



RESOLUTION OF THE BOARD OF DIRECTORS

Regarding the addition of the amendment to the Internal Regulations on Corporate Governance of Hoc Mon Trade Joint Stock Company as an official document for the 2026 Annual General Meeting of Shareholders

BOARD OF DIRECTORS OF HOC MON TRADE JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

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

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


Pursuant to the Minutes of Vote Counting for collecting written opinions from members of the Board of Directors No. 06 dated April 14, 2026.

RESOLVED:

Article 1. The Board of Directors unanimously approves the inclusion of Proposal No. 58/2026/TTr-HTC dated April 07, 2026, by the General Director regarding the amendment of the Internal Regulations on Corporate Governance as an official document for the 2026 Annual General Meeting of Shareholders.

Detailed amendment contents:

No.	Current Content of the Regulations	Proposed Amendment
1	<p>Article 18: Appointment, dismissal, signing of contracts, and termination of contracts for the General Director.</p> <p>1. Term, standards, and conditions of the General Director:</p> <p>- Specific standards and conditions:</p> <p>General Director: graduated from university, possesses professional qualifications, capacity to organize and direct corporate operations, practical experience in business administration or in the Company's main business lines.</p>	<p>Article 18: Appointment, dismissal, signing of contracts, and termination of contracts for the General Director.</p> <p>1. Term, standards, and conditions of the General Director:</p> <p>- Specific standards and conditions:</p> <p>General Director: possesses professional qualifications, capacity to organize and direct corporate operations, practical experience in business administration or in the Company's main business lines, and receives absolute trust from the collective.</p>



Article 2. To approve the Draft Resolution of the General Meeting of Shareholders regarding the amendment of the Internal Regulations on Corporate Governance of Hóc Môn Trade Joint Stock Company to be included in the official documents for the 2026 Annual General Meeting of Shareholders.

Article 3. This Resolution shall take effect from the date of signing.

Article 4. Members of the Board of Directors, the Board of Management, and Heads of functional departments are responsible for the implementation of this Resolution.

**FOR AND ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

(Signed)

Recipients:

- As specified in Article 4;
- Members of the Supervisory Board;
- Information Disclosure on the website;
- Filed: Secretary, Archives.

Kieu Cong Tam



HOCMON TRADE JOINT STOCK COMPANY

DOCUMENTS FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

April 2026



HOC MON TRADE JOINT STOCK COMPANY

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LIST OF DOCUMENTS

ANNUAL GENERAL MEETING OF SHAREHOLDERS

YEAR 2026

1. Draft of the Meeting's Agenda;
2. Draft Regulation on Organization at the Meeting;
3. Draft Election Regulations of the Meeting;
4. Report of the Board of Directors on operating results in 2025 and the operating plan in 2026;
5. Report of the Board of Executives on production and business results in 2025 and production and business plan in 2026;
6. Report of the Board of Supervisors on the operating results in 2026;
7. Proposal of the Board of Supervisors regarding the selection of an audit firm for the 2026 Financial Statements;
8. Proposal of the Board of Directors regarding the audited Financial Statements of 2025:
 - + Audited Financial Statements of 2025 (before consolidation).
 - + Audited Financial Statements of 2026 (after consolidation).
9. Proposal of the Board of Directors regarding profit distribution and dividend payment plan for 2025;
10. Proposal of the Board of Directors regarding the remuneration settlement for 2025 and plan of the remuneration for the Board of Directors and the Board of Supervisors in 2026;
11. Proposal of the Board of Directors on the amendments to the Company's Charter;
12. Proposal of the General Director on the amendment of the Internal Regulations on Corporate Governance;
13. Proposal of the Board of Directors on the change of members of the Board of Directors;
14. Summary Curriculum Vitae (CV) of the candidates for the Board of Directors;
15. Draft of the 2026 Annual General Meeting of Shareholders' Resolution.



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AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

I. OPENING CEREMONY (From 09:00 AM to 09:45 AM)

1. Shareholders or shareholder representatives complete attendance registration procedures;
2. Declaration of reasons – Introduction of Attendees;
3. Report on shareholder eligibility verification;
4. Approval of the Chairpersonship and the Secretariat of the Meeting;
5. Approval of the Meeting Agenda;
6. Approval of the Working Regulations of the Meeting;
7. Approval of the Election Regulations of the Meeting;
8. Approval of the nominated list for the Vote Counting Committee to verify election results and voting contents of the Meeting.

II. WORKING SESSION (From 09:45 AM to 11:00 AM)

1. Report of the Board of Directors on operating results in 2025 and the operating plan in 2026;
2. Report on production and business results in 2025 and production and business plan in 2026;
3. Report on the operating results of the Board of Supervisors in 2025;
4. Approval of the Proposal of the Supervisory Board on the selection of an auditing firm for the 2026 financial statements;
5. Approval of the Audited 2025 Financial Statements;
6. Approval of the Proposal of the Board of Directors on the 2025 Profit Distribution and Dividend Payment Plan;
7. Approval of the Proposal of the Board of Directors on the 2025 Remuneration Settlement and 2026 Remuneration Payment Plan for the Board of Directors and the Supervisory Board;
8. Approval of the Proposal of the Board of Directors on the amendments to the Company's Charter;
9. To approve the Proposal of the General Director on the amendment of the Internal Regulations on Corporate Governance;
10. Approval of the Proposal of the Board of Directors on the change of members of the Board of Directors. Dismissal of one (01) member and additional election of one (01) member to the Board of Directors of Hoc Mon Joint Stock Trading Company for the remaining duration of the 2022-2027 term;
11. Introduction of candidates for the Board of Directors;
12. Discussion of the Meeting's proceedings; Shareholder proposals and voting;
13. The General Meeting conducts the additional election of members of the Board of Directors;
14. Announcement of election results.

III. GENERAL MEETING SUMMARY SECTION (From 11:00 AM to 11:30 AM)

1. Approval of the Meeting Minutes;
2. Approval of the Meeting Resolution;
3. Meeting closing section.

ORGANIZING COMMITTEE

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REGULATION ON ORGANIZATION AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

*Pursuant to the Law on Enterprises of the Socialist Republic of Vietnam;
Pursuant to the Charter of Hoc Mon Trade Joint Stock Company.*

To organize the 2026 Annual General Meeting of Shareholders in accordance with current Vietnamese law, ensuring the principles of transparency, democracy and the legitimate rights of shareholders, the Board of Directors hereby presents the Draft of the Regulation on Organization at the 2026 Annual General Meeting of Shareholders as follows:

Article 1. General Provisions

1.1 These Regulation on Organization apply to the organization of the 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company (hereinafter referred to as the "Meeting").

1.2 This regulation specifies the rights and obligations of the participating parties in the Meeting, the conditions, and the procedures for conducting the Meeting.

1.3 Shareholders and participating parties are responsible for complying with the provisions of this regulation.

Article 2. Rights and Obligations of the Chairperson of the Meeting

2.1 The Chairman of the Board of Directors is the Chairperson of the Meeting.

2.2 Obligations of the Chairperson of the Meeting:

- Preside over and direct the General Meeting operation in accordance with the approved Meeting's Agenda;
- Guide the discussions and voting section at the Meeting;
- Propose draft resolutions and conclusions for the Meeting's vote;
- Respond to questions raised during the Meeting;
- Legally and orderly conduct the Meeting, reflecting the wishes of the majority of participating shareholders and shareholder representatives.

Article 3. Rights and Obligations of the Secretary of the Meeting

3.1 The Secretary of the Meeting is introduced by the Chairman of the Meeting. The Secretary is responsible to the Chairman and the Meeting for their duties.

3.2 Duties of the Secretary:

- Record the Meeting fully and accurately;
- Assist the Chairman of the Meeting in disclosing draft documents, conclusions, resolutions of the Meeting, and notices from the Presidium to shareholders upon request;
- Receive registration for shareholders' statements.

Article 4. Rights and Obligations of the Board of Board of Shareholder Eligibility Verification

4.1 The Board of Shareholder Eligibility Verification is appointed by the Chairman.

4.2 Duties of the Board of Shareholder Eligibility Verification: Report to the Meeting on the results of shareholder eligibility verification, the number of shareholders, and the number of shares owned or represented at the Meeting.

Article 5. Rights and Obligations of Shareholders Attending the Meeting

5.1 Conditions for attendance:

All shareholders of the Company whose names are on the list as of March 26, 2026 have the right to attend the General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company.

5.2 Rights and Obligations of Shareholders Attending the Meeting:

- Each shareholder or shareholder representative when arriving at the Meeting must bring personal identification documents (ID card, passport, ...) and the Meeting Invitation Letter to submit to the Board of Shareholder Eligibility Verification for verification and receive a voting card with the shareholder code, total number of shares owned or represented with voting rights.

- Authorized attendees shall not be allowed to authorize to third party to attend the Meeting.

- During the Meeting, shareholders must comply with the Chairperson's instructions, maintain decorum and refrain from causing disorder.

- Shareholders and their authorized representatives attending the General Meeting of Shareholders must strictly comply with the Regulation on Organization of the Meeting. Shareholders who violate these regulations will be addressed by the Presidium in accordance with Clause 7, Article 146 of the Law on Enterprises, with appropriate measures taken based on the severity of the infraction.

Article 6. Speech at the Meeting

Shareholders wishing to make a statement or engage in discussion must raise their hands, and may only speak once granted permission by the Chairperson of the Meeting. Each shareholder's remarks should be limited to five (5) minutes, concise, and avoid repetition.

Article 7. Voting at the Meeting

7.1. Upon registration for the Meeting, the Organizing Committee issues a Voting Card to each shareholder or their authorized representative. Each Voting Card will include the following information: full name, delegate code, and total number of voting shares. Shareholders or their authorized representatives vote on each voting content by raising their Voting Card.

7.2. Shareholders and representatives of shareholder groups attending the General Meeting of Shareholders have the right to vote on contents within the Meeting's jurisdiction. Voting rights correspond to the number of shares owned and the number of shares authorized.

7.3. Shareholders or their authorized representatives arriving after the commencement of the Meeting must complete registration procedures with the Organizing Committee and could participate and vote immediately after registration.

However, the Chairperson is not obligated to pause the meeting for registration, and the validity of prior voting rounds will not be affected.

If a shareholder or their authorized representative departs before the General Meeting of Shareholders conducts a vote, their voting rights are considered affirmative and counted towards the approval rate for the matters presented.

7.4. According to Article 148 of the Law on Enterprises, Resolutions on the following voting contents require approval from shareholders representing at least 65% of the total votes of all shareholders present:

- a) Types of shares and the total number of shares of each type;
- b) Changes to business lines, industries, and fields of operation;
- c) Changes to the company's management structure;
- d) Investment projects or asset sales valued at 35% or more of the total assets recorded in the company's most recent financial statement;
- đ) Company restructuring or dissolution;

Other resolutions are passed with the approval of shareholders representing more than 50% of the total votes of all shareholders present.

7.5. The total number of votes for, against, or abstaining on each voting content will be announced by the Chairperson before the closing of the Meeting. Voting results recorded via Voting Cards are considered valid and legally binding in the Minutes of the General Meeting of Shareholders.

Article 8. Minutes of the General Meeting of Shareholders.

All voting contents at the General Meeting of Shareholders must be recorded in the Minutes of the General Meeting of Shareholders by the Secretary. The minutes of the General Meeting of Shareholders must be read and approved before the closing of the Meeting.

Article 9. Procedures for objecting to Resolutions of the General Meeting of Shareholders.

Within ninety (90) days from the date of receipt of the Resolution or the Minutes of the General Meeting of Shareholders or the Minutes of the voting results of the Meeting, shareholders, a group of shareholders owning from 5% of the total number of ordinary shares or more, members of the Board of Directors, members of the Board of Supervisors, and the General Director have the right to request the Court or Arbitration to review and annul the Resolution or part of the content of the Resolution of the General Meeting of Shareholders in the following cases:

9.1. The order and procedures for convening meetings and making decisions of the General Meeting of Shareholders seriously violate the provisions of the Law on Enterprises and the Company's Charter.

9.2. The content of the Resolution violates the law or the Company's Charter.

Before the decision of the Court or Arbitration, the decisions of the General Meeting of Shareholders remain effective.

Article 10. Implementation Clause.

The Regulation on Organization of the 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company consist of 10 (ten) Articles.

These regulations are effective immediately after being approved by the 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company.

**ORGANIZING COMMITTEE OF
THE 2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

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**REGULATION ON THE BY-ELECTION
OF MEMBERS TO THE BOARD OF DIRECTORS
FOR THE REMAINDER OF THE 2022–2027 TERM**

*Pursuant to the Law on Enterprises of the Socialist Republic of Vietnam;
Pursuant to the Law on Securities of the Socialist Republic of Vietnam;
Pursuant to the Charter on Organization and Operation of Hoc Mon Trade Joint
Stock Company*

The 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company hereby prescribes the Regulation on the By-election of Members to the Board of Directors (for the remainder of the 2022–2027 term) with the following contents:

Article 1. Participants in the Election

Shareholders owning voting shares and authorized representatives of shareholders owning voting shares (according to the Company's Shareholder List finalized on March 26, 2026)

Article 2. Standards and Conditions for Membership of the Board of Directors (BOD)

** Standards and conditions for BOD members (pursuant to Article 155 of the Law on Enterprises):*

- Must have full civil act capacity and not fall under the categories of persons prohibited from managing enterprises as prescribed in Clause 2, Article 17 of the Law on Enterprises;
- Must possess professional qualifications and experience in business administration or in the company's business lines and sectors; being a shareholder of the company is not mandatory, unless otherwise prescribed by the Company's Charter;
- A member of the company's BOD may concurrently serve as a member of the BOD of a maximum of **05 other companies**.

Article 3. Nomination of BOD Candidates and Number of Members to be Elected

3.1. Nomination of Candidates to the BOD (pursuant to Clause 2, Article 25 and Clause 1, Article 36 of the Company's Charter

Shareholders or groups of Shareholders owning **05% or more** of the total ordinary shares have the right to nominate candidates for election to the BOD.

- Shareholders or groups of shareholders holding from **05% to less than 10%** of the total voting shares are entitled to nominate **one (01)** candidate for the BOD;
- Shareholders or groups of shareholders holding from **10% to less than 30%** are entitled to nominate a maximum of **two (02)** candidates;
- Shareholders or groups of shareholders holding from **30% to less than 40%** are entitled to nominate a maximum of **three (03)** candidates;
- Shareholders or groups of shareholders holding from **40% to less than 50%** are entitled to nominate a maximum of **four (04)** candidates;
- Shareholders or groups of shareholders holding from **50% to less than 60%** are entitled to nominate a maximum of **five (05)** candidates;
- Shareholders or groups of shareholders holding from **60% to less than 70%** are entitled to nominate a maximum of **six (06)** candidates;
- Shareholders or groups of shareholders holding from **70% to less than 80%** are entitled to nominate a maximum of **seven (07)** candidates;

- Shareholders or groups of shareholders holding from **80% to less than 90%** are entitled to nominate a maximum of **eight (08)** candidates.

3.2. Number of BOD Members to be Elected

Clause 1, Article 26 of the Company's Charter stipulates that the number of BOD members shall be at least five (05) and at most eleven (11). At the 2022 Annual General Meeting of Shareholders (AGM), 07 (seven) BOD members were elected. To meet corporate governance requirements, at the 2024 AGM, the BOD held a by-election for 02 (two) additional members for the remainder of the 2022–2027 term, increasing the total number of BOD members from 07 (seven) to 09 (nine). Following the resignation of 02 BOD members, a written proposal will be submitted at the 2026 Extraordinary General Meeting of Shareholders (EGM) to elect 02 (two) additional members for the remainder of the 2022–2027 term to maintain the full quorum of 09 (nine) members. Subsequently, following the resignation of another 01 BOD member, a written proposal will be submitted at the 2026 AGM to elect 01 (one) additional member for the remainder of the 2022–2027 term to ensure the total number of 09 (nine) members for approval by the General Meeting of Shareholders, with the election conducted in accordance with the Law on Enterprises and the Company's Charter.

Article 4. Ballots and Casting of Votes

- **List of candidates for by-election to the BOD:** Full names shall be clearly printed on the ballot.

- Ballots and Casting of Votes

+ Ballots are printed in a unified format, stating the total number of voting rights corresponding to the attendance code;

+ Shareholders or authorized representatives shall be issued BOD election ballots containing their attendance code, total shares owned and authorized, and the total number of votes (calculated by multiplying the number of shares by the number of BOD members to be elected);

+ In case of a writing error, the shareholder may request the Election Committee to exchange it for a new ballot;

+ Shareholders shall proceed with the by-election of BOD members as approved by the General Meeting of Shareholders at the meeting.

Article 5. Voting Method

- The voting for members of the Board of Directors shall be conducted via secret ballot using the **cumulative voting method**.

- Each shareholder possesses a total number of voting rights equal to the number of voting shares held (including owned and authorized shares) multiplied by the number of BOD members to be elected as approved by the General Meeting of Shareholders.

- Shareholders shall choose one of the following two methods to elect BOD members:

+ **Voting by Marking:** The shareholder simply marks (X) in the blank box next to each chosen candidate. The number of votes for each selected candidate will be the result of the shareholder's Total Voting Rights divided equally by the number of selected candidates.

+ **Voting by Specifying Vote Counts:** The shareholder directly writes the specific number of voting rights into the blank box to the right of each chosen candidate's name. The number of voting rights for each candidate may vary based on the shareholder's/representative's confidence in that candidate. The sum of voting rights cast for all candidates must not exceed the total voting rights held by that shareholder/representative.

