

No.: 11/2026/NQ-HĐQT

Hanoi, 20 April, 2026

RESOLUTION

Approval of the list of candidates for additional election to the Board of Supervisors for the 2022–2027 term at the 2026 Annual General Meeting of Shareholders, and amendment and supplementation of the meeting materials

**THE BOARD OF DIRECTORS OF
HANOI INVESTMENT GENERAL CORPORATION**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 2020;;
- Pursuant to the Charter of Hanoi Investment General Corporation (*the “Company”*);
- Pursuant to the Minutes of the Board of Directors’ Meeting No. 11/2026/BBH-HĐQT dated 20 April, 2026.

RESOLVES:

Article 1. Approval of the list of candidates for additional election to the Board of Supervisors for the 2022–2027 term at the 2026 Annual General Meeting of Shareholders (the list is attached to this Resolution).

Article 2. Approval of the amendment and supplementation of the meeting materials for the 2026 Annual General Meeting of Shareholders (details of the amended and supplemented materials are attached to this Resolution).

Article 3. The General Director is assigned, based on the amended and supplemented materials approved under Articles 1 and 2, to organize the finalization, disclosure of information, and distribution of such materials to shareholders in accordance with applicable regulations and prescribed timelines.

Article 4. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Management, relevant departments/divisions of the Company, and other relevant organizations and individuals shall be responsible for the implementation of this Resolution.

Recipients:

- As stated in Article 4;
- Board of Supervisors;
- Archived at: Administration (VT)..

TM. HỘI ĐỒNG QUẢN TRỊ
CHỦ TỊCH HĐQT



Hoàng Trọng Diễm

Ha Noi, 20 April 2026

**REPORT OF THE BOARD OF DIRECTORS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI INVESTMENT GENERAL CORPORATION**

To: 2026 Annual General Meeting of Shareholders
Ha Noi Investment General Corporation

The Board of Directors of Ha Noi Investment General Corporation hereby reports on the governance and operational results of the Board of Directors in 2025, as well as the performance of each member of the Board of Directors (“BOD”), as follows:

I. ASSESSMENT OF THE COMPANY’S OPERATIONS IN 2025

In 2025, the Company’s operations took place against a backdrop of continued complex fluctuations in both the domestic and international economies. Inflationary pressures, rising input costs, slow market recovery, and increasingly intense industry competition directly affected the Company’s operational efficiency.

Under these circumstances, the Board of Directors proactively implemented flexible management measures, focusing on cost control, resource optimization, and maintaining stable operations. As a result, core business areas were sustained, with certain segments recording some recovery compared to the same period last year.

Regarding business results relative to the plan:

(Unit: Billion VND)

Indicator	Plan for 2025	Actual results in 2025	Percentage % of implementation compared to plan
Total Revenue	4.336,92	3.515,26	81,05%
Profit Before Tax	17,68	4,76	26,93%
Profit After Tax (PAT), of which:	14,14	1,70	12,02%
- Profit After Tax of the Parent Company	13,50	83,39	25,11%

II. SUMMARY OF THE BOARD OF DIRECTORS’ ACTIVITIES IN 2025

1. Summary of Board of Directors’ Meetings

- a. In 2025, the Board of Directors held 41 meetings (including both regular and extraordinary meetings). On this basis, the Board reviewed and issued key resolutions, as detailed below:
- Successfully organized the 2025 Annual General Meeting of Shareholders in April 2025.
 - Approved the policy for renewing the Company's bank credit limits.
 - Approved the restructuring of the Board of Directors and the Company's Executive Board.
 - Approved important business decisions and plans, such as the early-year coal business plan, the year-end coal business plan, and the policy to sign coal sales contracts with several major partners of the Company.
 - Provided opinions on other significant matters within the Board's authority in corporate governance and management.
- b. During 2025, the Board of Directors operated in compliance with applicable laws, the Company's Charter, and internal regulations; it convened all regular and extraordinary sessions to timely review and decide on critical matters supporting the Company's production, business activities, and development orientation.
- c. Members of the Board participated in meetings with a high sense of responsibility, engaging in frank and multi-dimensional discussions. Meeting documents and materials were provided fully and on time. Simultaneously, the Board ensured that necessary information was made available to the Supervisory Board to facilitate oversight in accordance with regulations.
- d. Policies and resolutions of the Board were implemented by the Executive Board in a consistent, timely, and effective manner. The Board regularly monitored and supervised the implementation of resolutions, while guiding the stabilization and sustainable development of commercial activities and gradually expanding into other suitable business areas.
- e. Board focused on multi-sector business development and enhancing competitiveness; it also directed studies on business expansion and the implementation of investment, construction, and real estate operations in line with the Company's development strategy.
- f. The Board paid attention to risk management and internal control; it reviewed internal management regulations to enhance transparency and operational efficiency in corporate governance.

