution based on the proposed meeting agenda;

Article 3. Approval of documents and materials to be submitted to the AGM:

- Submission for approval of the audited financial statements for 2024;
- Report of the BOD on corporate governance and performance of the BOD and each BOD member in 2024, and the plan for 2025;
- Submission proposing the total budget for remuneration, bonuses, and other benefits for the BOD and SB;
- Submission proposing approval of the list of independent auditing firms and the appointment of the firm to review the company's operations.

Article 4. The BOD authorizes the Chairman of the BOD to direct the implementation of the decisions approved by the BOD in accordance with legal regulations.

Article 5. This Resolution takes effect from the date of signing.

Members of the Board of Directors, the General Director, and relevant departments and divisions shall be responsible for implementing this Resolution.

Recipients:

- As stated in Article 3;
- Supervisory Board;
- Filing: BOD, Office.

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the Board of Directors


Dang Quoc Lich

No.: 0305 /2025/IL-BOD

Bac Giang, May 5, 2025

**INVITATION LETTER
TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

Invitation: Shareholders of Hop Nhat Joint Stock Company ¹

The Board of Directors (BOD) of Hop Nhat Joint Stock Company (Enterprise Code: 2400379403, Head Office: Van Non Hamlet, Luc Son Commune, Luc Nam District, Bac Giang Province) respectfully invites you to attend the 2025 Annual General Meeting of Shareholders (AGM) of the Company with the following details:

- 1. Time:** 08:00 AM on May 29, 2025
- 2. Venue:** Xuan An Hamlet, My An Commune, Chu Town, Bac Giang Province, Vietnam
- 3. Meeting Content:** The agenda includes matters within the authority of the General Meeting of Shareholders as stipulated by the Law on Enterprises and the Company's Charter:
- 4. Enclosed Documents:**
 - Meeting agenda, supporting documents, and draft resolutions for each agenda item;
 - Form of Certificate of Attendance/Authorization to Attend;
 - The Form of Notice of Candidacy and Nomination of Candidates for the Board of Trustees shall be enclosed with this Letter of Invitation.

All AGM documents are published on the Company's website at: <http://thanhopnhat.com/> from May 5, 2025. Shareholders are kindly requested to access this link to view the full version of reports, submissions, nomination forms, and other documents which will be updated until the end of the AGM

5. Participants and Eligibility: All shareholders of United Joint Stock Company (or duly authorized representatives) listed on the shareholder register as of April 2, 2025.

¹ Name, head office address, enterprise code; Name and contact address of the shareholder.

6. Confirmation of Attendance: In order to ensure proper organization of the AGM, we kindly request shareholders to confirm attendance or proxy representation (using the enclosed forms) before 12:00 PM on May 28, 2025 via post, direct submission, or email to the Organizing Committee:

- Head Office: Van Non Hamlet, Luc Son Commune, Luc Nam District, Bac Giang Province
- Email: thanhophat@gmail.com
- Contact Person: Mr. Nguyen Viet Phuong – Phone: 0916 113 753

Note:

- When attending the meeting, Shareholders, Authorized Representatives, or Legal Representatives of Institutional Shareholders must bring valid personal identification (ID card/Citizen ID/Passport) and Power of Attorney (if applicable). Shareholders are responsible for their own expenses to attend the AGM.

- For any inquiries, please contact us using the above details.

We sincerely request your punctual and full attendance to ensure the success of the AGM!

Respectfully!

Recipients::

- As addressed above;
- Company website;
- Office filing.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

Chairman of the Board of Directors



DANG QUOC LICH



DRAFT

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.: 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

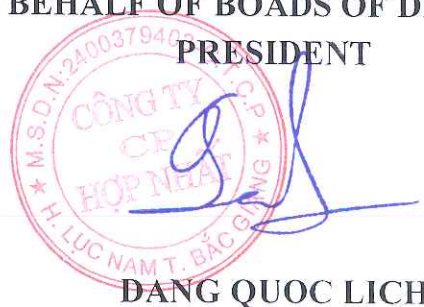
mine boundaries and increasing mining capacity in 2025, the BOD also orients development to 2030 in related fields to fully exploit the Company's advantages, specifically Cooperating with Sowarreen Green in the following 3 areas:

- 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

C.T.C.P * 01/11/2021

REPORT ON
2024 Business and Production Results
and 2025 Production Plan

To: General Meeting of Shareholders of the Company

- Pursuant to the Charter of organization and operation of the Hop Nhat Joint Stock Company;
- Pursuant to the Company's audited financial statements for 2024;
- Pursuant to the implementation of production and business activities;

On behalf of the Board of Management of Hop Nhat Joint Stock Company, I would like to respectfully welcome all shareholders to attend the Company's 2025 Annual General Meeting of Shareholders today.

