

**CÔNG TY CỔ PHẦN
TẬP ĐOÀN HIPT
HIPT GROUP., JSC**

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
THE SOCIALIST REPUBLIC OF VIETNAM**

**Độc lập – Tự do – Hạnh phúc
Independence- Freedom- Happiness**

Số/No: 19-25/CBTT/HIPT

*V/v: Nghị quyết và biên bản họp đại hội
đồng cổ đông thường niên năm 2025
Re: Resolution and Minutes of the 2025
Annual General Meeting of Shareholders*

Hà Nội, ngày 04 tháng 07 năm 2025

Hanoi, July 04th, 2025

Kính gửi: - Sở giao dịch chứng khoán Hà Nội
To: *Hanoi Stock Exchange*

1. Tên giao dịch: Công ty Cổ phần Tập đoàn HIPT
Trading name: HIPT Group Joint Stock Company
2. Mã chứng khoán: HIG – Sàn giao dịch UPCOM
Stock code: HIG – UPCOM Stock Exchange
3. Mã ISIN: VN000000HIG9
ISIN code: VN000000HIG9
4. Địa chỉ trụ sở chính: 152 Thụy Khuê, Tây Hồ, Hà Nội
Head office address: 152 Thuy Khue, Tay Ho District, Hanoi
5. Điện thoại: 024 3847 4548 Fax: 024 3847 4549
Phone: 024 3847 4548 Fax: 024 3847 4549
6. Người thực hiện công bố thông tin: Ông Nguyễn Trần Thành – Tổng giám đốc Công ty Cổ phần Tập đoàn HIPT
Information disclosure officer: Mr. Nguyen Tran Thanh – General Director of HIPT Group Joint Stock Company
7. Nội dung công bố thông tin:
- Biên bản họp, nghị quyết của Đại hội đồng cổ đông thường niên và tài liệu kèm theo trong biên bản, nghị quyết.

- Tài liệu này đã được đăng tải trên trang điện tử của công ty theo đường dẫn:
<https://hipt.vn/quan-he-co-dong/ngghi-quyet-va-bien-ban-hop-dhdcd-thuong-nien-nam-2025/>

This document has been published on the Company's website at the following link:
<https://hipt.vn/quan-he-co-dong/ngghi-quyet-va-bien-ban-hop-dhdcd-thuong-nien-nam-2025/>

Chúng tôi xin cam kết những nội dung thông tin công bố trên đây là đúng sự thật và chịu trách nhiệm trước pháp luật về tính chính xác của nội dung thông tin công bố.
We hereby certify that the information disclosed above is true and take legal responsibility for the accuracy of the disclosed content.

Trân trọng./.

Sincerely.

NGƯỜI THỰC HIỆN CBTT

INFORMATION DISCLOSURE OFFICER

Nơi nhận

Recipients:

- Như trên
As above;
- Lưu VP
Save at office.



 TỔNG GIÁM ĐỐC
Nguyễn Trần Thành

GENERAL MEETING OF SHAREHOLDERS' RESOLUTION*Pursuant to:*

- Enterprise Law No. 59/2020/QH14 and documents guiding its implementation;
- Law on Securities No. 54/2019/QH14 and documents guiding its implementation;
- Law No. 56/2024/QH15 amending and supplementing a number of articles of the Securities Law, Accounting Law, Independent Audit Law, State Budget Law, Law on Management and Use of Public Assets, Tax Management Law, Personal Income Tax Law, National Reserve Law, Law on Handling of Administrative Violations
- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Charter of HIPT Group Joint Stock Company;
- Minutes of the 2025 Annual General Meeting of Shareholders of HIPT Group Joint Stock Company dated 09/07/2025

**DECIDE**

Article 1. Approval of the separate and consolidated financial statements for the fiscal year 2024-2025 audited by AFC Auditing Company Limited - Northern Branch with the following specific indicators:

No.	Target	Separate financial statement (VNĐ)	Consolidated financial statements (VNĐ)
1	Total asset	818,506,266,291	890,677,266,197
2	Owner's capital	416,605,811,231	463,172,451,843
3	Total revenue	1,243,177,275,740	1,278,221,264,832
4	Pre-tax income	37,982,216,371	35,470,354,932
5	After-tax income	32,569,516,063	30,489,715,150

Article 2. Business Plan for the fiscal year 2025-2026

- Revenue: 1000 billion dong;
- Profit: 20 billion dong.

