

Bac Ninh, January 9, 2026

MINUTES OF THE BOARD OF DIRECTORS MEETING

Hop Nhat Joint Stock Company (Business Registration Number: 2400379403; Head Office Address: Van Non Village, Luc Son Commune, Bac Ninh Province, Vietnam) held a Board of Directors meeting as convened by the Chairman of the Board of Directors with the following content:

1. **Time:** 9:00 AM, January 9, 2026;
2. **Meeting location:** Van Non Hamlet, Luc Son Commune, Bac Ninh Province;
3. **Attendees:** Members of the Board of Directors;

All 5/5 members were present; no one was absent. The list of Board of Directors members attending the meeting is as follows:

- Mr. Dang Quoc Lich - Chairman of the Board of Directors
- Mr. Pham Huu Bao - Member of the Board of Directors
- Mr. Dong Khanh Du - Member of the Board of Directors
- Mr. Dao Ngoc Thao - Member of the Board of Directors
- Mr. Vi Thanh Chinh - Independent Member of the Board of Directors

4. Purpose and programme of the Meeting:

The company's Board of Directors meeting will discuss and approve the following: Dismissal and appointment of company personnel.

PART 1. OPENING PROCEDURE

1. Attendees and verification of membership eligibility:

The verification of membership eligibility confirmed that all five members of the Board of Directors were present; no members were absent. Therefore, the Board of Directors meeting met all the requirements to proceed.

2. Election of Meeting Chairperson and Secretary:

Mr. Dang Quoc Lich - Chairman of the Board of Directors, will chair the meeting.

The Chairman will introduce the meeting secretary, Mr./Ms. Vu Thi Thuy.

The Board of Directors unanimously approved the appointment of the chairman and secretary of the meeting by raising their voting cards with a 100% approval rate.

3. Opening of the meeting: The meeting chair gives the opening remarks

PART 2. MATTERS DISCUSSED AND VOTED ON BY THE BOARD OF DIRECTORS

I. Contents to be discussed by the Board of Directors

The meeting chairman presented the issues on the content for the Board members to discuss and decide upon, specifically:

1. Dismiss Mr. Dao Ngoc Thao from his position as Deputy General Director in charge of safety of the company.

To align with the company's operational situation, the Board of Directors is considering and discussing the dismissal of Mr. Dao Ngoc Thao (born August 18, 1973; Citizen ID number 022073010479; Permanent address: Group 32, Zone 5, Trung Vuong Ward, Vang Danh Commune, Quang Ninh Province) from the position of Deputy General Director in charge of safety, effective January 10, 2026.

2. Dismiss Mr. Tran Xuan Giang from his position as Deputy General Director in charge of tunnel excavation, basic construction, and outsourcing of the company.

To align with the company's operational situation, the Board of Directors is considering and discussing the dismissal of 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) from his position as Deputy General Director in charge of tunnel excavation, basic construction, and outsourcing, effective January 10, 2026.

3. Dismiss Mr. Nguyen Quang Trung from his position as Chief Accountant of the company:

To align with the company's operational situation, the Board of Directors is considering and discussing the dismissal of Mr. Nguyen Quang Trung (born January 15, 1979; Citizen ID number 035079000005; Permanent address: Group 8, Dai Mo Ward, Hanoi City) from the position of Chief Accountant, effective January 10, 2026.

4. Signing the employment contract, appointing Ms. Vu Thi Han to the position of Chief Accountant, and determining her salary, remuneration, bonuses, and other benefits as the company's Chief Accountant.

Based on the actual operational situation of the enterprise and the capabilities and qualifications of Ms. Vu Thi Han, the Board of Directors will consider and discuss the signing of an employment contract, the appointment of her to the position of Chief Accountant, and the determination of her salary, remuneration, bonuses, and other benefits as the company's Chief Accountant. (Born on June 7, 1993; Citizen ID number 035193000909; Permanent address: Dong Giang Hamlet, Luc Son Commune, Bac Ninh Province) - She will begin working and hold the position of Chief Accountant of the

company from January 10, 2026, according to the content of the Draft Labor Contract presented by the Chairman of the meeting. The Board of Directors authorizes/authorizes the legal representative of the company to sign the Labor Contract with Ms. Vu Thi Han.