Results: In 2025, the Board of Directors operated in full compliance with applicable laws, the Company's Charter, and internal regulations. Matters submitted by the Executive Board relating to governance, oversight, strategy, risk management, human resources, compensation, and welfare were reviewed and decided in a timely manner, contributing to operational efficiency and ensuring the Company's sustainable development orientation.

3. Supervisory Activities of the Board of Directors

The Board of Directors consistently complied with the provisions of the Company's Charter, internal governance regulations, and applicable laws. In 2025, the Board actively performed its supervisory function over the operations of the Company and the Executive Board, specifically:

- a. Supervising the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors; monitoring and reviewing the management activities of the General Director and the management team.
- b. Regularly monitoring and reviewing compliance with the Charter, internal regulations, and established policies, while continuing to direct the timely drafting, amendment, and supplementation of internal regulations in line with the law and the Company's actual situation.
- c. Monitoring and supervising capital mobilization and the use of funds for business operations, while supporting the Executive Board in dealings with credit institutions and other funding sources.
- d. Supervising and directing the disclosure of information to ensure transparency and timeliness in accordance with legal requirements.
- e. Supervising the Executive Board's management activities to enhance business efficiency and achieve the planned targets; the Board appointed representatives to attend the Executive Board's coordination meetings to stay updated on operational matters.
- f. Supervising the preparation and disclosure of quarterly, semi-annual, and annual financial statements for 2025 in accordance with applicable regulations.
- g. Strengthening supervision over the activities of subsidiaries/affiliated units; monitoring the management and use of the Company's capital contributions in subsidiaries and business partners.

Results: The Board of Directors' supervisory activities were fully carried out, within its authority, and in compliance with legal regulations. Such monitoring and supervision did not obstruct the Executive Board's management activities. Through its supervision, the Board noted that the Executive Board properly implemented the orientations and directives, completed its assigned tasks in accordance with the law, the Charter, and internal regulations, ensuring the legitimate interests of the Company and its shareholders.

4. Activities of the Independent Members of the Board of Directors and Assessments by Each Independent Member of the Board of Directors on the Operations of the Board of Directors

- a. In 2025, the Board of Directors of the Corporation comprised three (03) members, including one (01) Independent Member of the Board of Directors, namely Mr. Le Huu Tu. Hanoi General Investment Joint Stock Company has complied with the requirements regarding the qualifications and number of Independent Members of the Board of Directors in accordance with applicable laws and the Charter of the Corporation. The Independent Member of the Board of Directors attended all meetings of the Board of

Directors to ensure transparency, control conflicts of interest, and safeguard the interests of the Company and its Shareholders.

- b. Each Independent Member of the Board of Directors has conducted an assessment of the operations of the Board of Directors as presented in the respective reports of each Independent Member of the Board of Directors attached hereto.

III. STRATEGIC ORIENTATIONS OF THE BOARD OF DIRECTORS FOR 2026

2026, the global and domestic economic context is expected to remain complex, presenting numerous challenges and difficulties. Accordingly, alongside the implementation of the 2026 production and business plan, the Board of Directors sets out the following key tasks and measures:

1. Fully exercise the rights and responsibilities of the Board of Directors in accordance with applicable laws, the Company's Charter, and the resolutions of the General Meeting of Shareholders, ensuring transparent, effective, and compliant corporate governance.
2. Continue to consolidate the organizational structure and improve the quality of human resource management; focus on training, developing, and recruiting personnel, particularly managerial staff, to meet the Company's development requirements.
3. Direct the Executive Board to implement comprehensive measures for receivables recovery, strict cash flow control, improved capital efficiency, and financial safety.
4. Strengthen risk management, particularly legal and financial risks; proactively review, prevent, and promptly address arising issues in the Company's operations.
5. Direct the development and effective implementation of the business plan in accordance with the resolutions of the 2026 Annual General Meeting of Shareholders, striving to achieve and exceed the established targets.
6. Enhance the Board of Directors' supervisory role over the Executive Board in organizing business operations and capital mobilization; simultaneously promote the implementation of existing projects and proactively seek and expand new investment and business opportunities.
7. Strengthen coordination between the Board of Directors, the Executive Board, and the Supervisory Board; foster solidarity and responsibility among all employees to effectively execute production and business activities, ensuring the legitimate interests of shareholders.
8. Continue reviewing and improving the system of internal governance regulations and procedures; enhance professionalism and operational efficiency in corporate governance and management.
9. Orient the development of key business areas, while studying the expansion of suitable business sectors to enhance the Company's competitiveness and investment efficiency.