Notes:

- *Shareholders must choose only one of the two methods to conduct the BOD election. If a shareholder/representative uses both methods simultaneously, the ballot shall be considered invalid*

- *In the case of a valid authorization (with a power of attorney), the authorized person (shareholder representative) shall have full voting rights.*

Article 6. Cases of Invalid Ballots

- Ballots that are not issued by the Company or do not bear the Company's official seal;
- Ballots that contain erasures or additions of names of individuals outside the list of candidates approved by the General Meeting of Shareholders (GMS) prior to the voting process;
- Ballots where the total number of voting rights cast for candidates exceeds the total number of voting rights owned or authorized by that shareholder;
- Ballots that vote for more than the number of BOD members approved by the General Meeting;
- Ballots where the shareholder utilizes both voting methods (both marking with an (X) and writing the number of votes on the ballot);
- Ballots that do not provide the required shareholder information.

Article 7. Election Committee, Principles of Voting, and Counting of Votes

7.1. Election Committee

The Election Committee shall be nominated by the Chairperson of the General Meeting and approved by the General Meeting of Shareholders.

The Election Committee is responsible for:

- + Guiding shareholders on the election procedures and voting methods;
- + Distributing ballots;
- + Conducting the counting of votes;
- + Announcing the election results before the General Meeting. Members of the Election Committee must not be included in the list of nominees or candidates for the Board of Directors (BOD).

7.2. Principles of Voting and Counting of Votes

- The Election Committee shall inspect the ballot box in the presence of shareholders;
- Voting shall commence once the distribution of ballots is completed and shall end when the last shareholder has cast their ballot into the ballot box;
- The counting of votes must be conducted immediately after the voting concludes;
- The results of the vote count shall be recorded in writing and announced by the Head of the Election Committee before the General Meeting.

Article 8. Regulations on Successful Candidates for the Board of Directors (BOD)

- Successful candidates for the BOD shall be determined based on the number of votes received, ranked from highest to lowest, starting from the candidate with the highest number of votes until the required number of BOD members approved by the General Meeting of Shareholders is reached.
- In the event that candidates receive an equal number of votes and it is necessary to exclude one or more to reach the required number of elected members, the candidate who owns or represents a higher number of shares shall be selected. If the number of shares owned or represented is also equal, a re-election shall be held among these candidates to make the final selection.
- If the results of the first round of voting do not fill the total number of BOD members approved by the General Meeting of Shareholders, but the number of successful candidates is equal to or above the minimum number required by the Law on Enterprises for a BOD, then the number of BOD members shall be the number of successfully elected individuals. The General Meeting shall not proceed with a second round of by-election.

Article 9. Preparation and Announcement of the Minutes of Vote Counting

- After the counting of votes, the Election Committee must prepare the Minutes of Vote Counting. The content of the Minutes shall include: The total number of attending shareholders, the total number of shareholders participating in the voting, the ratio of voting rights of participating shareholders compared to the total voting rights of attending shareholders (under the cumulative voting method), the number and percentage of valid

ballots, invalid ballots, and blank ballots; and the number and percentage of voting rights for each candidate to the BOD;

- The full text of the Minutes of Vote Counting must be announced before the General Meeting.

Article 10. Complaints regarding the election and the counting of votes shall be resolved by the Chairperson of the meeting and recorded in the Minutes of the General Meeting of Shareholders.

- This Regulation consists of 10 articles and shall be read publicly before the General Meeting of Shareholders for approval by vote.

**CHAIRPERSON
OF THE GENERAL MEETING**

**REPORT OF THE BOARD OF DIRECTORS ON
OPERATING RESULTS IN 2025 AND THE
OPERATING PLAN IN 2026**

1. Assessment of the Board of Directors on the Company's operation in 2025

In 2025, the fourth year of the Board of Directors' term (2022-2027), Hoc Mon Joint Stock Trading Company conducted its production and business activities against a backdrop of global geopolitical markets characterized by unpredictable fluctuations. Domestically, the Government actively implemented various measures, such as: lowering lending interest rates, stabilizing the foreign exchange market; and providing exemptions, reductions, or extensions for taxes, fees, and land use fees. Consequently, the market for essential goods experienced no abnormal fluctuations, and supply remained guaranteed. On average in 2025, the Consumer Price Index (CPI) increased by 3.31% compared to 2024, while core inflation rose by 3.21%.

Petrol price management closely followed global price movements, with petrol supply and sales commissions being directed for timely fulfillment. The State also continued to strengthen management measures for the quality of goods and food; the 2% VAT reduction policy was maintained throughout 2025. Electronic invoice controls were tightened: regulations on non-cash payments for VAT deduction eligibility became stricter (applying to payments of 5 million VND or more, instead of the previous 20 million VND). Additionally, the laws on Land and Real Estate Business were amended and took effect within the year. 2025 served as a pivotal year as these regulations deeply permeated and reshaped the entire market structure. Although this will facilitate a more transparent and market-aligned development for the real estate sector in the future, in the short term, time is still required for administrative management, corporate operations, and market reactions to adapt accordingly.

All these factors created a business environment with intertwined difficulties and opportunities; however, with a tradition of over 45 years of operation in various business sectors, particularly in the petroleum industry, the Company implemented urgent and timely solutions to maintain its prestige and brand identity in the market.

State-owned enterprises hold 34.36% of the charter capital of Hoc Mon Joint Stock Trading Company. The representatives of the State capital ownership in the Company are Benthanh Group and Petrolimex Saigon – both of which are major economic entities. In addition to delegating personnel to manage the capital at the Company as members of the Board of Directors, the Company also regularly receives close guidance from Benthanh Group regarding strategic development

directions, as well as the stabilization of the Company's organizational, management, and executive structure.

Facing with those mentioned advantages and difficulties, the Board of Directors and the Board of Executives promptly proposed solutions to complete the 2025 operating plan and proposed directions for the 2026 operating plan.

The achieved results are as follows:

- Total revenue reached 1,015 billion VND, achieving 102.24% of the plan and 99.03% compared to the previous year.
- Profit before taxes reached 36.38 billion VND, achieving 115.76% of the plan and 93.13% compared to the previous year.
- Profit after tax reached 29.48 billion VND, achieving 120.40% of the plan and 96.19% compared to the previous year.
- Payments to the state budget reached 22.59 billion VND, achieving 105.85% of the plan and 92.38% compared to the previous year.
- The dividend payment rate approved by the 2025 Annual General Meeting of Shareholders is a minimum of 12% of the charter capital. In 2025, the Company made an interim dividend payment at a percentage of 6% of the charter capital.

Thus, the Company has completed all the planned targets assigned by the General Meeting of Shareholders for 2025.

2. Board of Directors' Operation in 2025

2.1. Organizing Structure

Hoc Mon Trade Joint Stock Company's Board of Directors comprises 09 (nine) members, including one Chairman, 03 (three) members concurrently holding executive positions as General Director or Deputy General Directors; 06 (six) non-executive members; and 01 (one) person in charge of Corporate Governance, also serving as the Board Secretary.

The Board of Directors approves the appointment of capital representatives in subsidiary units and invested entities, with specific responsibilities assigned to g members for the company's core business segments. The coordination among Board members, regardless of their assigned roles, are considered effective, enabling the Board to fulfill its duties in accordance with the General Meeting of Shareholders' Resolution.

Salaries, remuneration, and bonuses of the Board of Directors and Board of Executives in 2025

No.	FULL NAME	POSITION	SALARY	REMUNERATION	BONUS	TOTAL
I	<u>Board of Directors</u>		<u>1.729.465.909</u>	<u>1.176.000.000</u>	<u>1.210.337.904</u>	<u>4.115.803.813</u>
1	Nguyen Tran Trong Nghia	Chairman	581.600.000	0	312.618.462	894.218.462
2	Le Van My	Deputy Chairman	647.931.818	168.000.000	406.678.463	1.222.610.281

No.	FULL NAME	POSITION	SALARY	REMUNERATION	BONUS	TOTAL
3	To Van Liem	Member	50.000.000	144.000.000	37.127.523	231.127.523
4	Kieu Cong Tam	Member	449.934.091	144.000.000	293.027.523	886.961.614
5	Pham Binh Phuong	Member	0	144.000.000	37.127.523	181.127.523
6	Le Phuc Tung	Member	0	144.000.000	37.127.523	181.127.523
7	Pham Hoang Liem	Member	0	144.000.000	37.127.523	181.127.523
8	Le Anh Phuong	Member	0	144.000.000	24.751.682	168.751.682
9	Nguyen Thi Thai Nhi	Member	0	144.000.000	24.751.682	168.751.682
II	<u>Board of Supervisors</u>		<u>188.675.000</u>	<u>384.000.000</u>	<u>178.280.144</u>	<u>750.955.144</u>
1	Le Van Teo	Head of the Board	188.675.000	144.000.000	139.605.642	472.280.642
2	Tran Thuy Hong	Member	0	120.000.000	23.204.702	143.204.702
3	Huynh Le Yen Nhi	Member	0	120.000.000	15.469.800	135.469.800
III	<u>Board of Executives</u>		<u>1.067.005.568</u>	<u>0</u>	<u>560.880.000</u>	<u>1.627.885.568</u>
1	Phan Thi Hong Phuc	Deputy General Director	368.104.546	0	202.480.000	570.584.546
2	Nguyen Ngoc Thao	Deputy General Director	329.000.000	0	167.720.000	496.720.000
3	Le Van Tien	Deputy General Director	50.000.000	0	0	50.000.000
4	Pham Minh Son	Chief Accountant	87.447.727	0	15.700.000	103.147.727
TOTAL			2.985.146.477	1.560.000.000	1.949.498.048	6.494.644.525

The company has paid in accordance with the Resolution of the General Meeting of Shareholders and Internal regulations of Corporate governance of the Company.

2.2. Board of Directors Operation

- The Board of Directors has complied with regulations in the Charter regarding meeting organization and Resolution issuance. The Board of Directors held regular and extraordinary meetings, with the participation of the Board of Supervisors, to issue Resolutions, Decisions, Regulations, plans and solutions for managing the operation of the Company. Specifically, in 2025, 04 direct meetings and 11 written consultations were held, 21 Resolutions were issued (details could be found in the Corporate Governance Report and the Company's Annual Report).

- The Board of Directors consistently maintains management and supervisory measures over the Board of Executives's operations, as well as financial and capital management.

- Acting in the Shareholders' interest:

- + The 2025 cash dividends were fully paid (in 03 installments) following the approval of the Resolution of the 2025 Annual General Meeting of Shareholders, in strict compliance with applicable regulations.

- + Ensured compliance with the regulations of the Vietnam Securities Depository and Clearing Corporation regarding the transparent and public exercise of shareholder rights in the Annual General Meeting of Shareholders regarding dividend payments.

2.3. Supervision of the Board of Directors over Board of Executives and other managing positions

In 2025, the Board of Directors supervised and directed the Board of Executives in implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors, as well as directed the Company's production and business operation regularly and extraordinarily, ensuring compliance with the Charter, internal regulations, and legal provisions. Specifically:

- Through Board of Directors meetings and regular (monthly, quarterly) coordination meetings, the Board of Executives reported on production and business operation, progress in implementing Resolutions of the General Meeting of Shareholders and the Board of Directors and provided thematic reports related to issues/difficulties arising during production and business operation.

- Through the activities of the Internal Audit department, the Board of Directors receives additional information and objective external assessments to further improve corporate governance within the system.

Additionally, the Chairman of the Board of Directors has:

- + Participate in meetings with the Board of Executives and subsidiary units when there are important issues in business and investment.

- + Directly provide guidance on important or unexpected arising issues.

Through the monitoring process, the Board of Directors notes:

*** Regarding production and business management:**

The Board of Executives effectively implemented the Board of Directors' Resolutions, directed and managed the 2025 production business operation well, closely following the targets set by the General Meeting of Shareholders, specifically as follows:

- Operation results met and exceeded the set plan, coordinating well with the activities of the Board of Supervisors, Internal Audit department,...

- The Board of Executives maintained monthly and quarterly meetings to summarize, evaluate, and draw lessons to adjust management and production solutions flexibly and efficiently.

- The goal of cost savings is increasingly emphasized and implemented better.

With the achieved results in market development, revenue, and profit, the Board of Directors highly appreciates the Board of Executives's management in 2025.

*** Regarding financial management:**

- The Company's financial situation is transparent and safe, capital is preserved and developed, ensuring the profits of shareholders and employees. Liquidity ratios are stable, ensuring the payability for due debts as the Company ensures good cash flow. Compliance with tax laws and other operational aspects is well-maintained by the Company.

- The Company's total consolidated assets at the end of the year amounted to 600 billion VND, representing a decrease of 1.9 billion VND compared to the previous year.

- The Company's total consolidated equity at the end of the year was 288 billion VND, representing a decrease of 2.3 billion VND compared to the previous year.

- The Company's charter capital is 165 billion VND. At the time of this report, the market price of HTC shares is fluctuating around 34,000 VND per share.

*** Regarding investment management:**

a. Xuan Thoi Dong Residential Area Project (4.3ha)

The Company has adjusted the implementation schedule of the residential area project in Xuan Thoi Dong Commune, Hoc Mon District, invested by Hoc Mon Trade Joint Stock Company, in accordance with Official Dispatch No. 1180/UBND-DA dated August 19, 2025, issued by the People's Committee of Ho Chi Minh City.

The Company is currently accelerating the construction progress to complete the project. Simultaneously, the Company is undergoing the procedures to apply for Land Use Right and House Ownership Certificates for the completed housing units.

The total investment capital implemented as of the end of 2025 was 464.227 billion VND, and the project implementation security deposit at the City Department of Planning and Investment was 7.249 billion VND (representing 50% of the total required deposit).

b. Investment in Hoc Mon Foods Processing Corporation:

With an investment ratio of 35% in Hoc Mon Food Processing Joint Stock Company (HFC), the Company has maintained a coordinating role in the organization and operation of HFC. In 2025, HFC completed the investment for the remaining items of Phase 1 of the Project, which is expected to gradually increase the Factory's operating capacity; it is projected to exceed 2,500 heads per day by the end of 2026.

Overall assessment:

In 2025, the economy faced difficulties due to risk factors, along with fluctuations in the petroleum business, leading to difficulties for businesses in finding new revenue sources. However, the Company's Board of Directors managed and operated to successfully complete the tasks set by the General Meeting of Shareholders, ensuring income for shareholders and employees. Management was effective, and capital was preserved and developed.

3. Plan for 2026

Assessment for 2026: macroeconomic stability faces numerous challenges, significant inflationary pressure, volatile prices of gasoline, oil, and raw materials; major traditional import and export markets are shrinking, and potential risks remain in the stock, corporate bond, and real estate markets. Bad debts and tax debts tend to increase. Salaries and incomes of officials, civil servants, and workers remain low.

In 2026, the Board of Directors will organize the following activities:

1. Successfully organize the 2026 Annual General Meeting of Shareholders. With the following basic planned targets submitted to the General Meeting of Shareholders:

- a. Total revenue: 996,039 million VND
- b. Earnings Before Interest and Taxes: 32,274 million VND
- c. Profit after tax: 25,597 million VND
- d. Dividend payout Percentage: Minimum 12%/charter capital

2. Focus, monitor and share information, build close internal relationships to improve socio-economic forecasting, coordinate effectively to provide practical, appropriate, and timely directions; towards successful completion of the production and business plan.

3. Organize regular or extraordinary meetings to:

a. Deploy tasks and orient operation for the Board of Executives to implement according to the Resolutions of the General Meeting of Shareholders.

b. Promptly address unexpected requests arising from practical production and business operation, or from requests of the Board of Executives, shareholders... as prescribed by law.

4. Effectively perform the role of supervising the activities of the General Director Board and management personnel.

5. Continue improving the Corporate Governance system; issuing new or amended internal regulations, processes, and rules of the Company to best serve the operation and management of the system in line with reality.

6. Effectively disclose information according to regulations for listed companies.

2025 will continue to be a challenging year for the Company, however, with the achieved results, determination, solidarity, and creativity, Hoc Mon Trade Joint Stock Company is confident in achieving the planned targets.

The above is the report of the Board of Directors, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

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

(signed)

Kieu Cong Tam

Ho Chi Minh, Mar 6th 2025

REPORT ON IMPLEMENTATION IN 2025 AND PLAN IN 2026

I. GENERAL OVERVIEW

In 2025, the global commodities market experienced significant volatility, influenced by economic, political, and social factors. The Russia-Ukraine military conflict persisted, while escalations between Israel and Iran led to substantial losses and heightened tensions in the Middle East. Political friction between the U.S. and Venezuela, as well as the U.S. and Iran, alongside subsequent sanctions, intensified volatility in the oil and commodities markets. Competition among major powers grew increasingly fierce; global monetary policies showed signs of divergence, focusing on balancing growth support with inflation control, particularly amidst exchange rate fluctuations. Major economies faced slowing growth, with global forecasts projected at a moderate level (approximately 3% - 3.3%); meanwhile, financial, monetary, and real estate markets in several countries harbored significant risks. Extreme weather conditions occurred in numerous regions, with prolonged widespread droughts, storms, and natural disasters causing imbalances in food production. Since the beginning of the year, global inflation has trended downward following synchronized interest rate hikes by various countries and a decline in energy prices. Various geopolitical and economic factors exerted differing pressures on oil prices in 2025. In Vietnam, the petroleum supply remained stable, with the total estimated source reaching approximately 25.2 - 28.6 million m³/tons, an increase of over 2% compared to 2024, fully meeting domestic consumption demand.

