

CÔNG TY CỔ PHẦN MHC
MHC JOINT STOCK
COMPANY

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Số/No.: 45/2026/TB-MHC

Hà Nội, ngày 22 tháng 04 năm 2026
Hanoi, April 22nd, 2026

THÔNG BÁO THAY ĐỔI NHÂN SỰ
CHANGE IN PERSONNEL

*(Mẫu dùng cho các trường hợp bổ nhiệm và/hoặc miễn nhiệm/từ nhiệm
Applied to cases of appointment and/or dismissal/resignation)*

Kính gửi: Sở Giao dịch Chứng khoán thành phố Hồ Chí Minh
To: Ho Chi Minh Stock Exchange

Căn cứ theo Nghị quyết Đại hội đồng cổ đông thường niên năm 2026 số 10/2026/NQ-ĐHĐCĐ-MHC ngày 22/04/2026 của Công ty Cổ phần MHC, chúng tôi trân trọng thông báo việc thay đổi nhân sự của Công ty Cổ phần MHC như sau:

Based on Resolution No. 10/2026/NQ-DHDCD-MHC dated April 22, 2026 of the 2026 Annual General Meeting of Shareholders of MHC Joint Stock Company, we would like to announce the change in personnel of MHC Joint Stock Company as follows:

Trường hợp bổ nhiệm/In case of appointment (*):

- Ông/Mr.: TRẦN THẾ CUƠNG
- Chức vụ trước khi bổ nhiệm/Former position in the organization: Tổng giám đốc / General Director;
- Chức vụ được bổ nhiệm/Newly appointed position: Thành viên Hội đồng quản trị / Member of the Board of Director;
- Thời hạn bổ nhiệm/Term: 2025-2030;
- Ngày bắt đầu có hiệu lực/Effective date: 22/04/2026.

Trường hợp miễn nhiệm/từ nhiệm/In case of dismissal/resignation:

- Ông/Mr.: NGUYỄN ĐỨC LỢI
- Chức vụ trước khi miễn nhiệm/Former position in the organization: Thành viên Hội đồng quản trị / Member of the Board of Director;
- Không còn đảm nhận chức vụ/Dismissed/Resigned position: Thành viên Hội đồng quản trị / Member of the Board of Director;
- Chức vụ còn nắm giữ: không. Sau khi miễn nhiệm, Ông Nguyễn Đức Lợi không còn là người nội bộ của Công ty. / Current position: None. After the resignation, Mr. Nguyen Duc Loi is no longer an internal person of the company.
- Lý do miễn nhiệm (nếu có)/Reason (if any): miễn nhiệm do có đơn từ nhiệm / resignation;



- Ngày bắt đầu có hiệu lực/*Effective date*: 22/04/2026.

Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 22/04/2026 tại đường dẫn www.mhc.vn /*This information was published on the company's website on April 22, 2026 as in the link www.mhc.vn.*

Tài liệu đính kèm/ Attached documents:

- Nghị quyết HĐQT số /
Resolution of the BoD No.:
10/2026/NQ-DHDCD-MHC;
- Bản cung cấp thông tin và
danh sách người có liên quan
/ *Curriculum vitae and list of
related persons.*

**CÔNG TY
CỔ PHẦN
MHC**

Digitally signed by CÔNG TY CỔ PHẦN
MHC
DN: C=VN, S=HÀ NỘI, L=Quận Hai Bà
Trung, CN=CÔNG TY CỔ PHẦN MHC,
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Đại diện tổ chức

Organization representative

Người đại diện theo pháp luật/Người UQ CBTT
*Legal representative/Person authorized to disclose
information*

(Ký, ghi rõ họ tên, chức vụ, đóng dấu)
(Signature, full name, position)



KẾ TOÁN TRƯỞNG
Nguyễn Huy Quảng



No.: 10/2026/NQ-ĐHĐCĐ-MHC

Hanoi, April 22nd, 2026

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF MHC JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises of the National Assembly of the Socialist Republic of Vietnam No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of MHC Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders of MHC Joint Stock Company dated April 22, 2026.

2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF MHC JOINT STOCK COMPANY

RESOLUTES

Article 1. Approval of Reports:

- Report on the operation of the Board of Directors on governance, performance results in 2025 and orientation, missions in 2026;
- Assessment report of the Independent Member of the Board of Directors on the Board of Directors' activities in 2025;
- Report of the Board of Management on business results in 2025 and business direction and plan in 2026;
- Report of the Board of Supervisors in 2025 and direction, missions in 2026.

