

**HOP NHAT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 405 /2025/BC.HDQT.AAH

Bac Giang, April 04, 2025

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

DIRECTORS IN 2024

Dear: General meeting of shareholders

Assessing the performance of the company's Board of Directors in 2024, the independent members of the Board of Directors have the following general comments:

- The Board of Directors has worked responsibly and transparently in management, complying with the regulations for public companies. The Board of Directors meeting was convened appropriately and implemented in accordance with the automatic regulations in the Charter and Internal Regulations on corporate governance. The meeting content was discussed, fully and carefully evaluated by the Board members to provide directions and solutions that bring the highest benefits to the company.
- Issues related to business strategy, market expansion, technology investment and management system development are regularly reviewed and evaluated by the Board of Directors in regular meetings.
- All decisions of the Board of Directors at meetings are approved by the Board of Directors based on the majority principle, and the meeting minutes are fully prepared and signed by the Board members attending the meeting.

1. The organizational structure

In 2024, the Board of Directors will have a total of 05 members, including 1 independent member.

All members of the Board of Directors fully and actively participate in planning, compliance control, strategic review activities, ensuring good corporate management practices.

2. The mechanism for operating:

- In 2024, the Board of Directors held meetings. The meetings of the Board of

Directors were convened and held with a specific schedule, fully prepared documents, in compliance with the provisions of the Company Charter and the provisions of law. The content of the meetings was discussed, commented on, and evaluated fully and carefully by the members of the Board of Directors.

- Issues related to strategy, business plan, finance, corporate culture, and building a management system in the Company are all discussed and closely controlled between the Board of Directors and the Executive Board.
- Changes in investment plans and new strategies are all independently researched, scientifically based and debated between the Board of Directors and the Executive Board.

3. The results of management and supervision work :

- Overall, the Board of Directors has performed its role well in implementing the plans, policies and strategic directions set forth by the General Meeting of Shareholders.
- The Board of Directors has complied with corporate governance regulations, convened regular and extraordinary meetings to promptly direct and issue decisions appropriate to the actual situation.
- The Board of Directors has properly performed its role and responsibility in directing, supporting, and supervising the Executive Board in implementing the contents approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations, while harmonizing the interests of the Company and shareholders.
- Board members holding positions in the Executive Board regularly attend regular and extraordinary meetings of the BOD. Important decisions of the BOD are analyzed, criticized and consulted by Board members/Chairman of the Board of Directors to ensure the interests of the Company.
- Board members proactively identify their roles and responsibilities to support the Board of Directors and share experiences, interact, and exchange with the Board of Directors on corporate management.

4. Conclusion:

- The Board of Directors has fully performed its functions and duties, provided appropriate orientation and timely direction to ensure effective use of resources to achieve the targets assigned by the General Meeting of Shareholders, on the basis of compliance with the provisions of law and the Company's Charter.
- In addition to performing the management and supervision functions of the Executive Board, the Board of Directors has closely coordinated with the Executive Board to find solutions to overcome difficulties in production and business, and to speed up the progress of putting the new factory into trial operation on schedule.



- In general, in 2024, although greatly affected by the difficult economic situation, with a high sense of responsibility, solidarity, and cooperation in performing tasks honestly and carefully, the Board of Directors has implemented drastic solutions in supervising and directing the Executive Board to implement the resolutions of the General Meeting of Shareholders, the Board of Directors' resolutions and ensuring the interests of the company and shareholders.

Presenting our report to the General Meeting of Shareholders, we respectfully wish thee Meeting success!

INDEPENDENT BOARD MEMBER



VI THANH CHINH



No.: 508/2025/BC.BKS.AAH

Bac Giang, April 05 2025

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

To: General Meeting of Shareholders

Performing the functions and tasks of the Board of Supervisors (BOS) according to the provisions of the Enterprise Law and the Company Charter, the BOS of Hop Nhat Joint Stock Company (AAH) would like to report to the 2025 Annual General Meeting of Shareholders on the company's business results, the performance of the Board of Directors, Director or General Director as follows:

1. Report on the company's business results

- The Supervisory Board agrees with the 2024 Business Performance Report of the Company's Executive Board submitted to the General Meeting of Shareholders. The Supervisory Board agrees with the Projected targets for the 2025 business and production plan as well as the basis for planning stated in the Report of the Company's Executive Board.

- The Board of Supervisors agrees with the figures on the company's business results reflected in the Company's audited 2024 financial statements. The financial statements fully reflect the company's production, business and financial situation, presented according to the prescribed reporting forms.