Domestically, the Government and the Prime Minister have proactively implemented numerous solutions, such as: reducing lending interest rates, stabilizing the foreign exchange market; accelerating the disbursement of public investment capital; deploying credit packages to support various industries and sectors; and providing exemptions, reductions, and extensions for taxes, fees, and land use levies to support enterprises. Additionally, visa extensions for tourists were granted, and bottlenecks within the corporate bond and real estate markets were addressed, while social security efforts remained a priority. Consequently, the market for essential goods experienced no abnormal fluctuations, supply remained secured, and commodity prices fluctuated within a stable range. On average for 2025, the Consumer Price Index (CPI) increased by 3.31% compared to the same period in 2024.

The management of petroleum prices closely followed global market trends, and instructions were issued to promptly rectify any issues regarding petroleum supply. Local authorities strengthened price management within their respective jurisdictions. To proactively respond to challenges posed by rising inflationary pressures, the Government has recently provided decisive direction to ministries,

sectors, and localities to implement synchronized price stabilization measures, mitigating negative impacts on socio-economic development. Timely policies have been promulgated to help stabilize the production and business activities of enterprises and the public, significantly easing pressure on price levels. These include the reduction of Value Added Tax (VAT) for certain groups of goods and services—including petroleum—from 10% to 8%, effective from July 1, 2025, to December 31, 2026.

Hoc Mon Trade Joint Stock Company identified its primary production and business targets for 2025 and achieved the following results:

- Total revenue realized in 2025 was VND 903.146 billion, reaching 102.35% of the annual plan and 98.98% compared to the same period last year.

- Profit before tax (PBT) realized was VND 27.352 billion, reaching 111.89% of the annual plan and 103.63% compared to the same period last year.

- Profit after tax (PAT) realized was VND 26.939 billion, reaching 113.46% of the annual plan and 106.85% compared to the same period last year.

II. PERFORMANCE OF PRIMARY TARGETS FOR THE 2025 PLAN

1. Hoc Mon Trade Joint Stock Company (consolidated)

Unit: million VND

No.	Item	Result in 2024	Plan for 2025	Result in 2025	Percentage of Result in 2025 compared to	
					Result in 2024	Plan for 2025
1	Charter capital	165,000	165,000	165,000	100.00%	100.00%
	<i>Of which: Ben Thanh Corporation's capital contribution</i>	39,365	39,365	39,365	100.00%	100.00%
2	Total net income	1,025,033	992,883	1,015,123	99.03%	102.24%
	- Revenue from goods sale, provision of services	1,014,753	984,148	1,004,989	99.04%	102.12%
	- Revenue from financial activities	9,874	8,735	9,706	98.30%	111.12%
	- Other income	405	-	428	105.68%	
3	Profit before taxes	39,064	31,427	36,379	93.13%	115.76%
4	Profit after taxes	30,655	24,490	29,487	96.19%	120.40%
5	State budget payment	24,459	21,348	22,596	92.38%	105.85%
6	Total employees (people)	552	568	562	101.81%	98.94%
7	Total payroll	86,139	91,707	98,221	114.03%	107.10%
8	Average income/person/month	13	13	15	112.00%	108.25%

2. Hoc Mon Trade Joint Stock Company (parent company)

Unit: million VND

No.	Item	Result in 2024	Plan for 2025	Result in in 2025	Percentage of Result in 2025 compared to	
					Result in 2024	Plan for 2025
1	Charter capital	165,000	165,000	165,000	100.00%	100.00%
	<i>Of which: Ben Thanh Corporation's capital contribution</i>	39,365	39,365	39,365	100.00%	100.00%
2	Total net income	912,418	882,388	903,146	98.98%	102.35%
	- Revenue from goods sale, provision of services	878,085	849,658	868,260	98.88%	102.19%
	- Revenue from financial activities	34,058	32,730	34,503	101.31%	105.42%
	- Other income	275	-	383	139.27%	
3	Profit before taxes	26,394	24,446	27,352	103.63%	111.89%
4	Profit after taxes	25,211	23,743	26,939	106.85%	113.46%
5	State budget payment	5,746	4,669	5,034	87.61%	107.82%
6	Total employees (people)	135	145	150	111.11%	103.45%
7	Total payroll	16,369	21,832	25,961	158.60%	118.91%
8	Average income/person/month	10	13	14	142.74%	114.95%

3. Hoc Mon Agriculture Wholesale Market Company Limited (Subsidiary)

Unit: million VND

No.	Indicator	Result in 2024	Plan for 2025	Result in in 2025	Percentage of Result in 2025 compared to	
					Result in 2024	Plan for 2025
1	Charter capital	12,000	12,000	12,000	100.00%	100.00%
2	Total net income	145,792	143,345	146,442	100.45%	102.16%
	- Revenue from goods sale, provision of services	144,736	142,554	145,062	100.23%	101.76%
	- Revenue from financial activities	926	791	1,335	144.17%	168.77%
	- Other income	130	-	45	34.62%	
3	Profit before taxes	35,942	31,142	32,381	90.09%	103.98%
4	Profit after taxes	28,716	24,908	25,901	90.20%	103.99%
5	State budget payment	18,712	16,679	17,561	93.85%	105.29%
6	Total employees (people)	417	423	412	98.80%	97.40%
7	Total payroll	69,770	69,875	72,260	103.57%	103.41%
8	Average income/person/month	14	14	15	104.83%	106.17%

4. Analysis of operating activities

①Petroleum business activities:

The Company operates as a Petroleum Distributor: The petroleum business network includes 11 directly affiliated petrol stations and 11 retail petroleum agents. In 2025, petroleum business activities faced many difficulties due to constant fluctuations in world price and relatively high volatility in daily price, making price prediction became more challenging.

Many businesses dissolving, laying off workers, and reducing labor also affected retail sales of the Company.

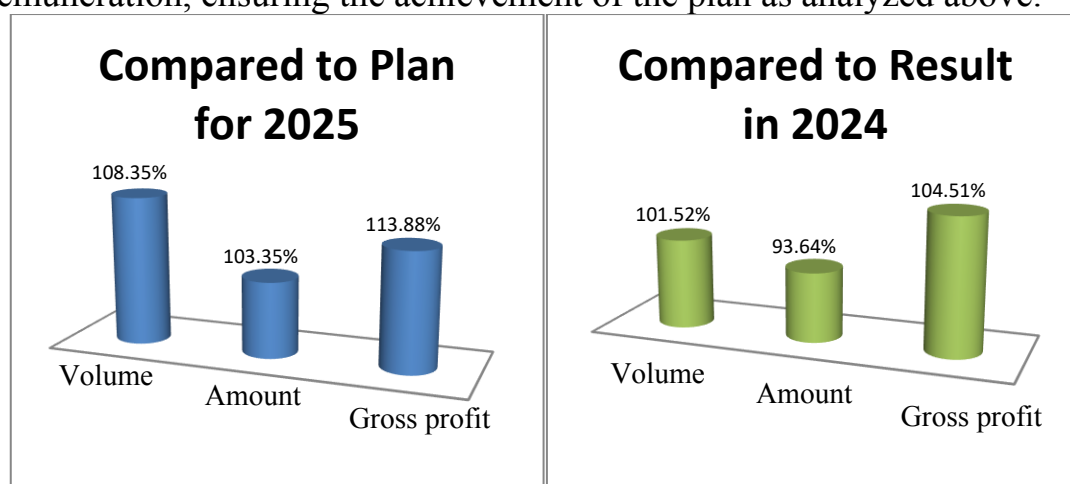
Petroleum prices constantly fluctuated, with 54 increases and decreases in 2025: gasoline increased 26 times and decreased 27 times, while oil increased 23 times and decreased 28 times. The price difference compared to January 01, 2025 is -1,630 VND/liter for gasoline 95 and -1,380 VND/liter for DO oil. The price difference compared to the planning date of October 10, 2024 is -469.81 VND/liter.

Petroleum business activities achieved a volume of 43,356 m3, reaching 108.35% of the plan and 101.52% compared to the same period; with revenue of 768.557 billion VND, reaching 103.35% of the plan and 93.64% compared to the same period last year; gross profit reached 28.359 billion VND, achieving 113.88% of the plan and 104.51% compared to the same period last year.

Specific data as follows:

Unit	Plan for 2025			Result in 2025			Result in the same period - 2024		
	Volume (m3)	Amount (trillion VND)	Gross profit (trillion VND)	Volume (m3)	Amount (trillion VND)	Gross profit (trillion VND)	Volume (m3)	Amount (trillion VND)	Gross profit (trillion VND)
Petroleum	40,016	743.638	24.903	43,356	768.557	28.359	42,708	820.717	27.134
<i>Retail</i>	25,992	487.504	23.627	25,856	471.682	26.644	25,810	513.191	25.413
<i>Wholesale</i>	14,024	256.134	1.276	17,500	296.875	1.715	16,898	307.527	1.721

Consumption volume exceeded the plan by 8.35%, and revenue exceeded the plan by 3.35% due to proactive sourcing with good prices. At the same time, the gross profit in 2025 was 4.51% higher than in 2024 due to proactive sourcing with stable remuneration, ensuring the achievement of the plan as analyzed above.



In which:

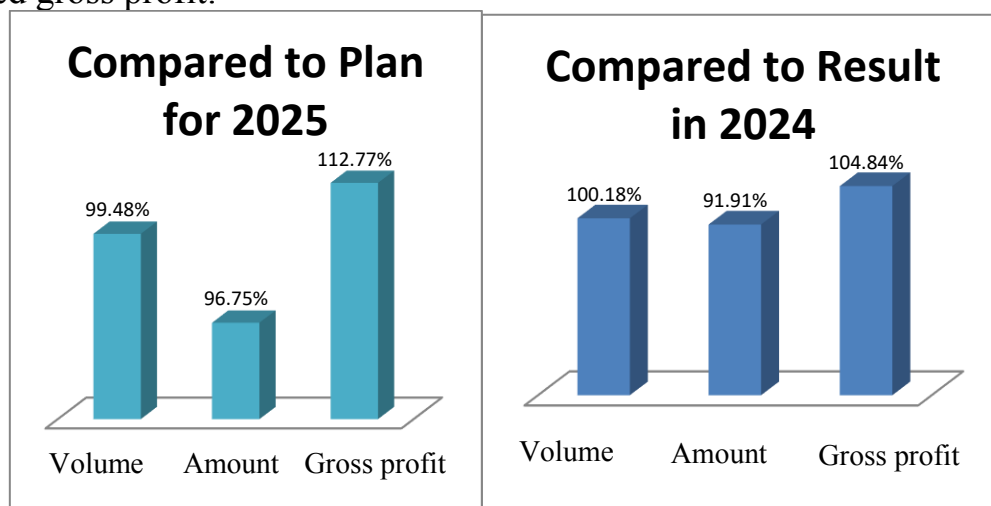
*** Retail petroleum business activities:**

Volume: reached 25,856 m3, equivalent to 99.48% of the plan and 100.18% compared to the same period last year, due to some stores not meeting the assigned planned output.

Revenue: reached 471.682 billion VND, equivalent to 96.75% of the plan and 91.91% compared to the same period last year.

Gross profit: reached 26.644 billion VND, equivalent to 112.77% of the plan and 104.84% compared to the same period last year, because the sales remuneration reached 1,113 VND/liter (including VAT) compared to the planned remuneration of 1,000 VND/liter (an increase of 113 VND/liter) and 1,083 VND/liter in the same period of 2024.

In 2025, some stores did not meet the assigned planned output; other stores, due to higher sales remuneration than the planned remuneration, achieved the planned gross profit:

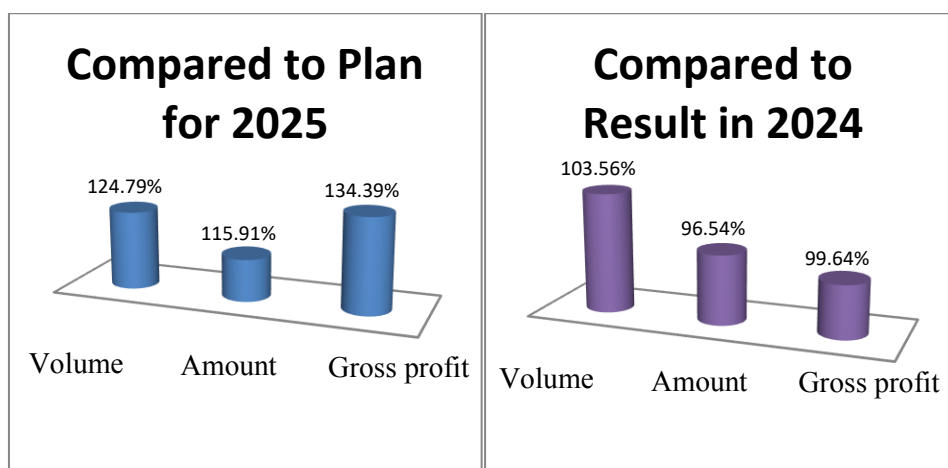


*** Wholesale petroleum business activities:**

Volume: reached 17,500 m3, equivalent to 124.79% of the plan and 103.56% compared to the same period last year. Wholesale petroleum business activities basically completed the planned output.

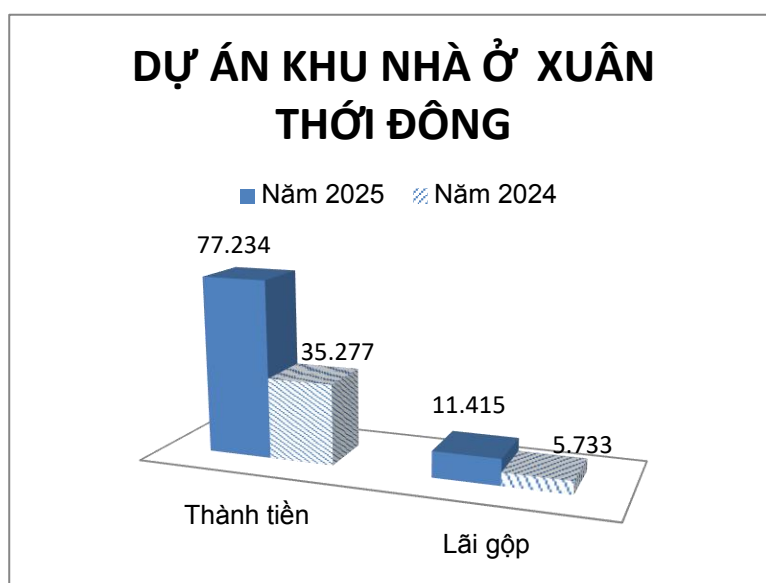
Revenue: reached 296.785 billion VND, equivalent to 115.91% of the plan and 96.54% compared to the same period last year, due to achieving the planned output, ensuring the planned revenue.

Gross profit: reached 1.715 billion VND, equivalent to 134.39% of the plan and 99.64% compared to the same period last year.



②Real estate business activities:

For the Xuan Thoi Dong Residential Area Project (4.3ha), the Company has signed 131 future home purchase and sale contracts. In 2025, the Company recorded revenue from 20 houses with total revenue of 77.234 billion VND. Gross profit reached 11.415 billion VND, equivalent to 89.82% of the plan and 199.11% compared to the same period last year.



③Premises leasing activities:

Reached 22.468 billion VND, equivalent to 100.23% of the plan and 101.71% compared to the same period last year. This activity closely follows the plan as it is a relatively stable operating segment through leasing premises, leasing real estate, leasing stalls in the Market, premises and real estate for lease still face many difficulties, so rent fees are reduced.

④ Hoc Mon Agriculture Wholesale Market Company Limited activities:

Total revenue reached 146.442 billion VND, equivalent to 102.16% of the plan and 100.45% compared to the same period last year, profit before taxes reached 32.381 billion VND, equivalent to 103.98% of the plan and 90.09% compared to the same period last year. In 2025, the Market Company's activities completed the target

plan for revenue.

5. Investment project:

Currently, the Company is focusing on implementing:

a- Xuan Thoi Dong Residential Area Project of 4.3-hectare:

The Company has been allocated land by the City People's Committee to implement the project. The Department of Construction has issued a construction permit for technical infrastructure items. The Company has completed the investment and been inspected by the relevant authorities and been approved by the District People's Committee. The Company has completed legal procedures, been approved by the Department of Construction to sign future sales contracts, and is constructing nearby houses.

The Company has currently completed the construction of 131 units and handed over 90 out of 188 units to customers.

The Project has been granted an extension of its implementation schedule until August 2027 by the City People's Committee. The Company is proceeding with the application submission and has been issued Certificates of Land Use Rights and Ownership of Houses and Other Assets Attached to Land for a number of completed units

b- Contributing capital to Hoc Mon Foods Processing Corporation (HFC) to implement the Livestock Slaughterhouse Construction Project in Xuan Thoi Thuong Commune:

The Company's ownership percentage in Hoc Mon Foods Processing Corporation (HFC) is 35.00% with a capital contribution of 52.5 billion VND (charter capital is 150 billion VND).

HFC has operated effectively and brought specific profits as follows: In 2025, HFC reached an average slaughter volume of 2,218 heads/day and night (on the design capacity of two workshops of 4,000 heads/day and night), equivalent to 96.44% of the plan; Total revenue was 51.175 billion VND, equivalent to 97.36% of the plan and 114.44% compared to the same period last year; profit before taxes reached 11.288 billion VND, equivalent to 89.87% of the plan and 118.32% compared to the same period last year.

