

Hai Phong City, January 10, 2026



**BOARD OF MANAGEMENT'S RESOLUTION
OF HA LONG CANNED FOOD JSC**

*(Regarding the temporary suspension of production activities at
Ha Long Canned Food Factory – Hai Phong)*

- Pursuant to the current Law on Enterprises;
- Pursuant to the current Charter of Ha Long Canned Food JSC (the "**Company**");
- Pursuant to the Minutes of the BOM Meeting No. 02/2026/BB-HDQT on the same date.

RESOLVED

Article 1. Temporary suspension of production activities

The BOM hereby approves the short-term suspension of production activities at the Ha Long Canned Food Factory – Hai Phong, with the expected suspension period of up to fourteen (14) days, commencing from January 12, 2026.

Any extension or adjustment of the suspension period shall be subject to actual developments and reported to the BOM for further consideration and decision.

Article 2. Arrangement and management of employees

The BOM hereby assigns Mr. Cao Nhat Huy, in coordination with the Human Resources Department, to proactively develop and implement a plan for the arrangement and management of employees during the production suspension period, and to provide periodic and timely reports to the BOM on personnel and labor matters throughout such period.

Article 3: This Resolution shall take effect from the date of signing. The individual specified in Article 1 is assigned to perform information disclosure obligations in accordance with applicable laws, and the relevant departments are responsible for organizing and implementing this Resolution.

Recipients:

- BOM
- SB
- EB
- Secretary

**For and on behalf of the
BOARD OF MANAGEMENT
CHAIRMAN**

(The signed on the original document)

NGUYEN ANH TUAN