Article 3. Approval of reports

- Report of the Executive Board on business performance in 2024;

- Report of Operation of the Board of Directors in 2024;
- Report on supervising activities of the Audit Committee in 2024.

Article 4. Approval of profit distribution plan for fiscal year 2024-2025

No dividend distributed in 2025

Article 5. Approval of the selection of an auditing unit for the 2025-2026 fiscal year

Allocate the Board of Directors to preside over the selection of an audit unit for the 2025-2026 financial statements of HIPT Group Joint Stock Company.

Article 6. Approval of the progress report on the implementation of the plan to offer share certificate to existing shareholders of HIPT Group Joint Stock Company.

The Board of Directors reports to the General Meeting of Shareholders on the progress of implementing the plan to offer shares to existing shareholders approved in Resolution No. 01-24/NQ/DHĐCĐ/HIPT dated January 19, 2024 as follows:

In accordance with the plan approved by the General Meeting of Shareholders, the Company has completed the registration dossier for offering share certificate to the public and submitted it to the State Securities Commission (SSC) under the Offering Registration Certificate No. 01/2024/ĐKCBCP-HIPT dated March 5, 2024.

On April 23, 2024, the SSC issued Document No. 2555/UBCK-QLCB responding to the Company's dossier. On that basis, the Company has coordinated with the consulting unit to update, complete and submit additional dossiers in accordance with regulations on June 18, 2025.

Currently, the Company is waiting for official response from the State Securities Commission regarding the share certificate offering dossier.

Article 7. Approval of the purchase of shares without public offering of Mr. Le Hai Doan

Mr. Le Hai Doan is allowed to buy up to 200,000 HIG share certificates from Mr. Mai Hoang to increase Mr. Le Hai Doan's share ownership ratio to over 55% without a public offering.

Article 8. Approval of the Plan to Terminate the Company's Public Company Status

- Approve the termination of the Company's public company status;
- Approve the delisting of HIG shares from the UPCOM trading system after the Company obtains approval from the State Securities Commission of Vietnam for the termination of its public company status;

- Approve the cancellation of securities registration at the Vietnam Securities Depository after the Company obtains approval from the State Securities Commission of Vietnam for the termination of its public company status;
- Authorize the Board of Directors to carry out the aforementioned procedures in accordance with the provisions of law

Article 9. Approval of the Dismissal of a Member of the Board of Directors

Dismissal of Mr. Dang Hoang Giang from the position of Member of the Board of Directors, effective from July 4, 2025

Article 10. Approve the election of an additional member of the Board of Directors

- Elect Mr. Pham Trung Kien as a member of the Board of Directors effective upon the issuance of the official discharge decision.

Article 11. Implementation

This Resolution takes effect from the date of signing. Members of the Board of Directors, the Board of General Director, departments and shareholders of HIPT Group Joint Stock Company are responsible for implementing this Resolution./.



Recipients:

- SSC, HSE;
- B.O.D, BOC, B.O.G.D;
- Shareholders (company website);
- Archive: Office.

**FOR. GENERAL MEETING OF
SHAREHOLDERS
PRESIDENT OF B.O.D**



LE HAI DOAN

No: 01-25/BB/ĐHCD/HIPT

Hanoi, July 4, 2025

**MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS
HIPT GROUP JOINT STOCK COMPANY**

I. TIME AND LOCATION

Company name: **HIPT GROUP JOINT STOCK COMPANY**

Enterprise Registration Certificate No.: 0100364579

Head office address: No. 152 Thuy Khue Street, Tay Ho Ward, Hanoi, Vietnam

Opening time of the General Meeting: 09:00 AM, July 4 2025

Location: Conference Hall, 4th Floor, HIPT Building, No. 152 Thuy Khue Street, Tay Ho Ward, Hanoi