Authorized by the Board of Management, I would like to present a summary report on the Company's Business Performance in 2024 and the Company's Business Plan in 2025.

1. Production and business performance in 2024:

In 2024, the Board of Management managed the Company's production and business activities in accordance with the direction and guidance of the Board of Directors, seriously implemented the Board of Directors' Resolutions, proactively proposed solutions and measures to overcome difficulties, so that despite facing the severe impact of natural disasters, storms and floods and the not-so-optimistic economic situation, the Company's revenue and profit targets still achieved growth compared to the same period. Specifically:

Target	2024 (VND)	Growth compared to 2023
1. Total asset value	1.455.150.771.623	9,9%
2. Total net revenue	1.172.121.547.172	404,4%
3. Profit	40.498.476.554	140,3%
- Profit before tax	21.063.760.993	38,5%
- Profit after tax	11.994.503.019	2,6%
4. Profit margin		
- Marginal Profit (Profit before tax/Revenue)	1,8%	-4,7%
- ROA (Profit after tax/Average total assets)	1,5%	

- ROE (Profit after tax/Average equity)	1,0%	0,15%
5. Equity	1.191.170.102.566	0,1%
6. Charter capital	1.179.000.000.000	-
7. Investment	101.317.075.274	

2. Evaluation of production and business performance in 2024:

2024 is a difficult year for all industries, including the coal industry, due to the economic and social situation still containing many potential instabilities such as inflation; military conflicts, world politics; natural disasters, storms and floods... compared to previous years. However, under the close direction of the Board of Directors as well as the efforts of officers and employees, although some operating results in 2024 have not been achieved as planned, they still ensure significant growth compared to 2023.

In terms of revenue, it increased by 404.4% compared to 2023 and exceeded 6.55% compared to the plan approved by the General Meeting of Shareholders;

Regarding the Company's revenue structure in 2024, it mainly comes from commercial activities (sales of goods) accounting for 77.4% and production activities (sales of semi-finished products), accounting for 19.07% and the remaining revenue (from general construction contractors, leasing of screening lines, premises) is 3.5%.

The Company's total after-tax profit in 2024 is 11.99 billion VND, an increase of 2.6% compared to 2023, reaching 21.7% of the plan due to the arising costs of overcoming the consequences of typhoon Yagi and the liquidation of unnecessary fixed assets;

In 2024, the Company invested in repairing, renovating and upgrading mine roads with a value of more than 101 billion VND to increase exploitation capacity in 2025 and the following years.

3. Human resources:

Due to the nature of the coal mining industry, which is working in underground mines, the direct labor force fluctuates quite significantly between months of the year, specifically:

- Total number of employees in 2024 is : 694 persons
- Employees until December 31, 2024 : 538 persons
- Total salary fund in 2024 is : 84.388.955.008 VND
- Average monthly income of workers is : 10.133.160 VND/month

For indirect workers: work in a stable, professional environment, get remuneration commensurate with professional capacity and work efficiency; Spacious and airy office. In addition, the Company regularly cares for the lives of employees, gradually improving and enhancing the quality of shift meals for employees; Carry out well the inspection and supervision of the Kitchen so that the shift meals are both sufficient in quantity and of good quality, ensuring the health of employees.

For direct labor: In 2024, the Company organized:

- Occupational safety and hygiene training courses – Group 3: 101.382.000 VND
- Elementary level mining vocational training : 689.964.000 VND
- Vocational training in underground mining equipment operation: 115.500.000 VND

Provide training to the entire mining workforce from factory supervisors to direct mining workers to ensure absolute safety in production and no work accidents will occur in 2024.