The report has honestly and reasonably reflected in all material aspects the financial situation as of December 31, 2024. The Company's 2024 financial report has been audited in accordance with the provisions of the Charter and the Resolution of the 2024 General Meeting of Shareholders, conducted by BDO Vietnam Auditing Company Limited.

2. Assessment report on transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) operating within the past three (03) years.

In 2024, the company made transactions with companies in which members of



the Board of Directors, General Director, and other executives of the company were business managers in the last 3 years prior to the transaction. The company has carried out procedures for these transactions in accordance with regulations and information disclosure regulations. All of the above transactions of the company are fully explained in the company's Financial Statements.

3. Board of Directors:

- During the process of monitoring the management and operation activities of the Board of Directors in 2024, the Supervisory Board did not see anything unusual in the activities of the company's Board of Directors;

- The Board of Directors' report fully and honestly reflects the company's operations and management, the documents and resolutions of the Board of Directors in accordance with the Enterprise Law and the Company's Charter. After reviewing the resolutions of the General Meeting of Shareholders and the minutes of the Board of Directors' resolutions, the Supervisory Board agrees with the Board of Directors' report on management and administration in 2024 submitted to the General Meeting of Shareholders.

4. General Director, Executive Board

- During the process of monitoring the operations of the General Director and the Board of Directors in 2024, the Supervisory Board did not find anything unusual in the operations of the General Director and the Executive Board;

- In 2024, the General Director and the Executive Board actively and proactively implemented the production and business plan according to the Resolution of the Board of Directors and the Resolution of the General Meeting of Shareholders;

- The company's Board of Management has fully fulfilled its tax obligations to the State, social insurance, implemented good policies with labor, and always cared for the lives of employees.

5. Evaluation of the coordination between the Supervisory Board and the Board of Directors, the General Director, the Executive Board and shareholders:

In 2024, the Supervisory Board attended all meetings of the Board of Directors and a number of meetings of the Board of Management and the Executive Board, and gave opinions on the policies and decisions of the Board of Directors and the Executive Board to ensure that the policies and decisions are issued in accordance with the provisions of law and ensure the interests of the company.

The Supervisory Board also received documents during the direction and operation of the Board of Directors and the Board Management, and provided feedback and discussions to ensure that the operation process was carried out in

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accordance with the Resolution of the General Meeting of Shareholders.

In 2024, the Supervisory Board also received attention and support from the Board of Directors and the Board of Management of the company regarding facilities and working conditions for inspection and control work.

The Board of Directors, Executive Board and Supervisory Board always exchange information and issues related to the company's general operations.

During the year, the Board of Supervisors did not receive any comments or suggestions from shareholders.

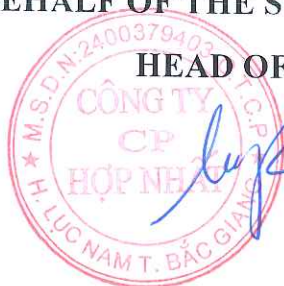
6. Conclusion:

Through supervision, the Supervisory Board assessed that the management and operation activities of the Board of Directors and the Executive Board of the company in 2024 complied with the law and the Charter of organization and operation of the company.

Above is the Report of the Board of Supervisors on the company's business results, the performance of the Board of Directors, Director or General Director respectfully submitted to the General Meeting of Shareholders.

ON BEHALF OF THE SUPERVISORY BOARD

HEAD OF BOARD



LE THI BICH YEN



Bac Giang, April 05, 2025

REPORT

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

Respectfully submitted to: The General Meeting of Shareholders of the Company

In accordance with the functions and duties of the Supervisory Board (SB) as prescribed by the Law on Enterprises and the Company's Charter, the Supervisory Board of Hop Nhat Joint Stock Company (AAH) respectfully submits to the General Meeting of Shareholders the Self-Assessment Report on the Performance of the Supervisory Board and Supervisors in 2024, together with the Supervisory Board's Activity Plan for 2025, as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

1. Structure of the Supervisory Board

Currently, the Supervisory Board consists of 03 members, including 01 Head of the Supervisory Board and 02 Supervisory Board members.