Article 2. Approval of the Submission with the following contents:

1. Content 1: Approval of the audited financial statements for 2025 and the profit distribution plan for 2025
 - a. Approval of the audited financial statements for 2024
- The separate and consolidated financial statements for 2025 of MHC Joint Stock Company, audited by UHY Auditing and Consulting Company Limited, have been disclosed in accordance with regulations and posted on the Company's website (www.mhc.vn), including the following contents:
 - Independent audit report.

- Balance sheet as of December 31, 2025.
 - Report on business performance in 2025.
 - Cash flow statement.
 - Explanatory notes to the financial statements.
- b. Profit distribution plan for 2025 of the Company

Unit: VND

No.	Indicators	Ammount	Ratio to charter capital
1	Undistributed after-tax profit as per consolidated financial statements as of December 31, 2025	172,856,249,661	
2	Net profit after tax in 2025 as shown in the separate financial statements	57,438,987,364	13.2%
3	Undistributed after-tax profit accumulated up to the end of the previous year on the separate financial statements for 2025	44,346,932,116	10.2%
4	Maximum distribution source (=2+3)	101,785,919,480	23.4%
5	Proposed profit distribution	21,738,090,000	5% (*)
	<i>Including: Dividends for 2025 in the form of shares.</i>	<i>21,738,090,000</i>	<i>5% (*)</i>

(*) The ratio is calculated based on the value of outstanding shares (at par value).

2. Content 2: Approval of the selection of an independent auditing firm for the 2026 fiscal year

The Board of Directors proposes that the General Meeting of Shareholders approve the authorization for the Board of Directors to proactively select an independent auditing firm to audit and review the Company's financial statements for the fiscal year 2026, ensuring compliance with the policy approved by the General Meeting of Shareholders and the following selection criteria:

- As a reputable independent auditing firm, approved by the State Securities Commission and the Ministry of Finance to audit public companies and listed organizations;
- As an auditing firm with a team of honest, highly qualified, and experienced auditors, we ensure the quality of our audits.

- The audit costs are reasonable and appropriate to the content and scope of the audit requested by the Company.
- 3. Content 3: Approval of remuneration for the Board of Directors and Supervisory Board in 2026
 - The remuneration for the Chairman of the Board of Directors is VND 15,000,000/month and for each member of the Board of Directors is VND 12,000,000/person/month;
 - The remuneration for the Head of the Board of Supervisors is VND 9,000,000/month, and for each member of the Board of Supervisors is VND 2,000,000/person/month.
 - The total remuneration of the Board of Directors and the Board of Supervisors is included in the Company's business expenses in accordance with the provisions of the law on corporate income tax.
- 4. Content 4: Approval of contracts and transactions within the authority of the General Meeting of Shareholders. The details of the contracts and transactions approved by the General Meeting of Shareholders are specified in the attached Plan.
- 5. Content 5 : Approval of the plan to issue shares to pay dividends for 2025
 - Stock Name: MHC Joint Stock Company (Stock Code: MHC);
 - Charter Capital Before Issuance: VND 434,763,180,000;
 - Number of Shares Before Issuance: 43,476,318 shares;
 - Number of Outstanding Shares: 43,476,198 shares;
 - Number of Treasury Shares: 120 shares;
 - Execution Ratio: 20:1 (corresponding to a stock dividend payout ratio of 0.5%);
 - Total Number of Shares Expected to Be Issued: 2,173,809 shares;
 - Total Value of Additional Shares Issued at Par Value: VND 21,738,090,000;
 - Implementation time: Expected in 2026, after the State Securities Commission issues a written notice of receipt of MHC's issuance report documents (but no later than 6 months from the date of the conclusion of the 2026 annual general meeting of shareholders).

Details are provided in the Plan attached to this Resolution.

Article 3. Approval of the Submission on dismissal of member of the Board of Directors due to resignation and additional election of member to the Board of Directors for the 2025-2030 term as follows:

1. Dismiss Mr. Nguyen Duc Loi from his position as a member of the Board of Directors; and

2. Additional election of member to the Board of Directors for the 2025-2030 term and approve the list of candidates.

Article 4. Approval of the results of additional election of member of the Board of Directors for the 2025-2030 term as follows:

Name of the elected person	ID Card/ Passport number
Mr. TRAN THE CUONG	035075000897

Article 5. This Resolution takes effect from the date of signing.