The company regularly inspects and supervises labor safety discipline. Fully equips employees with clothing and labor protection equipment according to regulations. Makes deductions for social insurance, health insurance and unemployment insurance for employees according to the provisions of the Labor Law and Labor Regulations. The company always cares about improving the material and spiritual life of employees, coordinates with the Company's Trade Union to fully implement welfare policies such as sickness, maternity, funeral, wedding, etc., organizes periodic tours and vacations for employees.

4. Business plan in 2025.

4.1 Advantages:

- Domestic coal demand increases:
 - + Industries such as thermal power, cement, and metallurgy still depend heavily on coal;
 - + Coal imports also increased, creating conditions for domestic enterprises to develop;
- Applying new technology in mining: Automation, artificial intelligence (AI) and modern mining technology help increase productivity, reduce costs and risks;
- State support policies: The government can provide tax support, investment in transport infrastructure and land incentives to ensure a stable coal supply.

4.2 Difficulties:

- Pressure from the energy transition and environmental commitments: Vietnam is aiming to achieve net zero emissions by 2050, leading to a gradual reduction in dependence on coal and increased use of renewable energy. This poses a major challenge for the coal mining industry in adapting and finding new directions.
 - Increasing mining costs:
 - + The mining depth is getting deeper and deeper, increasing production costs;
 - + Environmental protection requirements are increasingly stringent, requiring greater investment in waste treatment and environmental restoration.
 - Labor risks and mining safety:
 - + The coal industry has many potential risks to labor safety such as tunnel collapse, water leaks, and methane gas explosions;
 - + Increasing requirements for training and labor protection put pressure on costs for the Company.

- Coal market volatility:
- + Coal prices depend on international supply and demand, affecting the Company's profits.
- + If coal prices fall, the Company may have difficulty maintaining operations.

4.3 Plan in 2025

Recognizing the advantages and difficulties in 2024, the company sets the following goals for the 2025 plan:

No.	Target	Unit	2024
I	Coal production	Ton	180.000,0
II	Coal business		
1	Coal produced from mines	Ton	260.000,0
2	Commercial coal	Ton	400.000,0
II	Financial indicators		
1	Revenue	VND	1.192.000.000.000,0
1.1	Coal Revenue	VND	1.147.000.000.000,0
1.2	Other revenue	VND	45.000.000.000,0
2	Profit before tax	VND	75.000.000.000,0
3	Profit after tax	VND	60.000.000.000,0
3	Profit margin		
	- Marginal Profit (Profit before tax/Revenue	%	6,3%
	- ROA (Profit after tax/Average total assets	%	4,02%
	ROE (Profit after tax/Average equity)	%	5,09%
4	Investing in expanding the boundaries and increasing the mining capacity to 500,000 tons/year	VND	250.000.000.000

5. Some key solutions to overcome difficulties in implementing the 2025 Business Plan:

i. Improve mining efficiency and save costs by:

- Equipment and machinery improvement: Investing in expanding old mine roads to install conveyor systems and bringing in modern mining equipment to exploit at greater depths at lower costs;
- Reuse resources: Make the most of coal and its by-products for processing to improve quality or as input materials for new business models to increase resource efficiency.

ii. Adapting to the energy transition and coal reduction trend:

- Business model transformation: Utilizing mined coal and its by-products as input materials for new business models such as: production of construction materials;

- production of biogas, LNG hydrogen, methane gas based on Blockchain technology and using German production technology;
- Optimize production according to market demand: Reduce sales of low quality coal, focus on processing high quality coal
- iii. **Ensuring labor safety and human resources**
- Enhance worker training: Provide knowledge on mining safety, troubleshooting and operating modern equipment
 - Improve working conditions: Strengthen early warning systems for risks of tunnel collapse, methane gas explosions and ensure strict labor protection procedures.
- iv. **Meet environmental requirements and government policies**
- Actively comply with environmental regulations: Implement solutions to reduce water, air and noise pollution during mining;
 - Actively participate in sustainable development programs: Coordinate with authorities and environmental organizations to access tax incentives, loans or technical support;
 - Regenerating and restoring the environment after exploitation: Investing in planting trees and improving land after exploitation to ensure sustainable development.
- v. **Diversify capital mobilization channels:** Proactively seek and work with partners, credit institutions... to diversify mobilization channels, especially medium and long-term capital sources with reasonable mobilization costs to meet the needs of investment expansion in 2025 and the following years.
6. **Conclusion:** In 2025, the Company will invest in expansion, increase the mining capacity of existing coal mines, improve equipment and mechanize mining to reduce costs, increase revenue, comply with environmental and tax policies of the State to survive and develop sustainably. If the Company does not adapt in time, it may encounter many difficulties in the context of the coal industry facing a long-term decline.