6. Financial situation

The Company's financial situation is safe, transparent, with preserved and growing capital, ensuring shareholder profits. Tax law compliance and other operational aspects are strictly complied to by the Company.

HTC shares have not experienced significant trading volume fluctuations in the stock market due to investor confidence. The market price of HTC shares at the report date is around 30,000 VND/share.

Information, reporting, and settlement procedures are conducted promptly according to regulations, ensuring effectivity of the business operation.

7. General assessment

In 2025, fuel price management followed closely global price movements and fuel supply issues were addressed promptly. Local government strengthened price

management in its area. To proactively address challenges arising from inflationary pressure, the government has directed ministries, sectors, and local government to implement comprehensive price stabilization measures, mitigating negative impacts on socio-economic development. Timely policies, such as reducing the value-added tax for certain goods and services from 10% to 8% from July 01, 2025 to December 31, 2026, have helped stabilize business operations for enterprises and citizens, significantly easing pressure on overall prices. Business performance improved, with revenue meeting planned targets.

Business operation related to petroleum achieved the set plan, contributing to the Company's positive operating results.

Premises leasing activity at Hoc Mon Wholesale Market have been relatively stable and have recovered well in terms of productivity, and significantly contributed to operating results compared to 2025 and the 2026 plan set by the Company.

The Xuan Thoi Dong Residential Area Project completed the handover of 20 houses in 2025, recording revenue of 77.234 billion VND, reaching 92.38% of the planned target. This represents a significant effort by the Board of Directors and the Board of Executives amidst the ongoing real estate market stagnation and the limited flow of investor capital.

III. PLAN FOR 2026:

It is assessed that in 2026, macroeconomic stability will face numerous challenges, including significant inflationary pressure and volatile fuel prices. The Government is deploying the sale of E10 Gasoline—a fuel blended with 10% biofuel. It is anticipated that customers will have mixed reactions to this new fuel type, which poses difficulties for the sales volume at retail stations. Given the Company's distribution system consists of 11 retail outlets and 11 direct agents, certain hardships are expected. Furthermore, raw material inputs are experiencing sharp fluctuations; major and traditional import-export markets are shrinking; and the stock, corporate bond, and real estate markets still harbor latent risks. Rental rates for premises have decreased to attract and retain tenants amidst the difficult economic climate. Although salaries and incomes for officials, public employees, and laborers have increased, they have not kept pace with rising costs.

Decree No. 80/2023/ND-CP dated November 17, 2023, of the Government, amending and supplementing several articles of Decree No. 95/2021/ND-CP dated November 1, 2021, and Decree No. 83/2014/ND-CP dated September 3, 2014, of the Government on petroleum business, shall be replaced by a new decree. In accordance with the regulations on electronic invoices and the provision of e-invoice data under the Law on Tax Administration, petroleum retail stations must issue invoices for each transaction. Concurrently, Clauses 2, 3, and 11 of Article 21 of Decree No. 83/2014/ND-CP regarding the Rights and Obligations of petroleum retail agents are amended and supplemented as follows: agents are entitled to sign contracts to act as retail agents for a maximum of three (03) traders, who may be petroleum distributors or petroleum key traders.

The new Decree, which is expected to replace all aforementioned Decrees and is currently being submitted to the Government, contains numerous critical changes.

One of the most significant amendments is that petroleum distributors are prohibited from trading with one another. This regulation is anticipated to have a substantial impact on wholesale petroleum volumes in 2026.

The development of vehicles using alternative fuels, such as electric vehicles (EVs) and clean fuel vehicles, is increasingly expanding in Ho Chi Minh City. This inevitable trend will cause a significant decline in petroleum consumption in the future. The transition to electric and clean fuel vehicles by public transport providers and transport companies presents a major challenge for the Company's retail stations as well as the agents within its distribution system. Currently, Vingroup has executed contracts with Petrolimex and PVOIL to construct charging station networks and battery rental facilities for EVs, alongside inspection, maintenance, and repair stations for electric cars and motorbikes. Furthermore, the bus route system in Ho Chi Minh City was successfully tendered by Phuong Trang Company (FUTA Bus Lines), which has converted 400 units to electric buses since mid-2025. At present, diesel-powered vehicles account for only approximately 50% of the total public transport fleet in Ho Chi Minh City.

Flexible sales policies combined with banking solutions will stimulate the adoption of electric vehicles.

Concurrently, timely policies have been promulgated to stabilize the production and business activities of enterprises and the public, significantly easing pressure on price levels. Notably, Decree No. 72/2024/ND-CP, which prescribes the VAT reduction policy pursuant to Resolution No. 142/2024/QH15, stipulates the continued 2% VAT reduction from July 1 through December 31, 2024.

The real estate market in 2026 is assessed to have several significant growth drivers. Ministries, sectors, and localities have promulgated numerous policies providing transparency and clarity for the real estate market; however, additional time is required for these policies to be fully implemented in practice. The Government is taking decisive action in deploying infrastructure projects to create momentum for national development, including the Ho Chi Minh City and Hoc Mon markets, notably the Ring Road 3 project.

From 2023 to 2024, numerous companies injected capital into the real estate market, with many foreign investors participating in major projects in Ho Chi Minh City and Binh Duong, driving the development of the entire market. This period is expected to be the year for the market to undergo a transformation, entering a new cycle of recovery and growth.

The Government is actively implementing market support solutions, including: reducing lending interest rate levels, stabilizing the foreign exchange market, accelerating the disbursement of public investment capital, and deploying credit packages to support various sectors. This includes the real estate sector, through measures such as exemptions, reductions, and extensions of taxes, fees, and land use levies.

Based on forecasts of the global and domestic political, economic situation and new policies applied in 2025, the Board of Executives recognizes that the petroleum business in 2026 will continue to face many difficulties with unpredictable

movements in petroleum prices and prices will change unusually due to large fluctuations in sources, exchange rates, and the Israel-Hamas armed conflict. Therefore, the 2026 business plan is projected as follows:

Regarding volume: The plan for 2026 is expected to be 93.25% compared to 2025's performance, mainly due to a decrease in wholesale. Wholesale will face certain difficulties when the decree on petroleum business changes.

Regarding revenue: The plan for 2026 is expected to be 98.28% compared to 2025's performance.

Regarding gross profit: The plan for 2026 is expected to be 101.12% compared to 2025's performance.

Details are as follows:

Content	Unit	Actual 2024	Actual 2025	2026 Plan	Ratio 2026 Plan / Actual 2025	Ratio 2026 Plan / Actual 2024
I. VOLUME						
Wholesale petroleum	m3	16,898	17,5	14,4	82.29%	85.22%
Retail petroleum	m3	25,81	25,856	26,028	100.67%	100.84%
Total		42,708	43,356	40,428	93.25%	94.66%
II. REVENUE						
Wholesale petroleum	VND mil	307,527	296,875	262,588	88.45%	85.39%
Retail petroleum	VND mil	513,191	471,682	484,44	102.70%	94.40%
Other revenue	VND mil	57,368	99,702	106,315	106.63%	185.32%
Total		878,086	868,259	853,343	98.28%	97.18%
III. GROSS PROFIT						
Wholesale petroleum	VND mil	1,721	1,715	1,339	78.08%	77.80%
Retail petroleum	VND mil	25,413	26,644	25,533	95.83%	100.47%
Other revenue	VND mil	27,824	33,883	36,068	106.45%	129.63%
Total		54,958	62,242	62,94	101.12%	114.52%

Notes:

- The unit price used for planning is based on the price as of September 10, 2025. The average unit price at the time of planning is VND 1,306/liter (excluding tax) higher than the average actual unit price of 2025.
- The planning unit price is set at VND 18,009/liter (excluding tax), compared to the 2025 average unit price of VND 17,879/liter (excluding tax).

- The plan was developed amidst the prolonged Russia-Ukraine war since 2023. The outbreak of the U.S.-Iran conflict in February 2026 caused disruptions to the global petroleum supply chain, particularly at the Strait of Hormuz, driving world oil prices to surge above USD 90-100/barrel. Although prices showed signs of cooling afterward due to U.S. reinsurance efforts and strategic reserves, the market is still forecasted to remain unpredictable due to geopolitical risks. Given the aforementioned forecasts, the Board of Directors and the General Director of the Company propose the 2026 Annual Plan for approval by the Annual General Meeting of Shareholders (AGM) as follows:

1. Hoc Mon Trade Joint Stock Company (consolidated)

Unit: million VND

No.	Item	Plan for	Result in	Plan for	Percentage of Plan for 2026 compared to	
		2025	2025	2026	Plan for 2025	Result in 2025
1	Charter capital	165,000	165,000	165,000	100.00%	100.00%
	<i>Of which: Ben Thanh Corporation's capital contribution</i>	39,365	39,365	39,365	100.00%	100.00%
2	Total net income	992,883	1,015,123	996,039	100.32%	98.12%
	- Revenue from goods sale, provision of services	984,148	1,004,989	986,081	100.20%	98.12%
	- Revenue from financial activities	8,735	9,706	9,958	114.00%	102.60%
	- Other income	-	428	-		
3	Profit before taxes	31,427	36,379	32,274	102.70%	88.72%
4	Profit after taxes	24,490	29,487	25,597	104.52%	86.81%
5	State budget payment	21,348	22,596	27,076	126.83%	119.83%
6	Total employees (people)	568	562	578	101.76%	102.85%
7	Total payroll	91,707	98,221	92,642	101.02%	94.32%
8	Average income/person/month	13	15	13	99.27%	91.71%

2. Hoc Mon Trade Joint Stock Company (parent company)

Unit: million VND

No.	Item	Plan for	Result in	Plan for	Percentage of Plan for 2026 compared to	
		2025	2025	2026	Plan for 2025	Plan for 2025
1	Charter capital	165,000	165,000	165,000	100.00%	100.00%
	<i>Of which: Ben Thanh Group</i>	39,365	39,365	39,365	100.00%	100.00%
2	Total net income	882,388	903,146	886,596	100.48%	98.17%
	- Revenue from goods sale, provision of services	849,658	868,260	853,343	100.43%	98.28%

No.	Item	Plan for 2025	Result in 2025	Plan for 2026	Percentage of Plan for 2026 compared to	
					Plan for 2025	Plan for 2025
	- Revenue from financial activities	32,730	34,503	33,253	101.60%	96.38%
	- Other income	-	383	-		
3	Profit before taxes	24,446	27,352	25,483	104.24%	93.17%
4	Profit after taxes	23,743	26,939	24,870	104.75%	92.32%
5	State budget payment	4,669	5,034	10,427	223.32%	207.13%
6	Total employees (people)	145	150	155	106.90%	103.33%
7	Total payroll	21,832	25,961	25,404	116.36%	97.85%
8	Average income/person/month	13	14	14	108.85%	94.70%

3. Hoc Mon Agriculture Wholesale Market Company Limited (Subsidiary)

Unit: million VND

No.	Item	Plan for 2025	Result in 2025	Plan for 2026	Percentage of Plan for 2026 compared to	
					Plan for 2025	Plan for 2025
1	Charter capital	12,000	12,000	12,000	100.00%	100.00%
2	Total net income	143,345	146,442	142,425	99.36%	97.26%
	- Revenue from goods sale, provision of services	142,554	145,062	141,100	98.98%	97.27%
	- Revenue from financial activities	791	1,335	1,325	167.51%	99.25%
	- Other income	-	45	-		
3	Profit before taxes	31,142	32,381	30,323	97.37%	93.64%
4	Profit after taxes	24,908	25,901	24,260	97.40%	93.66%
5	State budget payment	16,679	17,561	16,649	99.82%	94.81%
6	Total employees (people)	423	412	423	100.00%	102.67%
7	Total payroll	69,875	72,260	67,238	96.23%	93.05%
8	Average income/person/month	14	15	13	96.23%	90.63%

IV. KEY SOLUTIONS TO IMPLEMENT THE PLAN

4.1 Petroleum Business:

a. Petroleum Wholesale:

- Strengthen the management of the wholesale system, including: consolidating and maintaining existing petroleum retail agents, as well as identifying and developing new agents.

- Enhance sales service quality, ensuring both quantity and quality to uphold the brand prestige.
- Consolidate the organizational structure, focusing on training and improving professional skills and industry knowledge for personnel. Maintain professionalism in work ethics and customer service.
- Improve management quality through investment in tools, equipment, and software to support operations and management; invest in and develop the business administration system.
- Closely monitor market fluctuations to make rational decisions aimed at maximizing profits for the Company and its shareholders.
- Formulate competitive and flexible sales policies to attract a broader customer base.
- Strive to stay abreast of market trends and secure supply sources to meet the demands of the distribution system, while seeking to increase sales volume for petroleum distributors and direct consumers.

b. Petroleum Retail:

- Consolidate and develop the petroleum retail system. Formulate a reinvestment plan for directly-owned retail stations through renovation, repair, upgrading, and refreshing the brand identity system at stations to enhance competitiveness and increase sales volume.
- Build and develop a professional retail network.
- Expand the number of retail stations to increase sales output and market share. Where feasible, lease or invest in new stations in provinces neighboring Ho Chi Minh City.
- Establish a sales culture for employees and train the sales force to become a professional service team.
- Recruit and provide professional training for petroleum business personnel.

4.2 Other Revenue:

- Enhance investment in renovating and improving the operational efficiency of commercial premises at the Hoc Mon Agriculture Wholesale Market.
- Intensify efforts to identify customers for the construction and handover of terrace houses at the Xuan Thoi Dong Project.
- Closely align with the Government's support policies aimed at stabilizing the production and business activities of enterprises and the public.
- Accelerate the sales of completed units within the Xuan Thoi Dong Terrace Housing Area

GENERAL DIRECTOR

Recipients:

- Board of Directors;
- Board of Supervisors;
- Board of Executives;
- Heads of Department;
- Director of Market Company;
- Archived.

(Signed)

Le Van My

REPORT OF THE BOARD OF SUPERVISORS ON THE OPERATING RESULTS IN 2025

**To: 2026 Annual General Meeting of Shareholders
Hoc Mon Trade Joint Stock Company**

After a year of operating and implementing duties prescribed in the Charter of the Company, the Board of Supervisors would like to report to the 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company on some key contents as follows:

I. BOARD OF DIRECTORS' OPERATION IN 2025:

1. Board of Directors' operation:

During the year, with the active help and support of the Board of Directors, the General Director and departments of the Company, the Board of Supervisors has fully performed the assigned inspection and supervision tasks.

After each inspection, the Board of Supervisors makes recommendations on the business and financial situation at the inspected unit. The Board of Directors and the General Director also assess the recommendations of the Board of Supervisors.

The Board of Supervisors operates inspection and supervision with the following specific tasks:

a. Supervisory:

- Supervising the operations of the Board of Directors, the General Director and departments of the Company in the management and administration of the Company.
- Inspecting financial statements and supervising the business operations of Hoc Mon Trade Joint Stock Company and Hoc Mon Agriculture Wholesale Market Company Limited.
- The Board of Supervisors has worked seriously, reflected truthfully and objectively the operating situation of the units, and proposed recommendations, thereby contributing to the effective management and use of capital, bringing the highest benefits to the Company and shareholders.
- Supervising and reviewing internal audit and independent audit reports.

b. Internal control:

- Supervising the implementation of the Resolution of the 2025 Annual General Meeting of Shareholders, implementing the Resolutions and Decisions of the Board of Directors in deploying the Production and Business Plan in 2025.
- Assure the honesty, accuracy and reasonableness of the 6-month, and annual financial statements of the two units: Hoc Mon Trade Joint Stock Company and Hoc Mon Agriculture Wholesale Market Company Limited.
- Inspecting the disclosure of information on the stock market according to the

regulations of the Ministry of Finance.

- Reviewing the preparation of accounting documents and accounting entries in compliance with current accounting regulations.
- Coordinating and supervising the reports of the internal audit unit.

In addition to the above tasks, the Head of the Board of Supervisors also directly participates in regular meetings and participates in quarterly and annual inventories of the Company.

c. Meetings and working sessions with the Company's units of the Board of Supervisors:

In 2025, the Board of Supervisors held 03 meetings to implement the plan, assign tasks and evaluate the business results and financial situation for 6 months, and the whole year 2025 of Hoc Mon Trade Joint Stock Company and Hoc Mon Agriculture Wholesale Market Company Limited.

The members of the Board of Supervisors fully participated in the meetings of the Board of Directors and contributed opinions related to the business operation of the Company. The Board of Supervisors attended the 2025 Annual General Meeting of Shareholders as regulated.

In 2025, the Board of Supervisors conducted periodic inspections at the units and held Board of Supervisors meetings, as detailed below:

No.	Meeting Date / Inspection	Content / Location
01	08:30 February 19,2025	Inspection of the 4th Quarter 2024 Financial Statements at Hoc Mon Trade Joint Stock Company
02	13:30 February 19,2025	Inspection of the 4th Quarter 2024 Financial Statements of Hoc Mon Agriculture Wholesale Market Company Limited.
03	16:30 February 19,2025	Meeting to complete the 2024 Board of Supervisors report. presented to the General Meeting of Shareholders at Hoc Mon Trade Joint Stock Company
04	08:30 March 28,2025	The Board of Supervisors attends the 2025 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company
05	08:00 August 14,2025	Meeting to implement the review of the 2025 semi-annual report at Hoc Mon Trade Joint Stock Company.
06	09:30 August 14,2025	Reviewing the 2025 Semi-annual Financial Statements at Hoc Mon Trade Joint Stock Company.
07	09:30 August 15,2025	Reviewing the 2025 Semi-annual Financial Statements Hoc Mon Agriculture Wholesale Market Company Limited.
08	16:00 August 18,2025	Meeting to evaluate the 2025 semi-annual performance of the Supervisory Board at Hoc Mon Trade Joint Stock Company.