Article 6. Board of Directors, Board of Supervisors, Board of Management, relevant units/individual are responsible for implementing this Resolution.

Recipient:

- As per Article 6;
- Shareholders;
- Board of Directors, Board of Supervisors;
- State Securities Commission;
- VSDC, HCM Stock Exchange;
- Archived.

ON BEHALF OF THE GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN



Pham Ba Huy

**APPENDIX 1. CONTENTS OF CONTRACTS AND TRANSACTIONS UNDER THE
AUTHORITY OF THE GENERAL MEETING OF SHAREHOLDERS**

*(Approved at Section 4, Article 2 of the Resolution of the 2026 Annual Meeting of
Shareholders of MHC Joint Stock Company)*

1. Parties of contracts and transactions: organizations and individuals (including but not limited to transactions between the Company and shareholders, members of the Board of Directors, General Director, subsidiaries, related parties, and other entities as stipulated in Clause 1, Article 167 of the Law on Enterprises);
2. Types of contracts and transactions: loan/lending transactions, guarantees (pledging, mortgaging, collateral, etc.), buying and selling, investments, capital contributions, and other transactions within the authority of the General Meeting of Shareholders;
3. Contract/transaction value:
 - Investment contracts/transactions, capital contributions, asset sales, and guarantees with a value of 35% or more of the total asset value of the Company as recorded in the most recent financial statement;
 - Contracts and transactions as stipulated in Clause 1, Article 167 of the Law on Enterprises, with a value equal to or greater than 35% of the total value of the Company's assets as recorded in the most recent financial statement;
 - Contracts, loan transactions, lending, or sale of assets with a value exceeding 10% of the total asset value of the enterprise as recorded in the most recent financial statement between the company and shareholders owning 51% or more of the total voting shares or related parties of those shareholders.
4. Contract/transaction signing period: Transactions taking place from after the 2026 Annual General Meeting of Shareholders to before the 2027 Annual General Meeting of Shareholders;
5. The General Meeting of Shareholders assigns and authorizes the Board of Directors to:
 - Deciding on the detailed content of each contract/transaction; signing and implementing the aforementioned contracts/transactions, ensuring compliance with legal regulations and protecting the Company's interests;
 - The specific timing of the transaction will be determined based on market conditions, the actual operational performance of the Company and its subsidiaries, and the policy approved by the General Meeting of Shareholders.
 - Deciding on and carrying out necessary tasks and procedures at competent state agencies and other procedures related to the execution of transactions in accordance with the law;
 - Depending on the specific circumstances, the Board of Directors may authorize the Company's legal representative to perform some of the aforementioned specific tasks;
 - Report to the most recent General Shareholders' Meeting on the implementation results.

APPENDIX 2. PLAN FOR ISSUING SHARES TO PAY DIVIDENDS IN 2025

(Approved at Section 5, Article 2 of the Resolution of the 2026 Annual Meeting of Shareholders of MHC Joint Stock Company)

1. Proposed plan to issue shares to pay dividends in 2026.

a.	Purpose of Issuance	Issuing shares to pay dividends for 2025
b.	Share Name	MHC Joint Stock Company Shares
c.	Stock Code	MHC
d.	Share Type	Common Shares
e.	Par Value	10,000 VND per share
f.	Total number of shares issued	43,476,318 shares
g.	Number of shares outstanding	43,476,198 shares
h.	Treasury shares	120 shares
i.	Number of shares expected to be issued	2,173,809 shares
j.	Total value of expected shares issued at par value	21,738,090,000 VND
k.	Expected charter capital after issuance	456,501,270,000 VND
l.	Issuance ratio (Number of expected issued shares/Number of outstanding shares)	5%
m.	Execution ratio	20:1 (Shareholders owning 20 shares will receive 1 new share).
n.	Target recipients	Existing shareholders whose names are on the shareholder list as of the record date for exercising the right to receive stock dividends issued by the Vietnam Securities Depository and Clearing Corporation (VSDC) according to regulations.
o.	Source of capital	Undistributed after-tax profit on the audited separate financial statements for 2025 of MHC Joint Stock Company.
p.	Rounding method and handling of fractional shares	Shares issued to pay dividends to existing shareholders will be rounded down to the nearest whole number. Any fractional shares (if any) will be canceled. <i>Example: On the record date for shareholders to exercise their right to receive stock dividends, shareholder Nguyen</i>