Dear presidents,

Dear shareholders,

The above is the content of the report of the Board of Management of Hop Nhat Joint Stock Company to the General Meeting of Shareholders on the business results of 2024 and the production and business plan of 2025. The Board of Management would like to thank our shareholders for always trusting and supporting us in the past time. We believe that with continuous efforts, the Company will move towards stable and effective development in the coming time.

On behalf of the Board of Management, I would like to wish all delegates and shareholders good health, happiness and success. I wish the Meeting a great success.

Sincerely thanks!

**ON BEHALF OF BOARD OF MANAGEMENT
GENERAL DIRECTOR**



TỔNG GIÁM ĐỐC

Phạm Hữu Bảo

Bac Giang, April 05, 2025

REPORT

Self-assessment report on the performance of the Supervisory Board and Supervisors in 2024 and the activity plan of the Supervisory Board for 2025

Respectfully submitted to: The General Meeting of Shareholders of the 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 2024, together with the Supervisory Board's Activity Plan for 2025, as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

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. Le Thi Bich Yen	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 2024, 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 2024;
- Appraised the management and business operations of the Board of Directors (BOD) and Executive Board; monitored the implementation of the 2024 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 2024 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 2024;
- 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	2/2	100%	100%	
2.	Mrs. Vu Thi Thanh Hang	2/2	100%	100%	
3.	Mrs. Le Thi Xuyen	1/2	50%	50%	Relieved from duty on April 29, 2024
4.	Mrs. Nguyen Thi An	1/2	50%	50%	Appointed on

					April 29, 2024
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4. Remuneration, Operating Expenses, and Other Benefits of the Supervisory Board and Its Members.

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

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

II. WORK PLAN OF THE SUPERVISORY BOARD FOR 2025

1. Stabilize the organizational structure and assign appropriate tasks to the members of the Supervisory Board for 2025;
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 2025 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 2024, along with the Work Plan of the Supervisory Board for 2025, respectfully submitted to the General Meeting of Shareholders.

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD

Le Thi Bich Yen

Bac Giang, April 05 2025

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

To: General Meeting of Shareholders

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 2025 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 2024 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 2025 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 2024 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, 2024. The Company's 2024 financial report has been audited in accordance with the provisions of the Charter and the Resolution of the 2024 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 2024, 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 2024, 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 2024 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 2024, the Supervisory Board did not find anything unusual in the operations of the General Director and the Executive Board;

- In 2024, 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 2024, 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

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accordance with the Resolution of the General Meeting of Shareholders.

In 2024, 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.

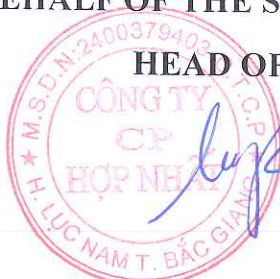
6. Conclusion:

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 2024 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



LE THI BICH YEN



No: 404 /2025/BC.HDQT.AAH

Bac Giang, April 04, 2025

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

DIRECTORS IN 2024

Dear: General meeting of shareholders

Assessing the performance of the company's Board of Directors in 2024, 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 2024, 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 2024, 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 2024, 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 thee Meeting success!

INDEPENDENT BOARD MEMBER



VI THANH CHINH





DRAFT

Bac Giang, date ... month ... year 2025

ELECTION REGULATIONS

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 4, 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



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Bac Giang, April 05, 2025

LETTER OF RESIGNATION

To: - The General Meeting of Shareholders of Hop Nhat Joint Stock Company
- The Supervisory Board of the Company

I am: Le Thi Bich Yen

Year of birth: 27/01/1992 , Citizen ID No: 022192002407

Address: Zone 1, Yen Giang ward, Quang Yen town, Quang Ninh province

I respectfully submit the following to the General Meeting of Shareholders of the Company:

I was elected by the General Meeting of Shareholders to serve as a member of the Supervisory Board of Hop Nhat Joint Stock Company for the term [...], and subsequently appointed by the Supervisory Board as its Head. During my tenure as Head of the Supervisory Board, I have always fulfilled my responsibilities diligently and effectively. However, due to personal reasons, I will no longer be able to continue in the position of Supervisory Board member and Head of the Supervisory Board.