No	Full Name	Position
1	Mrs. Le Thi Bich Yen	Head of the Supervisory Board
2	Mrs. Vu Thi Thanh Hang	Supervisory Board members
3	Mrs. Nguyen Thi An	Supervisory Board members

2. Activities of the Supervisory Board

In 2024, the Supervisory Board carried out its duties and activities in accordance with the Company's Charter and in compliance with relevant legal regulations. Specifically, the following tasks were implemented:

- Organized meetings of the Supervisory Board to agree on the activity plan for 2024;
- Appraised the management and business operations of the Board of Directors (BOD) and Executive Board; monitored the implementation of the 2024 Annual General Meeting of Shareholders' (AGM) Resolution and the Resolutions of the BOD;

- Supervised the activities of the BOD and Executive Board to ensure compliance with the laws and the Company's Charter in the management and administration process;
- Conducted working sessions to examine the reasonableness, legality, truthfulness, and prudence in the management and operation of business activities; assessed the consistency, coherence, and appropriateness of the accounting, statistics, and financial reporting systems;
- Participated in meetings of the BOD and several meetings of the Company's leadership regarding the 2024 business plan and reports on the implementation of the plan;
- Reviewed the completeness, legality, and accuracy of the Company's quarterly/semi-annual/annual financial statements and the evaluation reports on the management performance of the BOD and General Director, which were presented at the AGM;
- Monitored the compliance with the Company's internal expenditure regime;
- Monitored the compliance with laws and the Company's regulations on the purchase and sale of goods and products;
- Coordinated with BDO Vietnam Auditing Co., Ltd. to review and audit the Company's financial statements for the first six months and the full year of 2024;
- Performed other tasks as prescribed by the Company's Charter.

3. Meetings of the Supervisory Board

The Supervisory Board held 02 meetings.

No	Member of the Supervisory Board / Audit Committee	Number of meetings attended	Meeting attendance rate	Voting rate	Reason for not attending the meeting
1.	Mrs. Le Thi Bich Yen	2/2	100%	100%	
2.	Mrs. Vu Thi Thanh Hang	2/2	100%	100%	
3.	Mrs. Le Thi Xuyen	1/2	50%	50%	Relieved from duty on April 29, 2024
4.	Mrs. Nguyen Thi An	1/2	50%	50%	Appointed on

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

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

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

II. WORK PLAN OF THE SUPERVISORY BOARD FOR 2025

1. Stabilize the organizational structure and assign appropriate tasks to the members of the Supervisory Board for 2025;
2. Maintain regular and periodic supervision activities in accordance with legal regulations. Closely coordinate with the Board of Directors and the Executive Board in performing assigned duties, focusing primarily on prevention and risk mitigation, ensuring that all company activities comply with applicable laws;
3. Review and supervise the quarterly, semi-annual, and annual financial statements; monitor the implementation of Resolutions and Decisions of the Board of Directors and the Executive Board according to the annual work plan, ensuring full compliance with legal provisions.

III. RECOMMENDATIONS OF THE SUPERVISORY BOARD

In order to achieve the targets for 2025 approved by the Annual General Meeting of Shareholders, and to minimize errors and risks in the management and operation of the Company's business activities, the Supervisory Board hereby makes the following specific recommendations and proposals:

1. The Board of Directors and the Executive Board should continuously enhance corporate governance and management efficiency, creating favorable conditions to maximize the capabilities of the management team. This will help the Company maintain stable development, fulfill and exceed the business and financial targets assigned by the General Meeting of Shareholders, and ensure the lawful interests of the Company and its shareholders.
2. Priority should be given to mobilizing and focusing both internal and external resources to implement and complete investment projects effectively and efficiently, aligned with the Company's development goals.

3. Appropriate measures should be developed to optimize the use of capital in accordance with the Company's production and business activities at each specific point in time.

4. The Company should continue to improve its existing internal processes and regulations to ensure compliance with the Law on Enterprises, the Company's Charter, relevant legal provisions, and practical business conditions, in order to operate efficiently and lawfully.

5. Strengthen training and development of human resources, and formulate personnel policies appropriate to current conditions and the Company's development strategy.

6. Ensure the effective implementation and maintenance of workplace safety, security, and fire prevention measures to minimize potential risks.

The above is the Self-Assessment Report on the Activities of the Supervisory Board and its Members in 2024, along with the Work Plan of the Supervisory Board for 2025, respectfully submitted to the General Meeting of Shareholders.

ON BEHALF OF THE SUPERVISORY BOARD
HEAD OF THE SUPERVISORY BOARD

Le Thi Bich Yen

REPORT ON
2024 Business and Production Results
and 2025 Production Plan

To: General Meeting of Shareholders of the Company

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

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

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

1. Production and business performance in 2024:

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

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

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

2. Evaluation of production and business performance in 2024:

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

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

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

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

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

3. Human resources:

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

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

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

For direct labor: In 2024, the Company organized:

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

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

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

4. Business plan in 2025.

4.1 Advantages:

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

4.2 Difficulties:

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

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

4.3 Plan in 2025

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

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

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

i. Improve mining efficiency and save costs by:

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

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

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

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

Dear presidents,

Dear shareholders,

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

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

Sincerely thanks!