By March 2026, the Supervisory Board had completed the review of the 2025 Annual Report and held a meeting to evaluate its performance during the year. The Board also reviewed the Independent Auditor's reports, as well as the 2025 Semi-annual and Annual Internal Audit Reports.

2. Assessment of the business result in 2025:

a. Production and business result (consolidated) in 2025:

The Board of Supervisors agrees with the financial statements and business results for 2025 that the Board of Directors and General Director presented to the 2026 Annual General Meeting of Shareholders. The Board of Supervisors also agrees with the audit report conducted by Viet Values Audit and Consulting Company Limited and the internal audit report conducted by Parker Russell Vietnam Company Limited.

b. Assessment of the Board of Supervisors:

+ Hoc Mon Trade Joint Stock Company's Operation:

Due to the impact of the war, especially in 2025, which caused fluctuations in world oil prices for a long period, the Company faced many difficulties. However, the Company has made great efforts in directing and organizing the implementation of its production and business operation.

Petroleum trading activities, due to the complex fluctuations in petroleum prices and fees in 2025, significantly affected the revenue and profits of the Company.

Revenue from business premises leasing services for the year reached VND 22.47 billion, equivalent to 100.23% of the annual plan. Real estate business activities during the year primarily focused on project investment and the execution of 131 sale and purchase agreements for off-plan residential units. The Company recognized revenue for 20 units totaling VND 77.23 billion, with a realized gross profit of VND 11.41 billion. Regarding the food and beverage business at Huong Cau Restaurant, operations remained suspended.

Regarding the debt situation with Hoang Quan Consulting - Trading - Service Real Estate Corporation as reported by the Supervisory Board, the Company has been and is continuing to process and resolve this matter.

+ Hoc Mon Agriculture Wholesale Market Company Limited's Operation:

The Market Company achieved all the following targets:

Main revenue from premises. offices. warehouses. kiosks leasing and cargo handling. Total revenue reached 146,44 billion, equivalent to 102.16% of the annual plan.

Earnings Before Interest and Taxes reached 32.38 billion VND, equivalent to 103.97% of the plan.

+ Hoc Mon Foods Processing Corporation, as of December 31, 2025, total revenue reached 51.17 billion VND. equivalent to 97.36% of the plan. Profit before taxes reached 11.29 billion VND, equivalent to 89.87% of the plan.

+ Assessment of production and business operation in 2025:

Thanks to the efforts of the Board of General Directors and the solidarity of the employees of the Company, the Company has achieved the planned targets assigned by the General Meeting of Shareholders, maintained employment, stabilized income for employees and paid dividends to shareholders.

Business results (according to consolidated financial statements) have achieved the planned targets. including: Total revenue of 1,015.12 billion VND, equivalent to 102.24%. and profit after tax of 29.49 billion VND, equivalent to 120.40%. Interim dividend payment to shareholders for 2025 is 9%.

3. Assessment of the management and administration of the Board of Directors and the Board of Executives:

a. For the Board of Directors:

The Board of Directors manages and directs the operation of the Company in compliance

with current legal regulations, the Company's Charter, and the resolutions of the General Meeting of Shareholders. Specifically:

- + Direct the implementation of profit distribution and dividend payment in 2025.
- + Direct the implementation of the 2025 production and business plan.
- + Respond promptly to new situations, adjust plans promptly, operate effectively and safely, and complete the set plan.
- + Direct the investment in the 5-hectare residential area project in Xuan Thoi Dong. Sign contracts and sell future homes.
- + Consolidate the apparatus and personnel, salary and bonus management.
- + Implement society activities in the district.
- + Direct the timely and complete disclosure of information in accordance with current legal regulations.

b. Management and administration activities of the Board of Executives:

Implement in accordance with current law, the Company's Charter, the Resolution of the General Meeting of Shareholders, and the Board of Directors.

**** Implementation of the 2025 production and business plan (Consolidated):***

- Total revenue and other income achieved in 2025 reached 1,015.12 billion VND, reaching 102.24% of the plan and equivalent to 99.03% of 2024's performance.
- Earnings Before Interest and Taxes reached 36.38 billion VND, achieving 115.76% of the plan and equivalent to 93.13% of 2024's performance.
- Profit after tax reached 29.49 billion VND, achieving 120.40% of the plan and equivalent to 96.16% of 2024's performance.
- Payments to the State budget reached 24.03 billion VND, achieving 112.56% of the plan and equivalent to 98.25% of 2024's performance.

**** Accounting – Finance:***

- The calculation and recording of data in the report reflects truthfully and complies with accounting regulations, archiving, preserving and ensuring the legality and validity of documents.
- Contract signing, liquidation, and capital contribution are carried out in accordance with commitments and accounted for in accordance with regulations. Procurement and repair estimates are approved based on designated bidding.
- The figures in the financial statements have reflected truthfully and reasonably the key aspects of the Company's financial situation as of December 31, 2025, ensuring prudence and efficiency in business.
- The preparation of financial and management reports is complete and timely.
- Business results and cash flows for the fiscal year ending on the same date, and comply with current accounting standards and relevant legal regulations.

**** Audit implementation:***

Hoc Mon Trade Joint Stock Company strictly implements the audit/review of semi-annual and annual financial statements in accordance with current regulations.

The Board of Supervisors agreed to select Viet Values Audit and Consulting Company Limited. as the auditor for the 2025 financial statements. The Board of Supervisors agreed with the auditor's opinion that: The 2025 consolidated financial statements of Hoc Mon Trade Joint Stock Company fairly reflect the Company's financial situation as of December 31, 2025,

as well as the operating results and cash flows for the fiscal year ending on the same date.

The Board of Supervisors agreed with the assessments and recommendations of the internal audit unit: Parker Russell Vietnam Company Limited.

4. Coordination between the Board of Supervisors, the Board of Directors, the Board of Executives, departments and subsidiaries of the Company:

- In 2025, the Board of Directors, Board of Executives and departments within the Company provided sufficient information and supported the Board of Supervisors to complete the tasks prescribed by the General Meeting of Shareholders.
- After each inspection, the Board of Supervisors submits a report to the Board of Directors and the Board of Executives on the results of quarterly/semi-annual/nine-month and annual periodic monitoring inspections. Information fully covers inspection content and recommendations to prevent and mitigate potential risks.

II. GENERAL CONCLUSION - RECOMMENDATIONS:

- The general business situation faced many difficulties during the year; however, with the unity and efforts of the Board of Directors, Board of Executives and all employees, the 2025 business results of the Company achieved the planned targets, ensuring the dividend payment ratio approved by the 2025 Annual General Meeting of Shareholders.
- The Company needs to strengthen market forecasting to promptly direct the unit's production and business plans. Maintain and develop the gasoline and oil business, consider investing in new or leasing additional petrol retail stores and develop a stable petrol retail network. Continue to promote the core and traditional activities of the Company.
- Repair and upgrade the infrastructure of Hoc Mon Agriculture Wholesale Market Company Limited to gradually create a spacious and environmentally friendly business environment.
- Continue to implement the 5-hectare Residential Area Project in Xuan Thoi Dong Commune, completing the construction phase and selling products to increase revenue, profits and achieve the highest efficiency.
- Put the new production lines (Factory No.1, No.2) into operation to increase the operating capacity of the Industrial Livestock Slaughterhouse, gradually stabilizing and increasing profits for the Company and dividends for shareholders.
- Continue to consider and implement options for exploiting the Huong Cau restaurant premises, ensuring quality and long-term effective use.
- Focus on resolving overdued debts.
- Always focus on ensuring fire prevention and fighting safety, proactively implement plans to ensure safety and disease prevention, and ensure financial safety in production and business.

III. REMUNERATION OF THE BOARD OF SUPERVISORS IN 2025:

The Board of Supervisors received annual remuneration in accordance with the level approved by the 2025 Annual General Meeting of Shareholders, specifically:

No.	Name	Position	Remuneration (VND)
1	Le Van Teo	Head of Board	144,000,000

2	Huynh Le Yen Nhi	Member of the Board of Supervisors	120,000,000
3	Tran Thuy Hong	Member of the Board of Supervisors	120,000,000
	TOTAL		384,000,000

IV. PLAN OF THE BOARD OF SUPERVISORS IN 2026:

In 2026, the Board of Supervisors will continue to perform its duties, representing shareholders in supervising all business, management and operation of the Company with the following specific tasks:

- The Board of Supervisors will conduct quarterly/semi-annual/annual financial report inspections before reporting to the Board of Directors and the General Meeting of Shareholders. The specific time will be notified to the Board of Directors, Board of Executives and departments to prepare documents five (5) working days in advance.

- Review the 2026 Financial Statements before submitting them to the Board of Directors and the General Meeting of Shareholders. Review the reasonableness of the Company's internal control documents issued during the year.

- In addition, if there are signs of violation of the regime and the Company's Charter, the Board of Supervisors will promptly work to notify the Board of Directors and report to the General Meeting of Shareholders.

- Report on the management process of the Company by the Board of Directors and the administration of the Board of Executives; the control operation process according to the Company's Charter before the Annual General Meeting of Shareholders.

- Review the independent audit and internal audit reports.

- Board of Supervisors Meetings: The Board of Supervisors meets at least 02 times a year, according to the Charter and regulations on corporate governance. Regularly discuss matters and coordinate to carry out the solution effectively. The Board of Supervisors participates in periodic Board of Directors meetings when invited.

In addition to internal audit work, the Head of the Board of Supervisors directly participates in regular meetings and quarterly and annual inventory work of the Company to update information fully and promptly.

V. BOARD OF SUPERVISORS SELF-ASSESSMENT:

With the good facilitation, support and coordination of the Board of Directors, Board of Executives, departments and employees in the Company, the Board of Supervisors self-assesses that we has completed the tasks prescribed in the Company's Charter.

The Board of Supervisors commits to the General Meeting of Shareholders, the Board of Directors, the Board of Executives and shareholders to strive further to perform the task of inspecting and supervising the Company's operations in the best way.

Above is the report of the Board of Supervisors on operation result in 2025, the Board of Supervisors respectfully submits it to the 2026 Annual General Meeting of Shareholders for approval.

Respectfully.

Recipients:

- *Proposed at the General Meeting of Shareholders;*
- *Board of Directors of the Company;*
- *Archived by th Board of Supervisors of the Company.*

**ON BEHALF OF BOARD OF SUPERVISORS
HEAD OF THE BOARD**

(Signed)

Le Van Teo

REPORT
Regarding the selection of an Independent Audit Firm
to audit/review the 2026 Financial Statements

To: 2026 Annual General Meeting of Shareholders
Hoc Mon Trade Joint Stock Company

Pursuant to the Law in Enterprise of the Socialist Republic of Vietnam;
Pursuant to the Charter of Hoc Mon Trade Joint Stock Company;

The selection of an independent audit firm to audit/review the annual Financial Statements of the Company must be decided by the Annual General Meeting of Shareholders and ensure the following conditions:

- 1- Included in the List of Audit Firms approved to audit public entities in the securities sector issued by the State Securities Commission.
- 2- Honest and reputable to enhance reliability for investors to the Financial Statements of the Company.
- 3- Advise and support the Company in completing accounting progress and improving the accounting apparatus.
- 4- Reasonable audit fees.

To enhance the proactive selection of an independent audit firm with the above criteria and standards, the Board of Supervisors, after agreeing with the Board of Directors, proposes that the General Meeting of Shareholders approve the selection of an independent audit firm to audit/review the 2026 Financial Statements of the Company as follows:

Name: **Viet Values Audit and Consulting Company Limited**

Address: 33 Phan Van Khoe, Cho Lon Commune, Ho Chi Minh City.



Respectfully submitted to the General Meeting of Shareholders!

On behalf of the Board of Supervisors
HEAD OF THE BOARD

Recipients:

- As above;
- Archived: VT, TK.

(Signed)

Le Van Teo

VIETVALUES^{*} Audit and Consulting Co., Ltd

Member firm of JPA International

Head office : 33 Phan Van Khoe Street, Cho Lon Ward, HCM, Viet Nam

Tel : +84 (28) 3859 4168

Fax : +84 (28) 3859 2289

Email : contact@vietvalues.com

Website : www.vietvalues.com



BẢN LƯU TẠI CÔNG TY KIỂM TOÁN

Xin Quý vị vui lòng gửi trả lại bản này
để chúng tôi lưu hồ sơ kiểm toán.

Ngày.....tháng.....năm.....

INDEPENDENT AUDITOR'S REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

FOR THE FISCAL YEAR ENDED 31ST DECEMBER 2025

HOCMON TRADE JOINT STOCK COMPANY



No.: 030506/26/BCKT/AUD-VVALUES

INDEPENDENT AUDITOR'S REPORT

**To: SHAREHOLDERS, THE BOARD OF MANAGEMENT
AND THE EXECUTIVE BOARD
HOCMON TRADE JOINT STOCK COMPANY**

We have audited the accompanying consolidated financial statements of HocMon Trade Joint Stock Company and subsidiary - Hoc Mon Agriculture Wholesale Market Co., Ltd. (hereafter, referred to as "the Group"), prepared on 05th March 2026 (from page 09 to page 69) which comprise the consolidated Balance Sheet as at 31st December 2025, the consolidated Income Statement, the consolidated Statement of Cash Flows for the fiscal year then ended and the Notes to the consolidated Financial Statements.

Responsibility of the Executive Board

The Executive Board of the Group is responsible for the preparation and fair presentation of these consolidated financial statements of the Group in accordance with the Vietnamese accounting standards, Vietnamese enterprises' accounting regime as well as other related regulations and for such internal control as the Executive Board determines is necessary to enable the preparation and presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with the Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the consolidated financial statements of the Group are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control of the Group relevant to the Company's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control of the Group. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Executive Board, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditor's opinion

In our opinion, the consolidated financial statements referred to above give a true and fair view, in all material respects, of the consolidated financial position of the Group (including HocMon Trade Joint Stock Company and subsidiary - Hoc Mon Agriculture Wholesale Market Co., Ltd.) as at 31st December 2025, the consolidated business results and the consolidated cash flows for the fiscal year then ended in conformity with the accounting standards, the prevailing Vietnamese enterprises' accounting regime as well as legal regulations related to the preparation and presentation of the consolidated financial statements.

Ho Chi Minh city, 05th March 2025.

VIETVALUES Audit and Consulting Co., Ltd.



Huynh Truc Lam (LL.M.) – Deputy General Director
Certificate of registration for
practicing audit No. 1523-2023-071-1
Authorized signature
thorized signature

Nguyen Thi Bich Diem - Auditor
Certificate of registration for
practicing audit No. 4721-2024-071-1

File:

- As above.
- **VIETVALUES.**

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CONSOLIDATED BALANCE SHEET

As at 31st December 2025

Currency: VND

Code	ASSETS	Notes	Ending balance	Beginning balance
1	2	3	4	5
100	A- CURRENT ASSETS AND SHORT-TERM INVESTMENTS		322,470,489,750	284,717,519,574
110	I. Cash and cash equivalents	V.1	29,030,037,645	32,427,842,327
111	1. Cash		20,030,037,645	25,427,842,327
112	2. Cash equivalents		9,000,000,000	7,000,000,000
120	II. Short-term financial investments		144,045,898,961	146,555,927,259
121	1. Trading securities	V.2a	33,835	33,835
122	2. Provision for devaluation of trading securities (*)	V.2a	(15,716)	(5,636)
123	3. Held-to-maturity investments	V.2b	144,045,880,842	146,555,899,060
130	III. Accounts receivable		25,950,042,526	23,145,484,550
131	1. Short-term trade receivables	V.3	14,189,361,977	16,237,574,900
132	2. Short-term advance payments to suppliers	V.4	7,587,518,652	3,123,738,304
136	3. Other short-term receivables	V.5a	4,181,961,897	3,942,971,346
137	4. Provision for doubtful debts (*)	V.6	(8,800,000)	(158,800,000)
139	5. Deficit assets for treatment		-	-
140	IV. Inventories	V.7	113,923,595,198	74,445,682,940
141	1. Inventories		113,968,646,627	74,490,734,369
149	2. Provision for obsolete inventory (*)		(45,051,429)	(45,051,429)
150	V. Other current assets		9,520,915,420	8,142,582,498
151	1. Short-term prepaid expenses	V.8a	3,064,324,753	1,784,737,643
152	2. VAT deductible		346,934,292	2,010,023,348
153	3. Tax receivables	V.17	6,109,656,375	4,347,821,507
200	B- FIXED ASSETS AND LONG-TERM INVESTMENTS		277,422,695,705	317,101,790,422
210	I. Long-term receivables		7,608,541,171	7,248,541,171
216	1. Other long-term receivables	V.5b	7,608,541,171	7,248,541,171
219	2. Provision for doubtful long-term receivables (*)		-	-
220	II. Fixed assets		77,818,480,064	75,611,341,588
221	1. Tangible fixed assets	V.9	38,596,721,443	36,687,372,240
222	- Historical cost		70,410,045,129	63,987,657,814
223	- Accumulated depreciation		(31,813,323,686)	(27,300,285,574)
224	2. Finance lease fixed assets		-	-
227	3. Intangible fixed assets	V.10	39,221,758,621	38,923,969,348
228	- Historical cost		40,523,252,534	40,221,212,534
229	- Accumulated amortization		(1,301,493,913)	(1,297,243,186)
230	III. Investment Properties	V.11	20,218,609,724	21,379,619,026
231	- Historical cost		68,902,869,059	68,902,869,059
232	- Accumulated depreciation		(48,684,259,335)	(47,523,250,033)
240	IV. Non-current unfinished assets		98,258,868,432	139,851,258,663
241	1 Long-term work-in-process	V.12	94,132,126,251	139,509,017,754
242	2 Construction-in-progress	V.13	4,126,742,181	342,240,909
250	V. Long-term financial investments		61,245,414,227	59,474,606,496
252	1. Investments in associates and joint ventures	V.2c	61,245,414,227	59,474,606,496
253	2. Investments in other entities	V.2d	878,238,342	878,238,342
254	3. Provision for long-term financial investments (*)	V.2d	(878,238,342)	(878,238,342)
260	VI. Other non-current assets		12,272,782,087	13,536,423,478
261	1. Long-term prepaid expenses	V.7b	10,978,918,023	12,146,914,511
262	2. Deferred income tax assets	V.14	1,293,864,064	1,389,508,967
269	3. Goodwill		-	-
270	TOTAL ASSETS		599,893,185,455	601,819,309,996