Therefore, through this letter, I respectfully request the General Meeting of Shareholders to consider and approve my resignation and issue a resolution to relieve me of my duties as a member of the Supervisory Board at the earliest convenience.

I would like to sincerely thank the General Meeting of Shareholders and the Supervisory Board for the trust and support extended to me during my service.

I respectfully request your consideration and approval!

Respectfully!

THE APPLICANT

Le Thi Bich Yen

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CURRICULUM VITAE

1. Name: HOANG THI LIEN Gender: Female
2. Date of birth: September 3, 1983
3. Nationality: Vietnam
4. Citizen identification card/ Passport No: 031183002685; date of issue: March 5, 2025; place of issue: Ministry of Public Security
5. Permanent address: Chu Vuon residential group, Tran Hung Dao ward, Thuy Nguyen city, Hai Phong city
6. Contact address: Chu Vuon residential group, Tran Hung Dao ward, Thuy Nguyen city, Hai Phong city
7. Phone number: 0947822435 Email: hoangliendb1214@gmail.com
8. Qualification: University
9. Current position at the company:
10. Current positions held at other organizations:
11. Number of shares held at the Company: 2,500 shares, accounting for 0.0021% of charter capital, of which:
 - + Owner representative: shares, accounting for % of charter capital
 - + Individual ownership: 2,500 shares, accounting for 0.0021% of charter capital
12. Number of shares and holding ratio at other securities companies:
13. Work history:

No.	Time	Workplace	Position
1	From 2010-2012	Union of Science, Technology, Resources, Minerals, Environment and Energy	Accountant
2	From 2012-2015	Phat Dat Import Export Joint Stock Company	Chief accountant
3	From 2015- now	Hop Nhat Processing and Screening Joint Stock Company	Chief accountant
4	From 2015-2016	Thien Lam Dat Joint Stock Company	Chief accountant
5	From 2020-2024	Quyet Thang Mineral Exploitation Joint Stock Company	Chief accountant
6	From 2012- now	Hoang Lien Son Joint Stock Company	Chief accountant
7	From 2016- now	Quang Nam General Trading and Eco-Tourism Company Limited	Chief accountant

14. List of related persons of the declarant: According to the attached appendix
15. Holding commitments (if any):

16. Related benefits to the company:

17. Conflicting interests with the company:

I guarantee that the above statements are true. If they are false, I will take full responsibility before the law.

Bac Giang, April 5, 2025

DECLARANT

(Sign and write full name)

*Thư
Thương Thị Liên*

DRAFT

Bac Giang, April ..., 2025

**REGULATIONS
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 4, 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. C 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



**HOP NHAT
JOINT STOCK COMPANY**

No:/2025/NQ.DHĐCĐ.AAH

DRAFT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Bac Giang, 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 Report of the 2025 Annual General Meeting of Shareholders No.2025/BB.DHĐCĐ.AAH dated/....2025.

RESOLUTION

Artical 1. Through Report Business performance results in 2024 and business plan for 2025

(Report Attached)

Artical 2. Through the 2020 audited financial statements

(Report Attached)

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

(Report Attached)

Artical 4. Through the Report of independent members of the Board of Directors on the activities of the Board of Directors in 2024

(Report Attached)

Artical 5. Through the Report of the Supervisory Board (BOS) on the company's business results and the Board of Directors' performance results. Director or General Director

(Report Attached)

Artical 6. Through the Self-Evaluation Report on the performance of the Supervisory Board and Controllers

(Report Attached)

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

(Report Attached)

Artical 8. Through the list of independent audit companies; Decide on an independent auditing company to inspect the company's operations

(Report Attached)

Artical 9. Dismissal of members of the Supervisory Board

Artical 10. Elect additional members of the Supervisory Board

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 General Directors 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, CEO;
- Save office.

