



Ho Chi Minh City, January 14th, 2026

**RESOLUTION
OF THE BOARD OF DIRECTORS**

Re: Dismissal of Key Personnel of HocMon Trade Joint Stock Company

**BOARD OF DIRECTORS
OF HOCMON TRADE JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises of the Socialist Republic of Vietnam;
- The Enterprise Registration Certificate No. 0302481483 issued by the Business Registration Office – Department of Planning and Investment of Ho Chi Minh City; initially issued on December 31st, 2001, and amended for the 12nd time on August 16th, 2022;
- The Charter of Organization and Operation of HocMon Trade Joint Stock Company and relevant internal corporate governance regulations;
- Resolution No. 05/2025/NQ-ĐHĐCĐ dated March 28th, 2025 of the 2025 Annual General Meeting of Shareholders;
- Resolution No. 03/2026/NQ-BOD dated January 6th, 2026 of the Board of Directors regarding the election of the Chairman of the Board of Directors for the remaining term of 2022 – 2027;
- Proposal No. 03/2026/TTr-HTC dated January 8th, 2026, submitted by the General Director of the Company;
- The Minutes of the First Written Voting Session of the Board of Directors of HocMon Trade Joint Stock Company, dated January 14th, 2026.

HEREBY RESOLVES:

Article 1: The Board of Directors unanimously agrees to dismiss Mr. Kieu Cong Tam from the position of Deputy General Director of HocMon Trade Joint Stock Company.

Reason: Due to the Company's need to arrange and reorganize its key personnel.

Article 2: Effective Date: From January 14th, 2026.

Article 3: The salary/remuneration of Mr. Kieu Cong Tam shall be applied in accordance with the Law, the Company's Charter, and the current internal regulations of the Company applicable to the position of Chairman of the Board of Directors.

Article 4: This Resolution shall take effect from the date of signing.

Article 5: The members of the Board of Directors, the Executive Board, the Chief Accountant, the Heads of Departments, and the individual named in Article 1 shall be responsible for implementing this Resolution.



Directors

(Signed)

- ## Kieu Cong Tam