II. ATTENDEES

1. Shareholders and authorized representatives of shareholders

Shareholders holding HIG shares according to the list of shareholders finalized on 15 May 2025 and those authorized to attend the meeting on behalf of shareholders are as follows:

Record date	Number of shareholders and authorized representatives attending the meeting	Number of voting shares represented	Percentage of total voting shares
As of the opening time of the General Meeting (09:00 AM)	08	20.463.231	90,71 %

The detailed list of attending shareholders is attached to the Minutes

2. Chairman, Secretary, and Vote counting Committee

- Presiding Committee:

+ Chairman: Mr. Le Hai Doan - Chairman of the Board of Directors

+ Mr. Nguyen Tran Thanh – General Director

- **Secretary:** Ms. Dang Thi Ngoc Tram

- Vote counting Committee:

+ Head: Ms. Phung Thi Thu Linh

+ Member: Ms. Le Thi Anh Vien

3. Representative of AFC Auditing Co., Ltd – Northern Branch

Mr. Nguyen Huu Tan Sang

III. AGENDA AND CONTENT OF THE MEETING:

1. Report on verification of shareholder eligibility and announcement of the opening of the General Meeting (Details attached)

The total number of shareholders on the list of shareholders finalized on 15/05/2025 is 649 shareholders, owning 22,559,030 voting shares.

The number of shareholders or authorized representatives legally attending the Meeting is 08 shareholders, representing 20.463.231 shares, equivalent to 90,71% of total voting shares.

According to the provisions of the Enterprise Law and the Company's Charter, the Annual General Meeting of Shareholders 2025 of HIPT Group Joint Stock Company is conducted with a valid and lawful quorum.

2. Approval of the Meeting Agenda; Meeting Regulations; Voting and Vote counting Regulations; Appointment of the chairing Committee, Secretary, and Vote counting Committee

The General Meeting unanimously approved the resolution with 100% of the shares attending the meeting voting in favor.

3. Approval of the list of candidates for additional election to the Board of Directors

The General Meeting unanimously approved the resolution with 100% of the shares attending the meeting voting in favor.

4. Mr. Le Hai Doan – Chairman of the Board of Directors, on behalf of the Board, requested opinions on the reports and proposals presented.

5. Discussion at the Meeting

The General Meeting discussed the reports and proposals. The Meeting received questions, comments, and suggestions from shareholders, specifically as follows:

1. Comment from the Representative of Bao Viet Group to the Audit Committee: Acknowledged the report of HIPT's Audit Committee, and requested the Audit Committee to provide additional assessment regarding the auditor's qualified opinions in the audited financial statements for the fiscal year 2024–2025.

=> *Ms. Dang Thi Ngoc Tram – Chairwoman of the Audit Committee responded: Regarding the two qualified opinions issued by the independent auditor, the Audit Committee has the following explanation:*

Regarding the provision for trading securities: The Company only records the quantity of shares in the accounting books and recognizes the value of stock dividends as zero VND, in accordance with Article 15 of Circular No. 200/2014/TT-BTC. Therefore, when calculating the provision, the Company does not include the number of stock-dividend shares. Meanwhile, the auditor determined the provision based on the average price for the total number of shares, resulting in a lower provision compared to the Company's records. This explains the discrepancy between the audit results and the Company's reports.

Regarding the Agrivina loan: The auditor conducted the audit procedure by issuing a confirmation letter for the outstanding loan balance, and the confirmation was received. However, due to the long-term nature of the loan, multiple extensions, and its complexity, the auditor exercised caution in assessing the recoverability of the loan.



2. Comment from Bao Viet Group Representative on Profit Distribution: Proposed that the Company consider distributing dividends at a reasonable rate based on the undistributed after-tax profit as of March 31, 2025 (VND 93.4 billion), in accordance with the Company's business performance.

=> *Mr. Le Hai Doan – Chair of the Meeting responded: As HIPT lacks competitive advantage and is currently planning to construct its headquarters to use as collateral and to expand business operations (as presented in previous General Meetings), the Board of Directors maintains the direction of not distributing dividends.*

3. Comment from Bao Viet Group Representative on Business Plan: Recommended that HIPT review and reassess its market conditions and internal resources to develop a realistic business plan for the fiscal year 2025–2026, in line with the enterprise's actual capabilities and the general state of the IT industry.