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

Independence - Freedom - Happiness

SHAREHOLDER

SHAREHOLDER INFORMATION:

ID/Citizen ID/Enterprise Registration No:

Phone number and email:

Number of shares owned:

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

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

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

1. REGISTER TO ATTEND
- ☐

- ## 2. AUTHORIZATION TO ATTEND ☐

Name of individual/organization:

ID/Citizen ID/Enterprise Registration No.:

Contact address/Head office address:

Phone number and email:.....

Number of Authorized Shares:

Authorization content: The authorized person shall represent and act on behalf of the authorizing shareholder to attend and exercise all rights and obligations of a shareholder at the 2025 Annual General Meeting of Shareholders of United Joint Stock Company, corresponding to the number of shares authorized.

This Power of Attorney is effective from the date of signing until the conclusion of the 2025 Annual General Meeting of Shareholders of United Joint Stock Company.

AUTHORIZED REPRESENTATIVE

SHAREHOLDER/AUTHORIZING PARTY

Note:

To ensure the success of the General Meeting, kindly submit the Authorization Letter (using the attached form) to the Administration and Organization Department of Hop Nhat Joint Stock Company, at Van Non Hamlet, Luc Son Commune, Luc Nam District, Bac Giang Province, no later than 12:00 PM on May 28, 2025.

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

Số: /2025/Submission-BOD



Bac Giang, April ..., 2025

SUBMISSION

Re: Approval of the Audited financial statements for the year 2024

To: The general meeting of shareholders

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

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

Pursuant to the Charter of Hop Nhat Joint Stock Company;

The Board of Directors (BOD) respectfully submits to the 2025 Annual general meeting of shareholders (AGM) for approval the Audited financial statements for the year 2024 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.vn>), include:

- The Auditor's Report;
- The Balance Sheet as at December 31, 2024;
- The Income Statement for the year 2024;
- The Cash Flow Statement for the year 2024;
- The Notes to the Financial Statements for the year 2024.

Respectfully submitted to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Distribution:

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

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

Dang Quoc Lich

No. /2025/Submission-BOD

Bac Giang, April 2025

DRAFT**SUBMISSION**

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

To: The general meeting of shareholders

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

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

Pursuant to the Charter of Hop Nhat Joint Stock Company;

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

1. Approval of the payment of remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board for 2024 and the payment plan for 2025 as follows:

No.	Position	Quantity	Remuneration paid 2024	Planned remuneration 2025
1	Chairman of the BOD	1	60 millions dong/year	60 millions dong/year
2	Member of the BOD	4	144 millions dong/year	144 millions dong/year
3	Head of the SB	1	36 millions dong/year	36 millions dong/year
4	Member of the SB	2	24 millions dong/year	24 millions dong/year

2. Total Remuneration, Bonuses, and Other Benefits for the Board of Directors and the Supervisory Board for 2025:

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

3. Payment plan for remuneration, bonuses, and other benefits for the Board of Directors and the Supervisory Board in 2025:

Advance payments shall be made to the Board of Directors and the Supervisory Board within the proposed budget for 2025, with the final settlement presented in the report submitted to the 2026's AGM.

Respectfully submitted to the 2025 Annual general meeting of shareholders for consideration and decision.

Distribution:

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

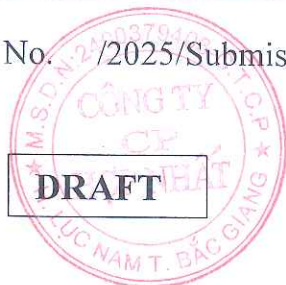
ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the Board of Directors

DANG QUOC LICH



No. /2025/Submission-SB



Bac Giang, April ..., 2025

SUBMISSION**Re: Selection of an independent audit firm****To: The general meeting of shareholders**

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

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

Pursuant to the Charter of Hop Nhat Joint Stock Company;

The Supervisory Board (SB) respectfully submits to the 2025 Annual general meeting of shareholders (AGM) for a decision on the selection of an independent audit firm to perform the audit of the Company's operations, as follows:

1. Criteria for selecting an independent audit firm:

A firm which is operating legally in Vietnam and approved by the State Securities Commission (SSC) to audit public interest entities for the year 2024;

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

2. Proposed selection of the audit firm:

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

3. The AGM assigns/authorizes the Company's BOD to organize the selection of the audit firm for the audit and review¹ of the Financial Statements for the year 2025, ensuring compliance with legal regulations and the Company Charter.