		<i>Van A owns 673 shares. At that time, shareholder A will receive the corresponding number of newly issued shares as dividend payment: $(673:20) \times 1 = 33.65$ shares, rounded down to 33 shares. The fractional share of 0.65 will be canceled.</i>
q.	Transfer Restrictions	Shares issued to pay dividends in 2025 to existing shareholders are not subject to transfer restrictions.
r.	Expected Issuance Time	In 2026, after the State Securities Commission issues a written notice of receipt of MHC's issuance report documents (but no later than 6 months from the date of the 2026 Annual General Meeting of Shareholders).
s.	Changes/Adjustments to the Business Registration Certificate and Company Charter	The General Meeting of Shareholders approves changes to the charter capital; amendments and supplements to the Company Charter; and the procedures for changing/adjusting the Business Registration Certificate according to the actual new charter capital amount and size after the issuance period ends.
t.	Approval of Supplementary Registration and Supplementary Listing	The General Meeting of Shareholders approves the adjustment of the information on the number of registered securities (supplementary registration) at the Vietnam Securities Depository and Clearing Corporation ("VSDC") and the supplementary listing of all newly issued shares on the Ho Chi Minh City Stock Exchange ("HOSE") after the issuance period ends, and authorizes the Board of Directors to proactively implement and complete the relevant procedures immediately after the issuance period ends.

2. Authorization to the Board of Directors

Based on the Shareholders' General Meeting's approval of the Share Issuance Plan for Dividend Payment as stated in Section 1, the Shareholders' General Meeting authorizes the Board of Directors to decide on the contents, tasks, and issues related to the implementation of the Share Issuance Plan for Dividend Payment in 2025, including but not limited to the following tasks:

- Selecting the issuance time, developing and finalizing the share issuance dossier for dividend payment to be submitted to the State Securities Commission. In case the State Securities Commission requires amendments or additions, the Board of Directors is allowed to decide on amendments or additions according to the recommendations/proposals of the State Securities Commission.

- Selecting a suitable time to finalize the exercise date and other milestones related to the implementation of the share issuance for dividend payment in 2025 to ensure that the share issuance is carried out legally and in accordance with the law.
- Carry out the necessary procedures to adjust the registered securities quantity information according to the number of shares issued at VSDC and register the additional listing of all newly issued shares at HOSE.
- Decide on and organize the implementation of procedures to change the business registration details (including the procedure for registering changes to the charter capital after the issuance) at the competent state agency; adjust information on charter capital, number of outstanding shares, and other related contents in MHC's charter according to the actual results and scale of the charter capital after the issuance, and other procedures/tasks related to the above-mentioned changes to charter capital with competent state agencies and relevant units.
- Carry out the procedures to change/adjust the Company's Business Registration Certificate related to the change in charter capital according to the actual issuance results.
- In addition to the above-mentioned matters, the General Meeting of Shareholders unanimously approved the authorization for the Board of Directors to decide on all other related issues arising during the process of issuing shares to pay dividends, ensuring the rights of shareholders and the Company, and complying with the provisions of the Law and the Company's internal regulations. Depending on the specific case, the Board of Directors may authorize the Chairman of the Board of Directors to perform one or more of the specific tasks mentioned above.



CURRICULUM VITAE

1/ Full name: **TRAN THE CUONG**

2/ Gender: Male

3/ Date of birth: 1975

4/ Place of birth: Ninh Binh province

5/ ID card No.: , issued on: , issued at:

6/ Nationality: Vietnam

7/ Ethnic: Kinh

8/ Residence address:

9/ Job placement process and other management positions:

Time <i>(from month/year to month/year)</i>	Work experience, occupation, and current/past positions	Notes
1996-2000	Chief Accountant – NISSIN Brake Manufacturing Company – JAPAN	
2000-2002	Director of Ho Chi Minh City Branch – BSC Software Solutions Company	
2002-2004	Project Director for Financial and Accounting Software Development & Implementation Finance Department, Viettel Group	
2004-2007	Deputy Director of Viettel Internet Company	
2012-2015	Director of Viettel Solution Corporation Viettel Group	
2015-2017	Head of IT Department – Viettel Group	
2004 – 2025	Founder and Chairman of DSS Software Solutions Company	
2004 – 2025	Founder and Chairman of Diamond Media Joint Stock Company	

2019 – 2025	Founder and CEO of Vietpost Logistic in Australia	
2022 – now	Global Sales Director, Euroke Technoparts Company – Japan	
04/2026 – now	Member of the Board of Directors and General Director of MHC Joint Stock Company	

10/ Benefits related to the company and its relevant parties: không / none.