=> *Mr. Le Hai Doan – Chair of the Meeting responded: In 2024, HIPT's workforce was reduced by about 30 managerial staff, including the resignation of Mr. Pham Nguyen Cao Dang – a key Deputy General Director. As a result, the business plan for 2025–2026 is expected to face challenges. Furthermore, the upcoming provincial and governmental body mergers may impact public investment across the IT sector, including HIPT. Therefore, the business plan for 2025–2026 is expected to encounter many difficulties, and the proposal remains unchanged as presented.*

4. Comment from Bao Viet Group Representative on Profitability Ratios: Noted that IT service companies typically have a Return on Equity (ROEA) of around 25%, and suggested that HIPT consider measures to improve its ROEA.

=> *Mr. Le Hai Doan – Chair of the Meeting responded: IT service companies mainly rely on human resources and require minimal asset investment, resulting in high ROEA. However, the System Integration (SI) segment, in which HIPT operates, typically has a lower ROEA. HIPT's ROEA of 5% is considered high within the industry — it could be regarded as a “shining star.” In the first quarter of 2025, HIPT's revenue reached VND 177 billion. In comparison, listed companies such as ONE reported about 3%, and Sao Bac Dau reported 4%.*

IV. VOTING CONTENT

1. Content 1:

The financial report for fiscal year 2024–2025 has been audited by AFC Auditing Company Limited – Northern Branch

2. Content 2:

Business plan for the fiscal year 2025–2026

3. Content 3:

Approval of the following reports:

3.1. Report by the Board of Directors on the business performance in 2024;

3.2. Report on the activities of the Board of Directors in 2024;

3.3. Report on supervisory activities by the Audit Committee in 2024.

4. Content 4:

Approval of the profit distribution plan for fiscal year 2024–2025.

5. Content 5:

Approval of the selection of the auditing firm for the fiscal year 2025–2026

6. Content 6:

Approval of the report on the implementation progress of the share offering plan to current shareholders of HIPT Group Joint Stock Company.

7. Content 7:

Approval for Mr. Le Hai Doan to purchase up to 200,000 HIG shares from Mr. Mai Hoang in order to increase Mr. Doan's shareholding ratio above 55% without the obligation to make a public offer

8. Content 8:

Request for shareholders' opinion on the cancellation of public company status of HIPT Group Joint Stock Company (stock code: HIG) in accordance with Law No. 56/2024/QH15

9. Content 9:

Election of additional members to the Board of Directors

10. Content 10:

Dismissal of members from the Board of Directors

V. DISCUSSION AND VOTING:

The shareholders discussed and voted on the contents of the meeting. Voting was conducted via secret ballot. The results were as follows:

1. Resolution on the approval of the audited financial statements for the fiscal year 2024–2025, audited by AFC Auditing Co., Ltd. – Northern Branch

Total number of votes cast: 20.463.231 phiếu

- + Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Votes in favor: 18.476.200 votes, accounting for 90,29% of the total votes of shareholders eligible to vote at the meeting.
- + Votes against: 1.987.031 votes, accounting for 9,71% of the total votes of shareholders eligible to vote at the meeting.
- + Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

2. Resolution on the approval of the Business Plan 2025–2026

Total number of votes cast: 20.463.231 votes

- + Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Votes in favor: 18.476.200 votes, accounting for 90,29% of the total votes of shareholders eligible to vote at the meeting.



+ Votes against: 1.987.031 votes, accounting for 9.71% of the total votes of shareholders eligible to vote at the meeting.

+ Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

3. Resolution on the Approval of the Reports:

3.1. Report of the Board of Directors on the Business Performance in 2024

Total number of votes cast: 20.463.231 votes

+ Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.

+ Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

+ Votes in favor: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.

+ Votes against: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

+ Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

3.2. Report on the activities of the Board of Directors in 2024

Total number of votes cast: 20.463.231 votes

+ Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.

+ Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

+ Votes in favor: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.

+ Votes against: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

+ Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

3.3. Supervisory Report of the Audit Committee in 2024.

Total number of votes cast: 20.463.231 votes

+ Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.

+ Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

+ Votes in favor: 18.476.200 votes, accounting for 90,29% of the total votes of shareholders eligible to vote at the meeting.

+ Votes against: 1.987.031 votes, accounting for 9.71% of the total votes of shareholders eligible to vote at the meeting.

+ Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

4. Resolution on the Approval of the Profit Distribution Plan for the Fiscal Year 2024–2025.

Total number of votes cast: 20.463.231 votes

- + Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Votes in favor: 18.476.200 votes, accounting for 90,29% of the total votes of shareholders eligible to vote at the meeting.
- + Votes against: 1.987.031 votes, accounting for 9.71% of the total votes of shareholders eligible to vote at the meeting.
- + Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

5. Resolution on the Approval of Selecting the Auditing Firm for Fiscal Year 2025–2026

Total number of votes cast: 20.463.231 votes

- + Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Votes in favor: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Votes against: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

6. Resolution on Approving the Progress Report on the implementation of the share offering plan to existing Shareholders of HIPT Group Joint Stock Company

Total number of votes cast: 20.463.231 votes

- + Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Votes in favor: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Votes against: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

7. Approval of Mr. Le Hai Doan's purchase of up to 200,000 HIG shares from Mr. Mai Hoang to increase Mr. Le Hai Doan's ownership ratio to exceed 55% without having to conduct a public tender offer

Total number of votes cast: 4.404.002 votes



- + Valid votes: 4.404.002 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Votes in favor: 2.416.971 votes, accounting for 54.88% of the total votes of shareholders eligible to vote at the meeting.
- + Votes against: 1.987.031 votes, accounting for 45.12% of the total votes of shareholders eligible to vote at the meeting.
- + Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

8. Approval of the proposal to delist the status of a public company

Total number of votes cast: 20.463.231 votes

- + Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Votes in favor: 18.476.200 votes, accounting for 90,29% of the total votes of shareholders eligible to vote at the meeting.
- + Votes against: 1.987.031 votes, accounting for 9.71% of the total votes of shareholders eligible to vote at the meeting.
- + Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

9. Approval of the appointment of a member of the Board of Directors

Total number of votes cast: 20.463.231 votes

- + Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Votes in favor: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Votes against: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

10. Approval of the dismissal of a member of the Board of Directors

Total number of votes cast: 20.463.231 votes

- + Valid votes: 20.463.231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Invalid votes: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.



- + Votes in favor: 20,463,231 votes, accounting for 100% of the total votes of shareholders eligible to vote at the meeting.
- + Votes against: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.
- + Abstentions: 0 votes, accounting for 0% of the total votes of shareholders eligible to vote at the meeting.

VI. APPROVAL OF SUPPLEMENTARY ELECTION RESULTS FOR THE BOARD OF DIRECTORS FOR THE TERM 2021–2026

Based on the vote-counting minutes of the General Meeting of Shareholders, the General Meeting of Shareholders of HIPT Group Joint Stock Company unanimously approved the result of the supplementary election to the Board of Directors for the 2021–2026 term as follows: Mr. Phạm Trung Kiên was elected with 20,444,931 votes / 20,444,931 votes, accounting for 100% of the total voting shares, and is hereby approved as a member of the Board of Directors for the 2021–2026 term.

VII. ISSUES APPROVED AND RECORDED IN THE RESOLUTIONS

1. Approval of the audited financial statements for the fiscal year 2024–2025 by AFC Auditing Co., Ltd – Northern Branch

No.	Target	Separate financial statement (VNĐ)	Consolidated financial statements (VNĐ)
1	Total asset	818,506,266,291	890,677,266,197
2	Owner's capital	416,605,811,231	463,172,451,843
3	Total revenue	1,243,177,275,740	1,278,221,264,832
4	Pre-tax income	37,982,216,371	35,470,354,932
5	After-tax income	32,569,516,063	30,489,715,150

Approval rate: 90.29% of the total voting shares

2. Approval of the business plan for the fiscal year 2024–2025

- Revenue: 1000 billion dong;
- Profit: 20 billion dong.