Code	RESOURCES	Notes	Ending balance	Beginning balance
1	2	3	4	5
300	A- LIABILITIES		299,183,580,264	298,802,883,894
310	I. Current liabilities		203,119,136,099	200,096,504,257
311	1. Short-term trade payables	V.15	16,518,835,027	15,414,108,062
312	2. Short-term advance payments from customers	V.16	78,713,900,554	92,091,478,733
313	3. Taxes and statutory obligations	V.17	2,349,967,701	3,274,700,543
314	4. Payables to employees	V.18	18,876,332,218	13,951,085,097
315	5. Short-term accruals	V.19	274,993,152	265,338,357
318	6. Short-term unearned revenue	V.20a	2,986,207,776	2,986,207,776
319	7. Other short-term payables	V.21a	13,401,018,528	9,162,966,256
320	8. Short-term finance lease loans and liabilities	V.22	64,500,000,000	57,900,000,000
321	9. Provision for short-term payables	V.23	1,773,854,167	1,911,430,833
322	10. Bonus and welfare funds	V.24	3,724,026,976	3,139,188,600
330	II. Non-current liabilities		96,064,444,165	98,706,379,637
336	1. Long-term unearned revenue	V.20b	84,108,771,861	87,094,979,637
337	2. Other long-term payables	V.21b	11,955,672,304	11,611,400,000
342	3. Provision for long-term payables		-	-
400	B- OWNERS' EQUITY		300,709,605,191	303,016,426,102
410	I. Capital of the owner	V.25	288,199,107,821	290,505,928,732
411	1. Owners' invested equity		164,999,930,000	164,999,930,000
411a	- Common stocks with voting rights		164,999,930,000	164,999,930,000
411b	- Preferred stocks		-	-
418	2. Development and investment funds		68,299,167,481	67,291,832,374
421	3. Undistributed earnings after tax		54,900,010,340	58,214,166,358
	- Accumulated undistributed earnings after tax to the end of previous year		41,676,327,147	42,189,999,155
421a	- Accumulated undistributed earnings after tax in current year		13,223,683,193	16,024,167,203
429	4. Benefits of non-controlling shareholders		-	-
430	II. Other capital, funds		12,510,497,370	12,510,497,370
432	1. Funding source forming fixed assets	V.26	12,510,497,370	12,510,497,370
440	TOTAL RESOURCES		599,893,185,455	601,819,309,996

Prepared by



PHAN CHAU HUYEN TRAM

Chief Accountant



PHAM MINH SON

Ho Chi Minh city, 05th March 2026

General Director



LE VAN MY

CONSOLIDATED INCOME STATEMENT

For the fiscal year ended 31st December 2025

Currency: VND

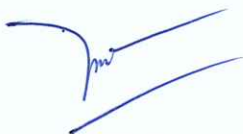
Code	ITEMS	Notes	Current year	Previous year
1	2	3	4	5
01	1. Revenues from sale of goods and rendering of services	VI.1	1,004,988,618,880	1,014,753,133,557
02	2. Revenue deductions		-	-
10	3. Net revenues from sale of goods and rendering of services		1,004,988,618,880	1,014,753,133,557
11	4. Cost of goods sold	VI.2	865,969,164,148	877,976,953,405
20	5. Gross profit from sale of goods and rendering of services		139,019,454,732	136,776,180,152
21	6. Income from financial activities	VI.3	9,706,270,452	9,874,308,848
22	7. Expenses from financial activities	VI.4	2,357,628,393	1,941,860,113
23	- In which: Interest expenses		2,357,618,313	1,941,854,477
24	8. Profit/ Loss in joint ventures, associates	V.2c	1,770,807,731	1,136,327,292
25	9. Selling expenses	VI.5	55,955,524,260	55,341,355,946
26	10. General & administration expenses	VI.6	56,229,047,949	46,987,345,940
30	11. Net profit/(loss) from operating activities		35,954,332,313	43,516,254,293
31	12. Other income	VI.7	428,420,195	405,494,050
32	13. Other expenses	VI.8	3,517,955	4,857,833,112
40	14. Other profit		424,902,240	(4,452,339,062)
50	15. Total pre-tax accounting profit		36,379,234,553	39,063,915,231
51	16. Current Corporate Income tax expenses	VI.9	6,796,618,319	8,435,207,985
52	17. Deferred Corporate Income tax expenses	VI.10	95,644,903	(26,235,785)
60	18. Profit/(loss) after corporate income tax		29,486,971,331	30,654,943,031
61	19. Profit after tax of shareholders of holding company		29,486,971,331	30,654,943,031
62	20. Benefits of non-controlling shareholders		-	-
70	21. Gains on stock (*)	VI.11a	1,576	1,330
71	22. Diluted gains on stock (*)	VI.11b	1,576	1,330

Ho Chi Minh city, 05th March 2026

Prepared by

Chief Accountant

General Director



PHAN CHAU HUYEN TRAM



PHAM MINH SON




Báo cáo này được đọc kèm với Thuyết minh Báo cáo tài chính

CONSOLIDATED STATEMENT OF CASH FLOWS*(As per Direct Method)***For the fiscal year ended 31st December 2025**

Currency: VND

Code	Items	Notes	Current year	Previous year
1	2	3	4	5
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	1. Revenues from sale of goods, rendering of services and others		981,499,110,013	1,008,547,884,161
02	2. Payments for goods/services provider		(896,595,592,380)	(943,961,114,366)
03	3. Payments for employees		(94,461,874,019)	(95,491,984,805)
04	4. Interest paid	V.19-VI.4	(2,341,463,518)	(1,944,046,255)
05	5. Corporate income tax paid	V.17	(8,406,416,661)	(9,739,544,798)
06	6. Other cash inflows from operating activities		87,158,868,443	99,625,836,598
07	7. Other cash outflows from operating activities		(58,073,829,715)	(50,976,808,295)
20	Net cash inflows/(outflows) from operating activities		8,778,802,163	6,060,222,240
	II. CASH FLOWS FROM INVESTMENT ACTIVITIES			
21	1. Purchase and construct of fixed assets and other long-term assets	V.13	(8,796,430,572)	(4,374,197,425)
22	2. Proceeds from disposals of fixed assets and other long-term assets		-	3,838,384
23	3. Loans to other entities and payments for purchase of debt instruments of other entities	V.2b	(141,911,692,933)	(159,805,712,180)
24	4. Repayments from borrowers and proceeds from sales of debt instruments of other entities	V.2b	144,421,711,151	166,726,405,352
25	5. Payments for investments in other entities		-	-
26	6. Proceeds from sales of investments in other entities		-	-
27	7. Interest and dividends received	V.5a-VI.3	9,032,026,254	10,628,148,032
30	Net cash inflows/(outflows) from investing activities		2,745,613,900	13,178,482,163
	III. CASH FLOWS FROM FINANCING ACTIVITIES			
31	1. Capital contribution		-	-
32	2. Capital redemption		-	-
33	3. Long-and short-term borrowings	V.22	664,000,000,000	777,786,000,000
34	4. Loan repayment	V.22	(657,400,000,000)	(754,986,000,000)
35	5. Financial lease principal paid		-	-
36	6. Dividend paid	V.21a-V.25	(21,522,220,745)	(27,967,633,255)
40	Net cash inflows/(outflows) from financing activities		(14,922,220,745)	(5,167,633,255)
50	Net cash inflows/(outflows) (50=20+30+40)		(3,397,804,682)	14,071,071,148
60	Cash and cash equivalents at the beginning of the year	V.1	32,427,842,327	18,356,771,179
61	Impact of exchange rate fluctuation		-	-
70	Cash and cash equivalents at the end of the year (70=50+60+61)	V.1	29,030,037,645	32,427,842,327

Prepared by

PHAN CHAU HUYEN TRAM

Chief Accountant

PHAM MINH SON

Ho Chi Minh city, 05th March 2026

General Director

LE VAN MY

REPORTS OF THE BOARD OF DIRECTORS
Regarding the Approval of the 2025 Audited Financial Statements
before and after consolidation

*To: 2026 Annual General Meeting of Shareholders
Hoc Mon Trading Joint Stock Company*

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of Hoc Mon Trade Joint Stock Company;

The Board of Directors submits to the General Meeting of Shareholders for approval of the 2025 Audited Financial Statements before and after consolidation of Hoc Mon Trade Joint Stock Company audited by Viet Values Audit and Consulting Company Limited (VIETVALUES).

The 2025 Audited Financial Statements before and after consolidation of Hoc Mon Trade Joint Stock Company have been publicly disclosed as regulated and posted on the Company's website (www.hotraco.com.vn), including:

1. Report of the Board of Executives;
2. Report of the Independent Audit Firm;
3. Balance Sheet as of December 31, 2025;
4. Income Statement for the fiscal year ended on December 31, 2025;
5. Cash Flows Statement for the fiscal year ended on December 31, 2025;
6. Notes to the Financial Statements for the fiscal year on December 31, 2025.

Respectfully submitted to the General Meeting of Shareholders.

On behalf of the Board of Directors
CHAIRMAN OF THE BOARD

(Signed)

Recipients:

- As above;
- Archived: VT, TK.

Kieu Cong Tam

No: 02/2026/TTr-HĐQT-HTC

Ho Chi Minh City, March 18, 2026

REPORT
OF THE BOARD OF DIRECTORS
Regarding the Profit Distribution and Dividend Payment Plan for 2025

To: General Meeting of Shareholders 2026
Hoc Mon Trade Joint Stock Company

Based on the 2025 Audited Financial Statements (consolidated), the Board of Directors proposes to the General Meeting of Shareholders to approve the profit distribution and dividend payment plan for 2025 of the Company as follows:

I. CONSOLIDATED PROFIT DISTRIBUTION:

1. Profit after tax	:	29,486,971,331 VND
2. Profit distribution	:	29,486,971,331 VND
a- Development and investment fund	:	2,372,269,140 VND
b- Bonus and welfare fund	:	3,149,312,624 VND
c- Bonus fund of Board of Management	:	774,590,936 VND
d- Dividend payment	:	21,449,990,900 VND
Dividend payment / Charter capital	:	13% / Charter capital
e- Retained earnings 2025	:	1,770,807,731 VND

II. PROFIT DISTRIBUTION OF HOC MON TRADE JOINT STOCK COMPANY:

1. Profit after tax	:	26,939,120,116 VND	
2. Profit distribution	:	26,939,120,116 VND, percentage	100.00%
a- Development and investment fund	:	2,372,269,140 VND, percentage	8.81%
b- Bonus and welfare fund	:	2,372,269,140 VND, percentage	8.81%
c- Bonus fund of Board of Management	:	774,590,936 VND, percentage	2.76%
d- Dividend payment	:	21,449,990,900 VND, percentage	
Dividend payment / Charter capital	:	13% / Charter capital	

e- Retained earnings 2025 : 0 VND

III. PROFIT DISTRIBUTION OF HOC MON AGRICULTURE WHOLESALE MARKET COMPANY LIMITED:

1. Profit after tax	:	25,901,449,474 VND	
2. Profit distribution	:	25,901,449,474 VND, percentage	100.00%
a- Development and investment fund	:	0 VND, percentage	0.00%
b- Bonus and welfare fund	:	777,043,484 VND, percentage	3.00%
c- Submit to owners	:	25,124,405,990 VND, Percentage	97.00%

(The Explanation for 2025 Profit Distribution is attached)

Respectfully submitted to the General Meeting of Shareholders.

**On behalf of the Board of Directors
CHAIRMAN OF THE BOARD**

(Signed)

Kieu Cong Tam

PROFIT DISTRIBUTION CALCULATION TABLE FOR 2025

ITEM	CHARTER CAPITAL	CONSOLIDATED		Hoc Mon Trade Joint Stock Company		Hoc Mon Agriculture Wholesale Market Company Limited	
		Value (VND)	Percentage (%)	Value (VND)	Percentage (%)	Value (VND)	Percentage (%)
Charter capital	164,999,930,000						
Planned profit after tax		24,490,068,847		23,742,827,376		24,908,049,020	
Audited profit after tax		29,486,971,331		26,939,120,116		25,901,449,474	
Profit after tax sexceeding plan		4,996,902,484		3,196,292,740		993,400,454	
Profit distribution		29,486,971,331	100.00%	26,939,120,116	100.00%	25,901,449,474	100%
1. Development and investment fund		2,372,269,140	8.05%	2,372,269,140	8.81%		
2. Bonus and welfare funds		3,149,312,624	10.68%	2,372,269,140	8.81%	777,043,484	3.00%
3. Payment to owner						25,124,405,990	97.00%
4. Bonus for the Board of Directors and the Board of Supervisors		744,590,936	2.53%	744,590,936	2.76%		
Achieved plan	1.00%	244,900,688		244,900,688			
Exceeded plan	10.00%	499,690,248		499,690,248			
5. Distribute dividends	13.00%	21,449,990,900	72.74%	21,449,990,900	79.62%		
* Interim dividend payment during 2025	9.00%	14,849,993,700	0	14,849,993,700			
- Phase I: July 15, 2025 (Record date: June 30, 2025)	3.00%	4,949,997,900		4,949,997,900			
- Phase II: October 16, 2025 (Record date: October 02, 2025)	3.00%	4,949,997,900		4,949,997,900			
- Phase III: January 20, 2026 (Record date: December 31, 2025)	3.00%	4,949,997,900		4,949,997,900			
* Remaining 2025 dividends	4.00%	6,599,997,200		6,599,997,200			
6. Undistributed profit for 2025		1,770,807,731	6.01%	0	0.00%		

EXPLANATION FOR 2025 PROFIT DISTRIBUTION

1. *Hoc Mon Trade Joint Stock Company*

a. Development and investment fund:

- The allocated rate is 8.81% of profit after tax (in Resolution of the General Meeting of Shareholders dated March 28, 2025 is 7%, the Development and investment fund as of December 31, 2025 is 56,635,818,883 VND, equivalent to 34.32% of Charter capital)

b. Bonus and welfare funds:

- The allocated rate is 8.81% of profit after tax (equal to the rate in the Resolution of the General Meeting of Shareholders dated March 28, 2025).

c. Bonus fund of Board of Management: is a bonus for members of the Board of Directors, Board of Supervisors and Secretary based on business performance.

- The allocated rate is to 1% of (consolidated) profit after tax, equal to the planned rate plus (+) 10% of the (consolidated) profit after tax exceeding the plan, accounting for 2.76% of the Profit After Tax (compared to 1.03% per the Resolution of the General Meeting of Shareholders dated March 28, 2025).

d. Dividend payment:

- The dividend payment rate is 13% / Charter capital (in Resolution of the General Meeting of Shareholders dated March 28, 2025 is a minimum of 12% / Charter Capital).

e. Undistributed profit:

- There are no remaining undistributed profits for the 2025 fiscal year.

2. *Hoc Mon Agriculture Wholesale Market Company Limited*

a. Development and investment fund::

- From 2023, no allocation to the development and investment fund:: As of December 31, 2025, the development and investment fund rate is equal to 97.19% of Charter Capital. In the Resolution of the General Meeting of Shareholders dated March 28, 2025 there is no allocation.

b. Bonus and welfare funds:

- The allocated rate is 3% of profit after tax (equal to the rate in the Resolution of the General Meeting of Shareholders dated March 28, 2025).

c. Payment to owners:

- The allocated rate is 97% of profit after tax (equal to the rate of the Resolution of the General Meeting Shareholders dated March 28, 2025).