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



TỔNG GIÁM ĐỐC

Phạm Hữu Bảo

Bac Giang, May 29, 2025

SUBMISSION

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

To: The General meeting of shareholders

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

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

Pursuant to the Charter of Hop Nhat Joint Stock Company;

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

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

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

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

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

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

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

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

Distribution:

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

**ON BEHALF OF THE BOARD OF
DIRECTORS**

Chairman of the Board of Directors



DANG QUOC LICH



No. 03/2025/TTr-BKS

Bac Giang, May 29, 2025

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

Pursuant to the Law on Enterprises dated June 17, 2020;
Pursuant to the Law on Securities dated November 26, 2019;
Pursuant to the Charter of Hop Nhat Joint Stock Company;

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

1. Criteria for selecting an independent audit firm:

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

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

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

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

Distribution:

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

ON BEHALF OF THE SUPERVISORY BOARD**Head of the Supervisory Board****Lê Thị Bích Yên**

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**HOP NHAT JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No: 04/2025/TTr-HĐQT

Bac Giang, May 29 2025

PROPOSAL

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

**Respectfully submitted to: The General Meeting of Shareholders
of the Company**

Pursuant to the Law on Enterprises dated June 17, 2020;
Pursuant to the Law on Securities dated November 26, 2019;
Pursuant to the Charter of Hop Nhat Joint Stock Company;
Pursuant to the resignation letter of Supervisory Board member Le Thi Bich Yen.

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

1. Approval of the dismissal of a Supervisory Board member

On April 5, 2025, the Company received the resignation letter from Mrs. Le Thi Bich Yen – Head of the Supervisory Board. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the dismissal of Mrs. Le Thi Bich Yen from her position as a member of the Supervisory Board.

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

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

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

Candidate for replacement election: Ms. Hoang Thi Lien

To ensure the sufficient number of Supervisory Board members (03 members) as stipulated in the Charter of Hop Nhat Joint Stock Company, the Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the election of member to the Supervisory Board: 01 replacement

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

Recipients:

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

**OB. THE BOARD OF DIRECTORS
CHAIRMAN**





SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Bac Giang, April 05, 2025

LETTER OF RESIGNATION

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

I am: Le Thi Bich Yen

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

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

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

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

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

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

I respectfully request your consideration and approval!

Respectfully!

THE APPLICANT

Le Thi Bich Yen



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness
CURRICULUM VITAE

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

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

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

16. Related benefits to the company:

17. Conflicting interests with the company:

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

Bac Giang, April 5, 2025

DECLARANT

(Sign and write full name)

Thương Thị Liên





Phụ lục III
Appendix III

BẢN CUNG CẤP THÔNG TIN
CIRRICULLUM VITAE

(Ban hành kèm theo Thông tư số 96/2020/TT-BTC ngày 16 tháng 11 năm 2020 của Bộ trưởng

Bộ Tài chính)

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM

Độc lập - Tự do - Hạnh phúc

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Hải Phòng, ngày 09 tháng 04 năm 2025
Hai Phong, day 09 month 04 year 2025

BẢN CUNG CẤP THÔNG TIN/ CIRRICULLUM VITAE

Kính gửi: - Ủy ban Chứng khoán Nhà nước;

- Sở Giao dịch chứng khoán.

To: - The State Securities Commission;

- The Stock Exchange.

1/ Họ và tên /Full name: Hoàng Thị Liên

2/ Giới tính/Sex: Nữ

3/ Ngày tháng năm sinh/Date of birth: 03/09/1983

4/ Nơi sinh/Place of birth: Hòa Bình, Thủy Nguyên, Hải Phòng

5/ Số CMND (hoặc số hộ chiếu)/ ID card No. (or Passport No.): 031183002685

Ngày cấp/Date of issue 05/03/2025 Nơi cấp/Place of issue: Bộ Công An

6/ Quốc tịch/Nationality: Việt Nam

7/ Dân tộc/Ethnic: Kinh

8/ Địa chỉ thường trú/Permanent residence: Tổ dân phố Chu Vườn, Phường Trần Hưng Đạo, Thành phố Thủy Nguyên, Thành phố Hải Phòng

9/ Số điện thoại/Telephone number: 0947822435

10/ Địa chỉ email/Email:

11/ Tên tổ chức là đối tượng công bố thông tin/Organisation's name subject to information disclosure rules:

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/Current position in an organization subject to information disclosure:

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/Positions in other companies:

14/ Số CP nắm giữ :2.500 CP chiếm 0,0021% vốn điều lệ, trong đó/ Number of owning shares 2.500, accounting for 0,0021% of charter capital, of which:

+ Đại diện (tên tổ chức là Nhà nước/cổ đông chiến lược/tổ chức khác) sở hữu/Owning on behalf of (the State/strategic investor/other organisation):

+ Cá nhân sở hữu/ Owning by Individual:

15/ Các cam kết nắm giữ (nếu có)/Other owning commitments (if any):

16/ Danh sách người có liên quan của người khai*/List of affiliated persons of declarant:

* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated 26th Nov 2019.