Approval rate: 90.29% of the total voting shares

3. Approval of the following reports:

3.1. Report of the Board of Directors on business performance in 2024

Approval rate: 100% of the total voting shares

3.2. Report on the activities of the Board of Directors in 2024

Approval rate: 100% of the total voting shares

3.3. Supervisory report of the Audit Committee for the year 2024

Approval rate: 90.29% of the total voting shares



4. Approval of the profit distribution plan for the fiscal year 2024–2025: No dividend distributed in 2025

Approval rate: 90.29% of the total voting shares

5. Approval of the selection of the audit firm for the fiscal year 2025–2026.

Approval rate: 100% of the total voting shares

6. Approval of the report on the implementation progress of the plan for offering shares to existing shareholders of HIPT Group Joint Stock Company.

In accordance with the plan approved by the General Meeting of Shareholders, the Company has completed the registration dossier for offering share certificate to the public and submitted it to the State Securities Commission (SSC) under the Offering Registration Certificate No. 01/2024/DKCBP-HIPT dated March 5, 2024.

On April 23, 2024, the SSC issued Document No. 2555/UBCK-QLCB responding to the Company's dossier. On that basis, the Company has coordinated with the consulting unit to update, complete and submit additional dossiers in accordance with regulations on June 18, 2025.

Currently, the Company is waiting for official response from the State Securities Commission regarding the share certificate offering dossier.

Approval rate: 100% of the total voting shares

7. Approval for Mr. Le Hai Doan to purchase up to 200,000 HIG shares from Mr. Mai Hoang in order to increase Mr. Le Hai Doan's shareholding ratio to over 55% without a public tender offer

Approval rate: 54.88% of the total voting shares

8. Approval of the plan to delist the company's status as a public company

- Approve the termination of the Company's public company status;
- Approve the delisting of HIG shares from the UPCOM trading system after the Company obtains approval from the State Securities Commission of Vietnam for the termination of its public company status;
- Approve the cancellation of securities registration at the Vietnam Securities Depository after the Company obtains approval from the State Securities Commission of Vietnam for the termination of its public company status;
- Authorize the Board of Directors to carry out the aforementioned procedures in accordance with the provisions of law

Approval rate: 90.29% of the total voting shares

9. Approval of the dismissal of a member of the Board of Directors

Dismissal of Mr. Dang Hoang Giang from the position of Member of the Board of Directors, effective from July 4, 2025

Approval rate: 100% of the total voting shares

10. Approval of the election of a new member to the Board of Directors

Elect Mr. Pham Trung Kien as a member of the Board of Directors effective upon the issuance of the official discharge decision.

Approval rate: 100% of the total voting shares



VIII. APPROVAL OF THE MEETING MINUTES, RESOLUTION OF THE GENERAL MEETING, AND CLOSURE

-The minutes and resolution of the General Meeting of Shareholders were unanimously approved at 10:35 a.m. on the same day.

- Chairman Le Hai Doan officially declared the closure of the General Meeting.

The meeting was concluded at 10:35 a.m. on the same day.

To certify the above, the Chairman of the meeting and the Secretary have signed below.

CHAIRMAN



CHAIRMAN OF THE BOARD OF DIRECTORS
LE HAI DOAN

SECRETARY

DANG THI NGOC TRAM



LIST OF SHAREHOLDERS ATTENDING THE MEETING

(Attached to the minutes of the General Meeting of Shareholders No. 01/2025/BB/DHCD/HIPT dated July 4, 2025)