No. : 03/2026/TTr-HĐQT-HTC

Ho Chi Minh City, March 18, 2026

PROPOSAL OF THE BOARD OF DIRECTORS
**Regarding the remuneration settlement for 2025 and plan of the remuneration for
the Board of Directors and the Board of Supervisors in 2026**

To: Annual General Meeting of Shareholders 2026
Hoc Mon Trade Joint Stock Company

Based on the 2026 operating results and audited Financial Statements (consolidation), the Board of Directors proposes to the General Meeting of Shareholders to approve the remuneration settlement for 2025 and plan of the remuneration for the Board of Directors and the Board of Supervisors in 2026 according to the followings:

1. Remuneration settlement of the Board of Directors, Board of Supervisors for 2025:

According to the Resolution of the 2025 Annual General Meeting of Shareholders, members of the Board of Directors, Board of Supervisors and Secretary are entitled to the following remuneration:

a. Fixed remuneration by time:

No.	Name	Position	Remuneration
1	NGUYEN TRAN TRONG NGHIA ⁽¹⁾	Chairman of the Board of Directors	
2	LE VAN MY	Vice Chairman of the Board of Directors	168,000,000
3	TO VAN LIEM	Member of the Board of Directors	144,000,000
4	PHAM BINH PHUONG	Member of the Board of Directors	144,000,000
5	LE PHUC TUNG	Member of the Board of Directors	144,000,000
6	KIEU CONG TAM	Member of the Board of Directors	144,000,000
7	PHAM HOANG LIEM	Member of the Board of Directors	144,000,000
8	LE ANH PHUONG	Member of the Board of Directors	144,000,000

No.	Name	Position	Remuneration
9	NGUYEN THI THAI NHI	Member of the Board of Directors	144,000,000
10	LE VAN TEO	Head of the BoS	144,000,000
11	HUYNH LE YEN NHI	Member of the Board of Supervisors	120,000,000
13	TRAN THUY HONG	Member of the Board of Supervisors	120,000,000
14	NGUYEN HUU PHUC	Company Secretary	96,000,000
	Total		1,656,000,000

⁽¹⁾ From April 26, 2022, Mr. Nguyen Tran Trong Nghia held the position of Chairman of The Board of Directors according to Resolution No. 01/2022/NQ-DHĐCĐ dated April 26, 2022 of the 2022 Annual General Meeting of Shareholders.

b. Bonus based on 2024 business result:

- Planned profit after tax (A)	:	24,490,068,847	dong
- Actual profit after tax (B)	:	29,486,971,331	dong
- Profit after tax exceeding plan (C=B-A)	:	4,996,902,484	dong
- Remuneration based on business result	:	744,590,936	dong
+ Achieving the plan (A x 1%)		244,900,688	dong
+ Exceeding the plan (C x 10%)		499,690,248	dong

2. Proposed remuneration for the Board of Directors, Board of Supervisors and Secretary in 2026:

a. Remuneration for the Board of Directors:

- Chairman of the Board of Directors ⁽²⁾	:	16,000,000 VND/month
- Vice Chairman of the Board of Directors	:	14,000,000 VND/month
- Member of the Board of Directors	:	12,000,000 VND/person/month

⁽²⁾ Full-time Chairman of the Board of Directors: shall receive a full-time salary (and shall not receive remuneration); Non-executive Chairman of the Board of Directors: shall receive remuneration (and shall not receive a full-time salary) effective from May 1, 2022. In addition to the fixed monthly salary, based on the Company's business performance, the Chairman of the Board of Directors is entitled to additional salary and bonuses from the salary fund in accordance with the Regulation on Salary and Bonus Payments applicable to managers and employees of the Company.

b. Remuneration of the Board of Supervisors

- Head of Board of Supervisors	:	12,000,000 VND/month
- Member of Board of Supervisors	:	10,000,000 VND/person/month

c. Remuneration of the Secretary : 8,000,000 VND/month

In addition to the above fixed remuneration, based on the Company's business result

targeted at the beginning of the year, members of the Board of Directors, Board of Supervisors and Secretary will be rewarded according to business result:

- + **1% (one percent)** of the profit after tax that achieves the annual plan.
- + **10% (ten percent)** of the profit after tax exceeding the annual plan.

**On behalf of the Board of Directors
CHAIRMAN OF THE BOARD**

(Signed)

Recipients:

- *As above;*
- *Archived: VT, TK.*

Kieu Cong Tam

PROPOSAL

**Regarding the amendments to the Charter on Organization and Operation
of Hoc Mon Joint Stock Trading Company**

**To: The 2026 Annual General Meeting
of Shareholders Hoc Mon Joint Stock Trading Company**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly;

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

The Board of Directors hereby submits to the 2026 Annual General Meeting of Shareholders for approval the amendments to the Company's Charter on Organization and Operation as follows:

Currently, updating the address in accordance with two-level administrative units and updating business line codes are mandatory requirements on the Business Registration Certificate in compliance with the provisions of law.

To ensure and expand the Company's business activities in the new phase smoothly and in accordance with legal regulations, the Board of Directors hereby submits to the General Meeting of Shareholders for consideration and approval the amendments to the Company's Charter on Organization and Operation with the following contents:

1. Change of the Company's head office address and Legal Representative:

No.	Current Charter contents	Proposed amendments
1	Article 2: Name, Form, Head Office, Branches, Representative Offices, Business Locations, and Operating Term of the Company 3. Registered Office of the Company: - Head office address: 25 Ba Trieu, Quarter 1, Hoc Mon Town, Hoc Mon District, Ho Chi Minh City	Article 2: Name, Form, Head Office, Branches, Representative Offices, Business Locations, and Operating Term of the Company 3. Registered Office of the Company: - Head office address: 25 Ba Trieu, Hamlet 24, Hoc Mon Commune, Ho Chi Minh City
2	Article 3: Legal Representative of the Company. 2. The General Director is the Legal Representative of the Company.	Article 3: Legal Representative of the Company. 2. The Chairman of the Board of Directors is the Legal Representative of the Company.

2. Update the Company's business lines in accordance with Decision No. 36/2025/QĐ-TTg as follows:

**** Remove the following business lines:***

No.	Business line names to be removed from the registered list	Business line code	Notes
1	Manufacture of refined petroleum products. Detail: Production of petroleum (not operating at the head office) (except for Liquefied Petroleum Gas (LPG) and residual lubricants)	1920	Business lines to be amended
2	Commercial agents, brokers, and auctioneers.	4610	Business lines to be amended
3	Wholesale of solid, liquid, and gaseous fuels and related products. Detail: Wholesale of petroleum (only operating upon issuance of a Certificate of eligibility for business in accordance with the provisions of law), lubricants, and industrial grease (except for Liquefied Petroleum Gas (LPG) and residual lubricants)	4661	Business lines to be amended
4	Wholesale of other construction materials and equipment.	4663	Business lines to be amended
5	Retail sale of food in specialized stores. Detail: Retail sale of industrial food products, agricultural and seafood products (implemented in accordance with Decision No. 64/2009/QĐ-UBND dated July 31, 2009, and Decision No. 79/2009/QĐ-UBND dated October 17, 2009, issued by the People's Committee of Ho Chi Minh City regarding the planning of agricultural and food product business in Ho Chi Minh City).	4722	Business lines to be amended
6	Retail sale of automotive fuel in specialized stores. Detail: Retail sale of petroleum, lubricants, and grease (except for Liquefied Petroleum Gas (LPG) and residual lubricants)	4730	Business lines to be amended
7	Retail sale of electrical household appliances, beds, wardrobes, tables, chairs and similar furniture, lighting equipment and electric lamps, and other household articles not elsewhere classified in specialized stores.	4759	Business lines to be amended
8	Short-term accommodation activities.	5510	Business lines to be amended
9	Travel agency activities.	7911	Business lines to be amended
10	Construction of all types of buildings.	4100	Deleted business lines
11	Construction of railways and roads.	4210	Deleted business

No.	Business line names to be removed from the registered list	Business line code	Notes
			lines
12	Retail sale of passenger cars (9 seats or less). Detail: Trading of road transport vehicles.	4512	Deleted business lines
13	Other specialized wholesale not elsewhere classified. Detail: Trading of fertilizers, chemicals (excluding highly toxic chemicals); Import and export of machinery, equipment, raw materials, fuel, handicraft products, and fine arts; Trading of plant protection materials and pesticides for export and domestic consumption.	4669	Deleted business lines

** Add and newly register the following business lines:*

No.	Business line names to be added	Business line code	Principal business line
1	Manufacture of refined petroleum products; manufacture of fossil fuel products. Detail: Production of petroleum (not operating at the head office) (except for Liquefied Petroleum Gas (LPG) and residual lubricants)	1920	
2	Construction of residential buildings	4101	
3	Construction of non-residential buildings	4102	
4	Construction of railways	4211	
5	Construction of roads	4212	
6	Construction of other civil engineering projects	4299	
7	Demolition	4311	
8	Site preparation	4312	
9	Electrical installation	4321	
10	Plumbing, heating, and air-conditioning installation	4322	
11	Other construction installation	4329	
12	Building completion and finishing	4330	
13	Specialized construction intermediary service activities	4340	
14	Other specialized construction activities	4390	
15	Agents, brokers, and auctioneers of goods	4610	
16	Wholesale of solid, liquid, and gaseous fuels and related products. Detail: Wholesale of petroleum (only operating upon issuance of a Certificate of Eligibility for Business in accordance with the provisions of law), lubricants, and industrial grease (except for Liquefied Petroleum Gas (LPG) and residual lubricants)	4671	

No.	Business line names to be added	Business line code	Principal business line
17	Wholesale of other construction materials and equipment	4673	
18	Other specialized wholesale not elsewhere classified. Detail: Trading of fertilizers and chemicals (excluding highly toxic chemicals); Import and export of machinery, equipment, raw materials, fuel, handicrafts, and fine arts; Trading of plant protection materials and pesticides for export and domestic consumption.	4679	
19	Retail sale of food. Detail: Retail sale of manufactured consumer goods, agricultural and seafood products.	4722	
20	Retail sale of automotive fuel. Detail: Retail sale of petroleum, lubricants, and grease (except for Liquefied Petroleum Gas (LPG) and residual lubricants)	4730	
21	Retail sale of electrical household appliances, beds, wardrobes, tables, chairs and similar furniture, lighting equipment and electric lamps, other household articles not elsewhere classified. Detail: Consumer goods	4759	
22	Retail sale of motor vehicles	4781	
23	Retail sale of parts and accessories of motor vehicles	4782	
24	Retail sale of motorcycles, and related parts and accessories	4783	
25	Hotels and similar accommodation services	5510	
26	Other short-stay accommodation	5520	
27	Other accommodation	5590	
28	Travel agency activities	7911	
29	Tour operator activities	7912	
30	Other reservation service and related activities	7990	
31	Transmission and distribution of electricity	3513	
32	Retail sale in non-specialized stores with food, beverages or tobacco predominating.	4711	
33	Retail sale of clothing, footwear, and leather and imitation leather goods	4771	
34	Warehousing and storage	5210	

3. Implementation timeline: Following the unified approval of the 2026 Annual General Meeting of Shareholders' Resolution. The adjustment and update of the address, registration of additional corresponding business lines, and registration of new business lines shall be carried out synchronously on the tax authority's system and the Business Registration Certificate in accordance with the regulations on 2-level administrative addresses and the State's update on business lines. The Board of Directors shall perform the update and amendment of the corresponding Articles in the Charter of Organization and Operation of Hoc Mon Trade Joint Stock Company; other Articles in the Charter remain unchanged.

4. The General Meeting of Shareholders authorizes the Board of Directors to decide on the necessary tasks to update the head office address and to register additional or new corresponding business lines of the Company, including but not limited to the following tasks:

- Perform procedures to amend the Operating License, Enterprise Registration Certificate/Business Registration Certificate, and other related procedures with functional authorities upon completing the update of the head office address and the registration of additional or new corresponding business lines;
- Amend the Articles relating to the head office information and business lines in the Charter of Organization and Operation of Hoc Mon Trade Joint Stock Company upon completion of the aforementioned update procedures;
- Perform other necessary related tasks in accordance with the regulations;

The Board of Directors is permitted to assign/authorize the Legal Representative of Hoc Mon Trade Joint Stock Company to implement the authorized contents in accordance with Section 4 of this Proposal.

The Board of Directors respectfully submits this to the General Meeting of Shareholders for consideration and approval.

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

(Signed)

Recipients:

- *As above;*
- *Members of the Supervisory Board;*
- *Archived: Clerical Department, Secretary.*

Kieu Cong Tam

PROPOSAL

On the amendment of the Internal Regulations on Corporate Governance

- To:**
- **The Board of Directors;**
 - **The 2026 Annual General Meeting of Shareholders.**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly;
- The Charter on Organization and Operation of Hoc Mon Trade Joint Stock Company issued on July 14, 2022;
- The Internal Regulations on Corporate Governance issued on April 26, 2021;
- Practical management needs and the orientation for flexible high-level personnel appointments of the Company.

The General Director of Hoc Mon Trade Joint Stock Company hereby submits to the Board of Directors and the 2026 Annual General Meeting of Shareholders the amendment of the Internal Regulations on Corporate Governance with the following primary contents:

According to Clause 1, Article 18 of the current Internal Regulations on Corporate Governance, the criteria for the position of General Director mandate that the candidate must be a "university graduate". However, this regulation is currently showing rigidity regarding administrative degrees, inadvertently creating a barrier to the appointment of executive officers who possess practical management capabilities but do not meet the diploma criteria.

In comparison with the standards prescribed in the Law on Enterprises 2020, the law does not strictly require the position of General Director to hold a university degree; instead, it focuses on the core elements of professional qualifications and practical experience.

To ensure flexibility and proactivity for the Board of Directors in high-level personnel appointments, helping the Company expand its selection to leaders with vision and extensive practical operating experience—and especially those who receive absolute trust from the collective—the General Director finds that removing the degree barrier and adjusting these criteria is urgent, reasonable, and in full compliance with the legal framework.

The proposed amendments to the Internal Regulations on Corporate Governance ensure close adherence to and consistency with the provisions of the Law on Enterprises 2020, emphasizing practical experience, executive capacity, and the prestige of the appointed individual, specifically as follows:

1. Amendment to the Internal Regulations on Corporate Governance:

No.	Current Content of the Regulations	Proposed Amendment
1	Article 18: Appointment, dismissal, signing of contracts, and termination of contracts for the General Director. 1. Term, standards, and conditions of the General Director: - Specific standards and conditions: General Director: graduated from university, possesses professional qualifications, capacity to organize and direct corporate operations, practical experience in business administration or in the Company's main business lines.	Article 18: Appointment, dismissal, signing of contracts, and termination of contracts for the General Director. 1. Term, standards, and conditions of the General Director: - Specific standards and conditions: General Director: possesses professional qualifications, capacity to organize and direct corporate operations, practical experience in business administration or in the Company's main business lines, and receives absolute trust from the collective.

2. Respectfully submit to the Board of Directors: To consider and agree on the policy for the above proposal to officially include it in the documents for the 2026 Annual General Meeting of Shareholders.

3. Respectfully submit to the 2026 Annual General Meeting of Shareholders: To consider and vote to approve the amendment of Clause 1, Article 18 of the Internal Regulations on Corporate Governance as stated in Section 1 of this Proposal; concurrently authorize the Board of Directors to finalize the document and sign for the issuance of the new Regulations in accordance with the content approved by the General Meeting.

Respectfully submitted by the General Director!

GENERAL DIRECTOR

(Signed)

Recipients:

- *As above;*
- *Members of the Supervisory Board;*
- *Archives: Secretariat, Administration.*

Le Van My

PROPOSAL

Regarding the change of the Board of Directors' members

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, passed by the National Assembly;

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

Pursuant to Official Dispatch No. 68/TCT-NS dated March 18, 2026, issued by Ben Thanh Group;

Pursuant to the Resignation Letter of Mr. Pham Hoang Nam dated March 19, 2026;

Pursuant to the Company's business operational status;

On March 19, 2026, Hoc Mon Trade Joint Stock Company received a resignation letter from Mr. Pham Hoang Nam, resigning from his position as a member of the Company's Board of Directors for the 2022–2027 term. Reason: Personal wishes.

To ensure that the Company's governance and management activities are smooth and in compliance with legal regulations, we respectfully submit the following contents to the Board of Directors/General Meeting of Shareholders for consideration and approval.

1. To approve the dismissal of **Mr. Pham Hoang Nam** from his position as a member of the Board of Directors for the 2022–2027 term.

2. To approve the nomination list from Ben Thanh Corporation – One Member Limited Liability Company: introducing 01 candidate, **Mr. Nguyen Ngoc Chau**, for the General Meeting of Shareholders to elect as an additional member of the Board of Directors to replace **Mr. Pham Hoang Nam**.

The dismissal and additional election of 01 member of the Board of Directors shall be conducted at the Annual General Meeting of Shareholders in April 2026, in accordance with current regulations.

Respectfully submitted to the Company's Board of Directors.

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

(Signed)

Recipients:

- As above;
- Members of the Supervisory Board;
- Archived: Clerical Department, Secretary.

Kieu Cong Tam

No: /2026/NQ-ĐHĐCĐ

Ho Chi Minh City, April 24, 2026

DRAFT

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
(Dated April 24, 2026)

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HOC MON TRADE JOINT STOCK COMPANY

Pursuant to the Law on Enterprises;

Pursuant to the Law on Securities and the Law amending and supplementing a number of articles of the Law on Securities;

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

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders, dated April 24, 2026.

The 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company was held on April 24, 2026, at the Company's Hall, address: 25 Ba Trieu, Quarter 1, Hoc Mon Commune, Ho Chi Minh City, with _____ shareholders and authorized representatives attending, representing _____ shares, equivalent to _____. ____% of the Company's total voting shares. The Meeting has unanimously agreed:

HEREBY RESOLVES:

Article 1. Approve the Report of the Board of Directors on operating results of the Board of Directors and on the business in 2025 and the operating plan in 2026.

With some key contents as follows:

- Charter capital	:	164,999	million VND
- Total net income	:	1,015,123	million VND
- Profit before tax	:	36,379	million VND
- Profit after tax	:	29,487	million VND
- Dividend payment ratio	:	13%	of charter capital
- Total employees	:	562	people
- Total payroll	:	98,221	million VND

With the approval rate of _____% of the total votes of the attending shareholders at the General Meeting of Shareholders.