11/ Other information (if any) as stipulated in the company's charter: không / none.

Hanoi, April 22nd, 2026

DECLARANT



TRAN THE CUONG

CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hà Nội, ngày 22 tháng 04 năm 2026
Hanoi, day 22 month 04 year 2026

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: **TRẦN THẾ CƯỜNG**

2/ Giới tính/Sex: Nam / Male.

3/ Ngày tháng năm sinh/Date of birth: 1975

4/ Nơi sinh/Place of birth: Ninh Bình / Ninh Binh province.

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

Ngày cấp/Date of issue Nơi cấp/Place of issue Cục Cảnh sát QLHC về TTXH /
Police Department for Administrative Management of Social Order

6/ Quốc tịch/Nationality: Việt Nam

7/ Dân tộc/Ethnic: Kinh

8/ Địa chỉ thường trú/Permanent residence:

9/ Số điện/Telephone number:

10/ Địa chỉ email/Email:

11/ Tên tổ chức là đối tượng công bố thông tin/ Organisation's name subject to information disclosure rules: Công ty Cổ phần MHC/ MHC Joint Stock Company.

12/ Chức vụ hiện nay tại tổ chức là đối tượng công bố thông tin/ Current position in an organization subject to information disclosure: Thành viên Hội đồng quản trị kiêm Tổng giám đốc / Member of the Board of Directors cum General Director.

13/ Các chức vụ hiện đang nắm giữ tại tổ chức khác/Positions in other companies: Giám đốc Kinh doanh toàn cầu Công ty Euroke Technoparts – Nhật Bản / Global Sales Director, Euroke Technoparts Company – Japan.

14/ Số CP nắm giữ: 0 chiếm 0% vốn điều lệ / Number of owning shares: 0, accounting for 0% of charter capital.

15/ Các cam kết nắm giữ (nếu có)/Other owning commitments (if any): Không / None.

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

S/N	Mã CK Securities symbol	Họ tên Name	Tài khoản giáo dịch chứng khoán (nếu có) Trading accounts (if available)	Chức vụ tại công ty (nếu có) Position at the company (if available)	Mối quan hệ đối với công ty/ người nội bộ Relationship with the company/ internal person	Loại hình Giấy NSH (*) (CMND/ Passport/ Giấy ĐKKD) Type of documents/ ID/Passport/ Business Registration 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 Percent age of shares owned at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/ người nội bộ Time the person became an affiliated person/ internal person	Thời điểm không còn là người có liên quan của công ty/ người nội bộ 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)	Chi chú về việc không có sổ Giấy NSH và các ghi chú khác (i.e. not in possession of a NSH No. and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		TRẦN VĂN ĐỊCH				CCCD ID Card										Bố đẻ Father
2		NGUYỄN THỊ TÝ				CCCD ID Card										Mẹ đẻ Mother
3		TRẦN THẾ NAM AN														Con đẻ

8	NGUYỄN THỊ THU TRANG																		Em dâu <i>Sister in law</i>
9	EUROKE TECHNO PARTS																		Tổ chức có liên quan <i>Relevant Party</i>

17/ Lợi ích liên quan đối với công ty đại chúng, quỹ đại chúng (nếu có)/Related interest with public company, public fund (if any): Không / None.

18/ Quyền lợi mâu thuẫn với công ty đại chúng, quỹ đại chúng (nếu có)/ Interest in conflict with public company, public fund (if any): Không / None.

Tôi cam đoan những lời khai trên đây là đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật/ I hereby certify that the information provided in this cv is true and correct and I will bear the full responsibility to the law.

**NGƯỜI KHAI /
DECLARANT**
(Ký, ghi rõ họ tên)
(Signature, full name)



TRẦN THẾ CƯỜNG