STT	LIST OF SHAREHOLDERS ATTENDING THE MEETING	NUMBER OF COMMON SHARES	SHARE VALUE (VND)	% OWN	NUMBER OF VOTING VOTES
	TOTAL	20,463,231	204,632,310,000	90.71%	20,463,231
1	Mr. LE HAI DOAN	12,387,653	123,876,530,000	54.91%	12,387,653
2	VBP JOINT STOCK COMPANY (Authorized representative: Ms. Tran Thi Phuong Thao)	2,400,000	24,000,000,000	10.64%	2,400,000
3	BAO VIET GROUP (Representative: Mr. Le Hong Linh)	1,987,031	19,870,310,000	8.81%	1,987,031
4	Mr. LE VAN ANH (Authorized representative by: Ms. Dang Thi Ngoc Tram)	1,256,084	12,560,840,000	5.57%	1,256,084
5	Mr. NGUYEN DUY NGUYEN (Authorized Representative by: Ms. Dang Thi Ngoc Tram)	1,142,587	11,425,870,000	5.06%	1,142,587
6	VBP ACCOUNTING AND CONSULTING COMPANY LIMITED Representative: Ms. Tran Thi Phuong Thao	1,141,000	11,410,000,000	5.06%	1,141,000
7	Mr. MAI HOANG (Authorized representative by: Mr. Nguyen Tran Thanh)	130,576	1,305,760,000	0.58%	130,576
8	Mr. PHAM TRUNG KIEN (Authorized representative by: Ms. Luong Thi Hien)	18,300	183,000,000	0.08%	18,300



**OPERATION REPORT OF THE BOARD OF DIRECTORS IN GENERAL
MEETING OF SHAREHOLDERS OF THE YEAR OF 2025****I. ASSESSMENT OF OPERATION PERFORMANCE IN THE 2024-2025
FISCAL YEAR****1. Board of director's member structure**

HIPT GROUP., JSC's Board of Director (hereby "B.O.D") includes 04 members:

- Mr. Le Hai Doan President of the B.O.D
- Mr. Le Van Yen Vice-President of the B.O.D
- Mr. Dang Hoang Giang The member of the B.O.D
- Mrs. Dang Thi Ngoc Tram The member of the B.O.D

2. Main activities of the B.O.D

- From April 01, 2024 to March 31, 2025, the Company's B.O.D usually discussed, carried out asking for members' opinion via email. There were 20 resolutions/decisions issued by the B.O.D. Contents which were ratified by the B.O.D as follows:

No.	Document No.	Date of Issuance	Contents
1	06-24/NQ/HĐQT/HIPT	May 06, 2024	The Decision on Ratification of the List of Shareholders for opening the annual 2024 General Meeting of Shareholders.
2	07-24/NQ/HĐQT/HIPT	May 09, 2024	Request for limit in the Military Commercial Joint Stock Bank
3	08-24/NQ/HĐQT/HIPT	March 19, 2024	Decision of the Assignment of Share in the Viet Aero Technique and Services Joint Stock Company
4	09-24/NQ/HĐQT/HIPT	June 13, 2024	Resolution on implementing the plan to offer shares to the public for

			increasing the charter capital of the company.
5	10-24/NQ/HĐQT/HIPT	June 13, 2024	Ratification of the plan to ensure the issuance of share certificate meet the regulation of foreign ownership ratio in the company
6	11-24/NQ/HĐQT/HIPT	June 13, 2024	Commitment to complete the registration dossier for listing share certificate
7	12-24/NQ/HĐQT/HIPT	June 13, 2024	Ratification of the registration documents for public offering of share certificate to increase the company's charter capital
8	13-24/NQ/HĐQT/HIPT	June 20, 2024	Ratification of the commitment of the debt payment on behalf of the company's entire obligations at Tien Phong Commercial Joint Stock Bank
9	16-24/NQ/HĐQT/HIPT	June 29, 2024	B.O.D.'s bonus
10	14-24/NQ/HĐQT/HIPT	July 17, 2024	Ratification of the credit limit at VCB SG
11	15-24/NQ/HĐQT/HIPT	July 26, 2024	Apply for credit limit at Tien Phong Commercial Joint Stock Bank
12	16-24/NQ/HĐQT/HIPT	June 29, 2024	B.O.D.'s bonus
13	01-25/NQ/HĐQT/HIPT	January 24, 2025	Apply for credit limit at MSB (Vietnam Maritime Commercial Joint Stock Bank)
14	02-25/NQ/HĐQT/HIPT	March 05, 2025	Apply for credit limit at Techcombank
15	03-25/NQ/HĐQT/HIPT	May 13, 2025	The B.O.D.'s ratification of the capital contribution at the VBP JSC

