

**HAI PHONG ELECTRICAL  
MECHANICAL JOINT  
STOCK COMPANY**

No.: 01/2025/NQ-HDQT

**SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

*Hai Phong, March 3rd, 2025*

**RESOLUTION**

*(Regarding the approval of the 2025 production and business plan and organization plan of the 2025 Annual General Meeting of Shareholders)*

**THE BOARD OF DIRECTORS OF HAI PHONG ELECTRICAL MECHANICAL  
JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprise No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Hai Phong Electromechanical Joint Stock Company;
- Pursuant to the Minutes of the Board of Directors' Meeting No. 01/2025/BB-HDQT of Hai Phong Electromechanical Joint Stock Company dated March 3rd, 2025.

**DECIDE**

**Article 1:** To Approve the 2025 production and business plan:

No.	Content	Unit	Quantity
1	Domestic electrical fan brand name Phong Lan	Set	150,000
2	Domestic Industrial fan brand name Gale	Set	34,000
3	Domestic Electrical fan brand name Mitsubishi	Set	68,000
4	Electric fan guards	Set	450,000
5	Materials, fan parts, processing...	VND	28,000,000,000
6	Total revenue	VND	260,000,000,000
7	Dividend payment plan	%	10
8	Net profit after tax	VND	13,500,000,000
9	Pay to the State budget	VND	11,000,000,000
10	Average income of employees	VND	11,000,000

**Article 2:** To Approve the plan to organize the 2025 Annual General Meeting of Shareholders as follows:

- Last registration date: March 24th, 2025;
- Expected date of the General Meeting of Shareholders: expected April 2025;



- Venue: The Company will specifically announce in the invitation to attend the General Meeting of Shareholders and notify shareholders on the company website: www.hapemco.vn

**Article 3:** The contents approved at the 2025 Annual General Meeting of Shareholders are as follows:

- Report of the Company's General Director on the results of production and business activities in 2024, the production and business plan in 2025 and investment plans in 2025;
- Report of the Chairman of the Board of Directors on the activities of the Board of Directors in 2024 and the plan for 2025;
- Report on the control and audit activities of the 2024 Financial Report of the Supervisory Board;
- Submissions of the Board of Directors on the approval of the following contents: Audited Financial Report of the Company in 2024; Plan for using profits and setting up funds in the fiscal year 2024; Payment of dividends in 2024; Plan for payment of dividends in 2025; Selection of an auditor for the 2025 Financial Report and review of the semi-annual Financial Statements.
- Other contents under the decision-making authority of the General Meeting of Shareholders (if any).

**Article 4:** Assign the members of the Board of Directors, members of the Supervisory Board, the Board of Directors and relevant Departments of Hai Phong Electromechanical Joint Stock Company to be responsible for implementing this Resolution.

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

To:

- Board of Directors,
- Supervisory Board, Board of Management;
- SSC, HNX (for information);
- CBTT posted on website;
- Lưu TC-HC, L01.

**BOARD OF DIRECTORS**

**CHAIRMAN**



**Hoang Thanh Hai**