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

Recipients:

- Shareholders;
- Members of the Board of Directors and the Supervisory Board;
- Field at the Office./.

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

CHAIRMAN



HOANG TRONG DIEM



REPORT

On the Results of the Assessment by the Independent Member of the Board of Directors on the Operations of the Board of Directors in 2025

*(Attached to the Report on the Operations of the Board of Directors submitted to the 2026
Annual General Meeting of Shareholders)*

To: The General Meeting of Shareholders of Hanoi Investment General Corporation

Pursuant to the Law on Enterprises, the Law on Securities, the Company's Charter, and the Regulations on the Operation of the Board of Directors, in my capacity as an Independent Member of the Board of Directors, I hereby present the Assessment Report on the operations of the Board of Directors (the "BOD") and the Executive Management in 2025, as follows:

1. List of Independent Members of the Board of Directors

In 2025, the Board of Directors of the Company comprised three (03) members, including one (01) Independent Member of the Board of Directors, Mr. Le Huu Tu.

Hanoi Investment General Corporation has complied with the requirements regarding the qualifications and number of Independent Members of the Board of Directors in accordance with applicable laws and the Charter of the Company.

2. Meetings of the Board of Directors

In 2025, the Board of Directors convened forty-one (41) meetings. In general, such meetings were convened and conducted in accordance with the procedures and formalities prescribed by the Law on Enterprises, the Charter of the Company, and the Regulations on the Operation of the Board of Directors. Notices of meetings, dossiers, and relevant materials were duly circulated to members of the Board of Directors for review and consideration in accordance with applicable regulations.

The agendas of such meetings comprehensively covered matters relating to the Company's operations, and were proactively discussed, carefully assessed, and thoroughly considered by members of the Board of Directors in order to determine the most appropriate directions and solutions for the Company.

Minutes of the meetings of the Board of Directors were duly prepared, bearing the signatures of all attending members of the Board of Directors and the meeting secretary, in compliance with the formal requirements of applicable laws.

For matters relating to the Company's production and business activities and those of its affiliated units such as strategy, mechanisms, policies, business operations, investment, and

construction that required regular handling within its authority, the Board of Directors obtained written opinions from its members for consideration and timely direction.

The Board of Directors also proactively held meetings with the Board of Management and relevant units to perform its supervisory function, update operational developments, and address difficulties and obstacles arising in the course of business operations.

3. Resolutions of the Board of Directors

In 2025, the Board of Directors issued forty-one (41) resolutions, which were duly adopted either at meetings or by way of written opinions in accordance with applicable laws.

Such resolutions/decisions were disclosed in compliance with Circular No. 96/2020/TT-BTC.

4. Supervision of the General Director and Other Members of the Board of Management

The Board of Directors effectively performed its supervisory role over the management and administration of the Board of Management, maintaining close coordination to ensure timely and appropriate decision-making.

The General Director properly discharged his executive functions, proactively assigning specific and clearly defined responsibilities to each member of the Board of Management according to their respective areas of responsibility, thereby ensuring proactiveness, accountability, and efficiency in task implementation.

For significant matters having substantial impact on the Company's operations, the Board of Management proactively reported to and sought opinions from the Board of Directors for consideration and direction prior to implementation, thereby ensuring prudence, transparency, and compliance with proper authority in governance and management.

5. Activities of the Members of the Board of Directors

The Board of Directors assigned specific and clearly defined duties to each of its members based on their professional expertise and areas of responsibility, thereby ensuring proactiveness and effectiveness in corporate governance. Members of the Board of Directors fully performed their rights and obligations in accordance with applicable laws, the Company's Charter, and relevant internal regulations, while demonstrating a high level of responsibility, proactiveness in their work, active participation in discussions, and meaningful contributions to the decision-making process, and successfully fulfilling their assigned duties.

6. Overall Assessment of the Operations of the Board of Directors

The Board of Directors has ensured that the Company's governance framework complies with applicable laws, the Regulations on the Operation of the Board of Directors, and internal

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governance regulations, while progressively enhancing the quality of corporate governance toward greater transparency, standardization, and alignment with best practices.

Independent Member of the Board of Directors



Le Huu Tu