Article 2. Approve the Business Plan for 2026

With some key contents as follows:

2.1. Business Plan for 2026 (consolidated)

- Charter capital	:	164,999	million VND
- Total net income	:	996,039	million VND
- Profit before tax	:	32,274	million VND
- Profit after tax	:	25,597	million VND
- Total employees	:	578	people
- Total payroll	:	92,642	million VND
- Profit distribution	:	25,597	million VND, Percentage 100.00%
+ <i>Development and investment fund</i>	:	0	million VND, Percentage 0%
+ <i>Bonus and welfare funds</i>	:	3,712	million VND, Percentage 14.50%
+ <i>Bonus for the Board of Management</i>	:	256	million VND, Percentage 1.00%
+ <i>Dividend payment</i>	:	19,800	million VND, Percentage 77.35%
<i>Dividend payout ratio</i>	:	<i>Minimum 12% / Charter capital</i>	
+ <i>Retained earnings</i>	:	1,829	million VND, Percentage 7.15%

2.2. Business Plan for 2026 of each legal entity in the Company's system:

a. Hoc Mon Trade Joint Stock Company

- Charter capital	:	886,596	million VND
- Total net income	:	25,483	million VND
- Profit before tax	:	24,870	million VND
- Profit after tax	:	155	people
- Total employees	:	25,404	million VND

(Salary unit price is 55.00%)

Salary is deducted by (Total Revenue - Total Expenses) x 55%.

Where: Total revenue does not include profit transferred from subsidiaries.

- Profit distribution	:	24,870	million VND, Percentage 100.00%
+ <i>Development and investment fund</i>	:	0	million VND, Percentage 0%
+ <i>Bonus and welfare funds</i>	:	2,984	million VND, Percentage 12.00%
+ <i>Bonus for the Board of Management</i>	:	256	million VND, Percentage 1.03%
+ <i>Dividend payment</i>	:	19,800	million VND, Percentage 79.62%
+ <i>Retained earnings</i>	:	1,829	million VND, Percentage 7.36%

b. Hoc Mon Agriculture Wholesale Market Company Limited

- Charter capital	:	142,425	million VND
- Total net income	:	30,323	million VND
- Profit before tax	:	24,260	million VND
- Profit after tax	:	423	people
- Total employees	:	67,238	million VND

(Salary unit price is 67.00%)

Salary is deducted by (Total Revenue - Total Expenses) x 67%.

In which: Total revenue does not include profits transferred from Subsidiaries. Total expenses do not include salaries, bonuses in salaries and allowances, subsidies, insurance deducted from salaries and lunch money.

- Profit Distribution	:	24,260	million VND, Percentage 100.00%
+ Development and investment fund	:	0	million VND, Percentage 0.00%
+ Bonus and welfare funds	:	728	million VND, Percentage 3.00%
+ Payment to owner	:	23,532	million VND, Percentage 97.00%

c. The salary fund based on the unit price is extracted from this calculation method and is used to pay salaries according to the Labor Contract and salaries based on business performance.

In all cases, the Company must still ensure payment and include in the expense of the employee's salary in accordance with the provisions of the Law on Labor.

Bonus expenses accounted for in the salary will be paid to the employee according to the Company's regulations salary and bonus.

2.3. The General Meeting of Shareholders agrees to authorize the Board of Directors to carry out the following tasks:

+ Based on the Company's annual business results (consolidated and of legal entities in the system), decide to temporarily allocated the Company's funds, but not exceeding 80% of the total allocated ratio approved by the General Meeting of Shareholders.

With the approval rate of _____% of the total votes of the attending shareholders at the General Meeting of Shareholders.

Article 3. Approve the Report on the operating results of the Board of Supervisors in 2025

With the approval rate of _____% of the total votes of the attending shareholders at the General Meeting of Shareholders.

Article 4. Approve the audited 2025 Financial Statements of the Company (before and after consolidation)

With the approval rate of _____% of the total votes of the attending shareholders at the General Meeting of Shareholders.

Article 5. Approve the profit distribution and dividend payment plan for 2025

5.1. Consolidated profit distribution of the whole system

* Profit after tax	:	29,486,971,331 VND
* Profit Distribution	:	29,486,971,331 VND, 100%
- Development and investment fund	:	2,372,269,140 VND, 8.05%
- Bonus and welfare fund	:	3,149,312,624 VND, 10.68%
- Bonus fund of Board of Management	:	744,590,936 VND, 2.53%
- Dividend payment	:	21,449,990,900 VND, 72.74%
Dividend payment / Charter capital	:	13% / Charter capital
- Undistributed profit for 2025	:	1,770,807,731 VND, 6%

5.2. Profit distribution of Hoc Mon Trade Joint Stock Company (parent company)

* Profit after tax	:	26,939,120,116 VND
* Profit Distribution	:	26,939,120,116 VND, 100%
- Development and investment fund	:	2,372,269,140 VND, 8.81%
- Bonus and welfare fund	:	2,372,269,140 VND, 8.81%
- Bonus fund of Board of Management	:	744,590,936 VND, 2.76%
- Dividend payment	:	21,449,990,900 VND, 79.62%
Dividend payment / Charter capital	:	13% / Charter capital
- Undistributed profit for 2025	:	0 VND

5.3. Profit distribution of Hoc Mon Agriculture Wholesale Market Company Limited (subsidiary)

* Profit after tax	:	25,901,449,474 VND
* Profit Distribution	:	25,901,449,474 VND, 100%
- Development and investment fund	:	0 VND, 0.00%
- Bonus and welfare fund	:	777,043,484 VND, 3.00%
- Payment to the owner	:	25,124,405,990 VND, 97.00%

With the approval rate of ____% of the total votes of the attending shareholders at the General Meeting of Shareholders.

Article 6. Approve the remuneration settlement for 2025 and plan of the remuneration for the Board of Directors and the Board of Supervisors in 2026

6.1. Total remuneration of the Board of Directors, Board of Supervisors and Secretary in 2025 is 1,656,000,000 VND (One billion, six hundred and fifty-six million VND).

6.2. Remuneration for Members of the Board of Directors, Members of the Board

of Supervisors, and Secretary in 2026:

a- Remuneration of Members of the Board of Directors:

- Chairman of the Board of Directors ⁽¹⁾ : 16,000,000 VND/month
- Vice Chairman of the Board of Directors : 14,000,000 VND/month
- Member of the Board of Directors : 12,000,000 VND/person/month

⁽¹⁾ Full-time Chairman of the Board of Directors: shall receive a full-time salary (and shall not receive remuneration); Non-executive Chairman of the Board of Directors: shall receive remuneration (and shall not receive a full-time salary) effective from May 1, 2022. In addition to the fixed monthly salary, based on the Company's business performance, the Chairman of the Board of Directors is entitled to additional salary and bonuses from the salary fund in accordance with the Regulation on Salary and Bonus Payments applicable to managers and employees of the Company.

b- Remuneration of Members of the Board of Supervisors:

- Head of Board of Supervisors : 12,000,000 VND/month
- Member of Board of Supervisors : 10,000,000 VND/person/month

c- Remuneration of the Person in charge of Corporate Governance concurrently Secretary: 8,000,000 VND/month

In addition to the above fixed remuneration, based on the Company's business result targeted at the beginning of the year, members of the Board of Directors, Board of Supervisors and Secretary will be rewarded according to business result:

+ **1% (one percent)** of the profit after tax that achieves the annual plan.

+ **10% (ten percent)** of the profit after tax exceeding the annual plan.

With the approval rate of ____% of the total votes of shareholders present at the General Meeting of Shareholders.

Article 7. Approving the selection of an audit firm for the 2025 Financial Statements

As proposed by the Board of Supervisors, the General Meeting of Shareholders agreed to select Viet Values Audit and Consulting Company Limited as the audit/review firm for the 2026 Financial Statements of the Company.

With the approval rate of ____% of the total votes of shareholders present at the General Meeting of Shareholders.

Article 8. The General Meeting of Shareholders assigns the Board of Directors and the General Director of the Company to successfully implement the contents of the Resolution and report the results at the nearest General Meeting of Shareholders.

This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company at ____ hours ____ minutes, on April 24, 2026 with the approval rate of ____% of the total votes of shareholders present at the General Meeting of Shareholders.

This Resolution takes effect from 24 April, 2026.

Recipients:

- Shareholders;
- Board of Directors; (for implementation)
- Board of Supervisors; (for implementation)
- Board Executives; (for implementation)
- Heads of departments; (for implementation)
- The State Securities Commission; (for reporting)
- Ha Noi Stock Exchange; (for reporting)
- Vietnam Securities Depository; (for reporting)
- Information disclosure;
- Archived: TK, VT.

**ON BEHALF OF THE 2026 ANNUAL
GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF
DIRECTORS**

(Signed)

Kieu Cong Tam

No: /2026/NQ-ĐHĐCĐ

Ho Chi Minh City, April 24, 2026

DRAFT

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
(Dated April 24, 2026)

**Regarding the amendment of the Charter of Organization and Operation;
and the Internal Regulations on Corporate Governance
of Hoc Mon Trade Joint Stock Company**

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF HOC MON TRADE JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises;

Pursuant to the Law on Securities and the Law on Amendments and Supplements to several articles of the Law on Securities;

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

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders, the meeting session dated April 24, 2026.

The 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company was held on April 24, 2026, at the Company's Hall, address: 25 Ba Trieu, Quarter 1, Hoc Mon Commune, Ho Chi Minh City, with _____ shareholders and authorized representatives attending, representing _____ shares, equivalent to _____.____% of the Company's total voting shares. The Meeting has unanimously agreed.

HEREBY RESOLVES

Article 1: To unanimously approve the amendment of the Charter of Organization and Operation of Hoc Mon Trade Joint Stock Company with the full contents as follows.

- Change of the Company's head office address and Legal Representative:

No.	Current Charter contents	Proposed amendments
1	Article 2: Name, Form, Head Office, Branches, Representative Offices, Business Locations, and Operating Term of the Company 3. Registered Office of the Company: - Head office address: 25 Ba Trieu, Quarter 1, Hoc Mon Town, Hoc Mon District, Ho Chi Minh City	Article 2: Name, Form, Head Office, Branches, Representative Offices, Business Locations, and Operating Term of the Company 3. Registered Office of the Company: - Head office address: 25 Ba Trieu, Hamlet 24, Hoc Mon Commune, Ho Chi Minh City
2	Article 3: Legal Representative of the Company. 2. The General Director is the Legal Representative of the Company.	Article 3: Legal Representative of the Company. 2. The Chairman of the Board of Directors is the Legal Representative of the Company.

- Add and newly register the following business lines:

No.	Business line names to be added	Business line code	Principal business line
1	Manufacture of refined petroleum products; manufacture of fossil fuel products. Detail: Production of petroleum (not operating at the head office) (except for Liquefied Petroleum Gas (LPG) and residual lubricants)	1920	
2	Construction of residential buildings	4101	
3	Construction of non-residential buildings	4102	
4	Construction of railways	4211	
5	Construction of roads	4212	
6	Construction of other civil engineering projects	4299	
7	Demolition	4311	
8	Site preparation	4312	
9	Electrical installation	4321	
10	Plumbing, heating, and air-conditioning installation	4322	
11	Other construction installation	4329	
12	Building completion and finishing	4330	
13	Specialized construction intermediary service activities	4340	
14	Other specialized construction activities	4390	
15	Agents, brokers, and auctioneers of goods	4610	
16	Wholesale of solid, liquid, and gaseous fuels and related products. Detail: Wholesale of petroleum (only operating upon issuance of a Certificate of Eligibility for Business in accordance with the provisions of law), lubricants, and industrial grease (except for Liquefied Petroleum Gas (LPG) and residual lubricants)	4671	
17	Wholesale of other construction materials and equipment	4673	
18	Other specialized wholesale not elsewhere classified. Detail: Trading of fertilizers and chemicals (excluding highly toxic chemicals); Import and export of machinery, equipment, raw materials, fuel, handicrafts, and fine arts; Trading of plant protection materials and pesticides for export and domestic consumption.	4679	
19	Retail sale of food. Detail: Retail sale of manufactured consumer goods, agricultural and seafood products.	4722	
20	Retail sale of automotive fuel. Detail: Retail sale of petroleum, lubricants, and grease (except for Liquefied Petroleum Gas (LPG) and residual lubricants)	4730	

No.	Business line names to be added	Business line code	Principal business line
21	Retail sale of electrical household appliances, beds, wardrobes, tables, chairs and similar furniture, lighting equipment and electric lamps, other household articles not elsewhere classified. Detail: Consumer goods	4759	
22	Retail sale of motor vehicles	4781	
23	Retail sale of parts and accessories of motor vehicles	4782	
24	Retail sale of motorcycles, and related parts and accessories	4783	
25	Hotels and similar accommodation services	5510	
26	Other short-stay accommodation	5520	
27	Other accommodation	5590	
28	Travel agency activities	7911	
29	Tour operator activities	7912	
30	Other reservation service and related activities	7990	
31	Transmission and distribution of electricity	3513	
32	Retail sale in non-specialized stores with food, beverages or tobacco predominating.	4711	
33	Retail sale of clothing, footwear, and leather and imitation leather goods	4771	
34	Warehousing and storage	5210	

Article 2. To approve the amendment of the Internal Regulations on Corporate Governance of Hoc Mon Trade Joint Stock Company with the full contents as follows:

No.	Contents of the current Regulations	Proposed amendments
1	<p>Article 18: Appointment, dismissal, signing and termination of contracts with the General Director.</p> <p>1. Term of office, standards and conditions of the General Director: - Specific standards and conditions: General Director: shall hold a university degree, possess professional qualifications, the capacity to organize and direct business operations, and have practical experience in business administration or in the Company's primary business lines.</p>	<p>Article 18: Appointment, dismissal, signing and termination of contracts with the General Director.</p> <p>1. Term of office, standards and conditions of the General Director: - Specific standards and conditions: General Director: shall possess professional qualifications, the capacity to organize and direct business operations, practical experience in business administration or in the Company's primary business lines, and shall enjoy the absolute confidence of the collective.</p>

Article 3. The General Meeting of Shareholders unanimously authorizes the Board of Directors to decide on the necessary tasks to update the head office address and register additional or new corresponding business lines of the Company, including but not limited to the following:

- Perform procedures to amend the Operating License, Enterprise Registration Certificate/Business Registration Certificate, and other related procedures with functional authorities upon completing the update of the head office address and the registration of additional or new corresponding business lines;
- Amending the articles regarding the head office address and business lines in the Charter on Organization and Operation of Hoc Mon Trade Joint Stock Company upon the completion of the aforementioned procedures, in accordance with the contents approved by the General Meeting of Shareholders (GMS) under Article 1 of this Resolution. During the period of implementing necessary procedures with State authorities for the update of the Enterprise Registration Certificate (ERC) pursuant to the new Charter, Mr. Le Van My shall maintain his status as the Legal Representative of the Company and is fully authorized to sign all documents within his jurisdiction until this position is officially transferred to the Chairperson of the Board of Directors;
- To amend the articles of the Internal Regulations on Corporate Governance in accordance with the contents unanimously approved by the General Meeting of Shareholders in Article 2 of this Resolution;
- Perform other necessary related tasks in accordance with the regulations;

The Board of Directors is permitted to assign/authorize the Legal Representative of Hoc Mon Trade Joint Stock Company to implement the authorized contents in accordance with Article 3 of this Resolution.

Article 4. Members of the Board of Directors, the Board of General Management, the Chief Accountant, and Heads of Professional Departments of Hoc Mon Trade Joint Stock Company are responsible for implementing this Resolution.

This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company at 11:30 AM on April 24, 2026, with an approval rate of ____% of the total voting shares present at the General Meeting of Shareholders.

This Resolution comes into force on April 24, 2026./.

**ON BEHALF OF THE 2026 ANNUAL
GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**

Recipients:

- Shareholders;
- Board of Supervisors; (for implementation)
- As per Article 4;
- Information Disclosure;
- Archived: Secretariat, Administration.

Kieu Cong Tam

No: /2026/NQ-DHĐCĐ

Ho Chi Minh City, April 24, 2026

DRAFT

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
(Dated April 24, 2026)
Regarding personnel matters

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF HOC MON TRADE JOINT STOCK COMPANY

Pursuant to the Law on Enterprises;

Pursuant to the Law on Securities and the Law on Amendments and Supplements to several articles of the Law on Securities;

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

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders, the meeting session dated April 24, 2026.

The 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company was held on April 24, 2026, at the Company's Hall, address: 25 Ba Trieu, Quarter 1, Hoc Mon Commune, Ho Chi Minh City, with _____ shareholders and authorized representatives attending, representing _____ shares, equivalent to _____.____% of the Company's total voting shares. The Meeting has unanimously agreed.

HEREBY RESOLVES:

Article 1: To approve the dismissal of Mr. Pham Hoang Nam from his position as a member of the Board of Directors, in accordance with his resignation letter dated March 19, 2026. Reason: Personal wishes.

Article 2: To recognize the result of the additional election of Mr. Nguyen Ngoc Chau as a member of the Board of Directors for the remainder of the 2022–2027 term.

Article 3: The General Meeting of Shareholders assigns the Board of Directors, the Board of General Management, relevant departments, and Mr. Nguyen Ngoc Chau to be responsible for implementing this Resolution.

This Resolution was approved by the 2026 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company at 11:30 AM on April 24, 2026, with an approval rate of ____% of the total voting shares present at the General Meeting of Shareholders.

This Resolution comes into force on April 24, 2026./.

**ON BEHALF OF THE 2026 ANNUAL
GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF DIRECTORS**

Recipients:

- Shareholders;
- Board of Supervisors;
- As stated in Article 3;
- Information Disclosure;
- Archived: Clerical Department, Secretary

Kieu Cong Tam