Respectfully submitted to the 2025 Annual General Meeting of Shareholders for consideration and decision.



Distribution:

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

**ON BEHALF OF THE SUPERVISORY
BOARD
Head of the board**



**HOP NHAT JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: .../2025/BOD

Bac Giang, date ... month ... year 2025

DRAFT

PROPOSAL

**Re: Dismissal and Replacement Election of a Supervisory Board Member for the
2022–2027 Term**

**Respectfully submitted to: The 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 Supervisory Board member Le Thi Bich Yen.

In order to ensure the minimum number of Supervisory Board members as required by the Law on Enterprises and the Company's Charter, and to enable the Supervisory Board to effectively fulfill its functions and duties, the Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the following personnel restructuring of the Supervisory Board of Hop Nhat Joint Stock Company:

1. Approval of the dismissal of a Supervisory Board member

On .../.../2025, the Company received the resignation letter from Ms. Le Thi Bich Yen – Head of the Supervisory Board. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of Ms. Le Thi Bich Yen from her position as a member of the Supervisory Board.

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

The structure of the Company's Supervisory Board consists of 03 members.

The term of office for Supervisory Board members is from 2022 to 2027

Candidate for replacement election: Ms. Hoang Thi Lien

To ensure the sufficient number of Supervisory Board members (03 members) as stipulated in the Charter of Hop Nhat Joint Stock Company, the Board of Directors

respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the election of 01 replacement member to the Supervisory Board.

We respectfully submit this to the 2025 Annual General Meeting of Shareholders for consideration and approval.

Recipients:

- As stated above;
- Supervisory Board, Board of Management;
- Archives: Board of Directors, Office.

**OB. THE BOARD OF DIRECTORS
CHAIRMAN**

Đang Quoc Lich



2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HOP NHAT JOINT STOCK COMPANY

CODE: AAH - 000



MAU

VOTING CARD

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

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

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

This voting card is only valid at the 2025 Annual General Meeting of Shareholders.

**HOP NHAT
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Bac Giang, May 29, 2025

VOTING FORM

*(Valid for voting at the 2025 Annual General Meeting of Shareholders
May 29, 2025)*

I. SHAREHOLDER INFORMATION

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

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

No	Content	Approve	Disapprove	No opinions
1.	Approving the Report of the Board of General Directors on Business Results in 2024 and Business Plan in 2025;			
2.	Approving the 2025 audited financial statements;			
3.	Approve the Report of the Board of Directors on the governance and performance of the Board of Directors and each member of the Board of Directors;			
4.	Approve the report of the Independent Board Member on the Board of Directors' activities in 2024;			
5.	Approve the Report of the Supervisory Board on the company's business results and the performance of the Board of			

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

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

SHAREHOLDERS/AUTHORIZED PERSON

(Sign and write full name)



RULES FOR VOTING BY "VOTING BALLOT"

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

EVALUATION OF VALID AND INVALID VOUCHERS:

1. Valid ticket:

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

2. Invalid ticket:

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

NOTE:

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

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HOP NHAT JOINT STOCK COMPANY**

CODE: AAH - 000

SAMPLE



ELECTION BALLOT

MEMBER OF THE SUPERVISORY BOARD

NAME OF SHAREHOLDERS: NGUYEN VAN A

10,000 SHARES

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

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

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

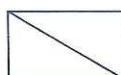
Bac Giang, May 29, 2025
SHAREHOLDERS/AUTHORIZED PERSONS
(Sign, write full name)

VOTING INSTRUCTIONS

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

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

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



For example:

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

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

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

Valid votes

- The ballots are issued by the Congress Organizing Committee according to a uniform form with the stamp of Hop Nhat Joint Stock Company, not shaved, edited, erased and have the total number of voting rights according to the attendance code. Shareholders or authorized representatives, when given election ballots, must check the code and number of shares owned or authorized written on the election ballot. If there are any errors, they must immediately notify the Congress Organizing Committee at the time of receiving the ballot.

- Votes for candidates on the election list approved by the Congress;
- The total number of votes of shareholders for candidates is equal to or less than the total number of voting rights of shareholders;
- Number of votes for candidates rounded to the nearest unit;
- Shareholders' ballots must be signed and clearly state their full names.

Invalid vote

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