Stt No.	Mã CK Securities symbol	Họ tên Name	Tài khoản giáo dịch chứng khoán (nếu có)	Chức vụ tại công ty (nếu có)	Mối quan hệ đối với người nội bộ	Loại hình Giấy NSH (*) (CMN D/Passport/ Giấy DKKD) Type of documents/ ID/Passport/ Business Registrations Certificate	Số Giấy NSH (*)/ NSH No.	Ngày cấp Date of issue	Nơi cấp Place of issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Address / Head office address	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percentage of shares owned at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/ Time the person became an affiliated person/ internal person	Thời điểm không còn là người có liên quan của công ty/ Time the person ceased to be an affiliated person/ internal person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reasons (when arising changes related to sections of 13 and 14)	Ghi chú (về việc không có số Giấy NSH và các ghi chú khác) Notes (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10		12	13	14	15	16	17
1		Hoàng Thị Liên				CC ID		05/03/2025	Bộ công an Ministry of Public Security						Bổ nhiệm Appointed	

Handwritten signature

1.01	Bùi Đình Nghiệp			Chồng Husband	CCCD ID		14/02/2025	Bộ công an Ministry of Public Security						
1.02	Bùi Đình Doanh			Con trai Boy	CCCD ID									
1.03	Bùi Đình Bách			Con trai Boy	CCCD ID									
1.04	Nguyễn Thị Mềm			Mẹ đẻ Mother	CC ID		16/08/2021	Cục cảnh sát Police Department	Hòa Bình,					
1.05	Hoàng Thị Phụng			Chị gái Older sister	CCCD ID		23/08/2021	Cục cảnh sát Police Department						

Phan

[illegible]

1.12		Hoàng Thị Quỳnh					Chị gái Older sister	CCCD ID	[REDACTED]	14/06/2023	Cục cảnh sát Police Department	[REDACTED] I.F. List Phone								
1.13		Nguyễn Tuấn Anh					Anh rể brother-in-law	CCCD ID	[REDACTED]	06/11/2024	Bộ công an Ministry of Public Security	[REDACTED]								
1.14		Bùi Đình Thuận					Father-in-law	CCCD ID	[REDACTED]	10/08/2021	Cục cảnh sát Police Department	[REDACTED]								
1.15		Nguyễn Thị Miên					Mother-in-law	CCCD ID	[REDACTED]	20/08/2021	Cục cảnh sát Police Department	[REDACTED]								
1.16		Bùi Đình Diễm					Brother-in-law	CCCD ID	[REDACTED]	03/07/2021	Cục cảnh sát Police	[REDACTED]								

Hea



**HOP NHAT JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 01/2025/BB.BKS.AAH

Bac Giang, 29 May 2025

MINUTES OF THE SUPERVISORY BOARD MEETING
HOP NHAT JOINT STOCK COMPANY
TERM 2022 - 2027

I. TIME AND LOCATION:

- Time: May 29, 2025.
- Location: Xuan An Hamlet, My An commune, Chu Town, Bac Giang province

II. PARTICIPANTS:

1. Mrs. Hoang Thi Lien - member of the Supervisory Board
2. Mrs. Nguyen Thi An - member of the Supervisory Board
3. Mrs. Vu Thi Thanh Hang - member of the Supervisory Board

III. MEETING CONTENT

- The Supervisory Board of the Hop Nhat Joint Stock Company for the 2022 - 2027 term held a meeting to elect the Head of the Supervisory Board.
- The members of the Board of Supervisors unanimously nominated Mrs. Hoang Thi Lien to be elected as Head of the Board of Supervisors.
- The Board of Supervisors conducted a vote, and the result was that 3/3 of the members elected Mrs. Hoang Thi Lien as Head of the Board of Supervisors of Hop Nhat Joint Stock Company for the 2022 - 2027 term

Thus, the meeting of the Board of Supervisors unanimously elected Mrs. Hoang Thi Lien as Head of the Board of Supervisors of Hop Nhat Joint Stock Company for the 2022 - 2027 term.

**Member of the
Supervisory Board**


Hoàng Thị Liên

**Member of the
Supervisory Board**


Nguyễn Thị An

**Member of the
Supervisory Board**


Vũ Thị Thanh Hằng