II. Board members discuss, comment, and express their opinions:

After listening to the meeting chairman's presentation, the board members expressed their opinions and unanimously agreed with the contents presented by the chairman at the meeting.

III. Voting on Board of Directors' Decisions

Board members vote directly at the meeting by raising their voting cards; each board member has one voting card. Board members cannot vote on behalf of other board members. Board members have the right to vote in favor, against, or abstain (no opinion).

Total number of members with voting rights: 5 members

The voting results are as follows:

1. Voting to dismiss Mr. Dao Ngoc Thao from the position of Deputy General Director in charge of safety of the company:

- Total number of members with voting rights: 5 members
- Total number of members in favor: 5 members

Percentage of members voting in favor: 5/5, 100%.

- Total number of members voting against: 0 member

Percentage of members voting against: 0/5, 0%

- Total number of members abstaining: 0 member

The ratio of members who did not express an opinion to the total number of voting board members is 0/5, or 0%.

2. Voting to dismiss Mr. Tran Xuan Giang from his position as Deputy General Director in charge of tunnel excavation, basic construction, and outsourcing:

- Total number of members with voting rights: 5 members
- Total number of members in favor: 5 members

Percentage of members voting in favor: 5/5, 100%.

- Total number of members voting against: 0 member

Percentage of members voting against: 0/5, 0%

- Total number of members abstaining: 0 member

The ratio of members who did not express an opinion to the total number of voting board members is 0/5, or 0%.

3. Voting to dismiss Mr. Nguyen Quang Trung from his position as Chief

Accountant of the company:

- Total number of members with voting rights: 5 members

- Total number of members in favor: 5 members

Percentage of members voting in favor: 5/5, 100%.

- Total number of members voting against: 0 member

Percentage of members voting against: 0/5, 0%

- Total number of members abstaining: 0 member

The ratio of members who did not express an opinion to the total number of voting board members is 0/5, or 0%.

4. Voting to approve the appointment of Ms. Vu Thi Han as Chief Accountant and to determine her salary, remuneration, bonuses, and other benefits as the company's Chief Accountant:

- Total number of members with voting rights: 5 members

- Total number of members in favor: 5 members

Percentage of members voting in favor: 5/5, 100%.

- Total number of members voting against: 0 members

Percentage of members voting against: 0/5, 0%

- Total number of members abstaining: 0 members

The ratio of members who did not express an opinion to the total number of voting board members is 0/5, or 0%.

PART 3. DECISIONS ADOPTED

1. Decision to dismiss 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) from the position of Deputy General Director in charge of safety, effective January 10, 2026.

Voting rate: 100%.

2. Decision to dismiss 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) from his position as Deputy General Director in charge of tunnel excavation, basic construction, and outsourcing of the company, effective January 10, 2026.

Voting rate: 100%.

3. Decision to dismiss Mr. Nguyen Quang Trung (Born January 15, 1979; Citizen ID No. 035079000005; Permanent address: Group 8, Dai Mo Ward, Hanoi City) from the position of Chief Accountant, effective January 10, 2026.

Voting rate: 100%.

4. Decision to appoint Ms. Vu Thi Han (born June 7, 1993; Citizen ID number 035193000909; Permanent address: Dong Giang Hamlet, Luc Son Commune, Bac Ninh Province) as Chief Accountant and to determine her salary, remuneration, bonuses, and other benefits. Ms. Han will begin working and holding the position of Chief Accountant of the company from January 10, 2026. The Board of Directors authorizes/authorizes the company's legal representative to sign the employment contract with Ms. Vu Thi Han.

Voting rate: 100%.

PART 4. CONCLUSION OF THE MEETING

The Board of Directors unanimously agreed to entrust the Chairman of the Board of Directors with the responsibility of directing and implementing the decisions made by the Board of Directors in accordance with the law and the company's charter.

The meeting secretary read the minutes of the Board of Directors meeting, and all members present unanimously agreed on the contents of the minutes.

The meeting concluded at 10:15 AM on the same day.

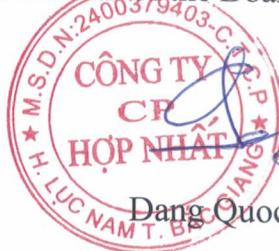
SECRETARY



Vu Thi Thuy

CHAIRMAN OF THE MEETING

Chairman of the Board of Directors



Dang Quoc Lich