

No.: 01/2026/NQ-AAH

Bac Ninh, January 9, 2026

RESOLUTION

Regarding: Company personnel changes

BOARD OF DIRECTORS

Based on the Enterprise Law dated June 17, 2020;

Based on the Charter of the Hop Nhat Joint Stock Company;

Based on the Minutes of the Board of Directors meeting dated January 9, 2026,

DECISION

Article 1. Mr. Tran Xuan Giang (born February 25, 1963; Citizen ID number 022063007232; Permanent address: Group 5, Tan Lap 1, Quang Hanh Ward, Quang Ninh Province) is hereby dismissed from his position as Deputy General Director in charge of tunnel excavation, basic construction, and outsourcing of the company, effective January 10, 2026.

Reason: To align with the company's operational situation.

Article 2. Mr. Dao Ngoc Thao (Born August 18, 1973; Citizen ID No. 022073010479; Permanent address: Group 32, Zone 5, Trung Vuong Ward, Vang Danh Commune, Quang Ninh Province) is hereby dismissed from the position of Deputy General Director January 10, 2026.

Reason: To align with the company's operational situation.

Article 3. Mr. Nguyen Quang Trung (Born January 15, 1979; Citizen ID No. 035079000005; Permanent address: Group 8, Dai Mo Ward, Hanoi City) is hereby dismissed from his position as Chief Accountant effective January 10, 2026.

Reason: To align with the company's operational situation.

Article 4. Signing a Labor Contract; Appointing Ms. Vu Thi Han (Date of birth: June 7, 1993; Citizen ID number: 035193000909; Permanent address: Dong Giang Hamlet, Luc Son Commune, Bac Ninh Province) as the Chief Accountant of the company.

Start date of employment as Chief Accountant of the company: From January 10, 2026

Article 5. Mr. Tran Xuan Giang, Mr. Dao Ngoc Thao, Mr. Nguyen Quang Trung is responsible for handing over his duties in accordance with the law and the company's charter and regulations.

Article 6. Ms. Vu Thi Han is entitled to salary, remuneration, bonuses, and other benefits in accordance with the Labor Contract and the company's regulations. She also has the rights and obligations as stipulated by law and the company's regulations.

Article 7. This Decision shall take effect from the date of signing.

Mr. Tran Xuan Giang, Mr. Dao Ngoc Thao, Mr. Nguyen Quang Trung, Ms. Vu Thi Han and all relevant departments, divisions, and individuals are responsible for implementing this Decision.

Recipients:

- As per Article 3;
- Supervisory Board (cc)
- Office filing./

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman of the Board of Directors