16	04-25/NQ/HĐQT/HIPT	March 31, 2025	Ratification of the assignment of shares to increase ownership ratio at HIPT DX Joint Stock Company
17	05-25/NQ/HĐQT/HIPT	April 09, 2025	The B.O.D' s approval to the finalization of the Shareholders' List to hold the 2025 Annual General Meeting of Shareholders.
18	06-25/NQ/HĐQT/HIPT	April 22, 2025	The B.O.D's approval to the commitment to pay the debt on behalf of HIPT Joint Stock Company.
19	07-25/NQ/HĐQT/HIPT	April 22, 2025	Apply for credit limit at VIB
20	08-25/NQ/HĐQT/HIPT	May 05, 2025	Ratification of the capital contribution at the VBP JSC

Financial management:

☐ The Board of Directors has directed the Board of General Directors to properly implement the Company's policies, regulations and the Law on financial management, and to properly manage the Company's revenue and expenditure sources;

☐ The Board of Directors regularly supervises the collection of debts from customers with high outstanding debts. Members of the Board of Directors directly support the Company in collecting bad debts.

☐ Members of the Board of Directors directly participate in supervising the work related to the management of the Company's valuable assets and the Company's financial investments.

- The Board of Directors also regularly urges, reminds and checks the disclosure of information according to regulations, ensuring that information is disclosed on time, accurately and completely.

- The Company's management activities comply with the Company's Charter, the Board of Directors' operating regulations and current legal regulations.

- Organize the 2024 Annual General Meeting of Shareholders, approve the agenda and documents for the General Meeting of Shareholders, convene the General Meeting of Shareholders to pass decisions.

- The Board of Directors' Office has maintained good relations with the State Securities Commission, Hanoi Stock Exchange, Securities Depository and Clearing Corporation and related organizations to maintain the Company's stock trading activities on the UpCOM market.



- Approve the appointment, dismissal and income adjustment for the Company's management staff according to authority.

3. Results of implementing the 2024 Shareholders' General Meeting resolution

a. Selecting an auditor for the Financial Statements

- Selected the auditor for the Company's Financial Statements as AFC Vietnam Auditing Company Limited - Northern Branch.

b. Implementing the plan to offer share certificate to existing shareholders according to irregular Resolution No. 01-24/NQ/ĐHĐCĐ/HIPT extraordinary year 2024

In order to implement the Share Certificate Offering Plan approved by the General Meeting of Shareholders, the Company has completed the registration dossier for public offering of shares and submitted it to the State Securities Commission (SSC) under the Offering Registration Certificate No. 01/2024/DKCBCP-HIPT dated March 5, 2024.

On April 23, 2024, the SSC issued Document No. 2555/UBCK-QLCB responding to the Company's dossier. On that basis, the Company has coordinated with the consulting unit to update, complete and submit additional dossiers in accordance with regulations on June 18, 2025.

Currently, the Company is waiting for an official response from the SSC regarding the share certificate offering dossier.

II. PERFORMANCE ASSESSMENT OF THE BOARD OF GENERAL DIRECTORS

Last year, the Board of General Directors conducted the Company's operation in a prudent, transparent and public manner, meeting the practical requirements of the Company's business and governance. The Board of General Directors has promptly, seriously and effectively implemented the Resolutions and Decisions of the Board of Directors, innovated the organizational model and governance methods. In the context of economic recession, the activities of the Board of General Directors helped the Company's business activities develop.

Despite the volatile and potentially risky global economic environment, the Board of General Directors has responded promptly and flexibly implemented risk management and cost optimization solutions. As a result, the Company's business operations have not only remained stable but also achieved positive results, exceeding the set profit targets.

In addition to promotion of the core business performance, the Board of General Directors has also proactively coordinated cash flow and participated in selective financial investments, in accordance with the Company's development strategy and financial capacity, thereby bringing about clear added value in the context of a challenging market.

With a high sense of responsibility, the Board of Directors has demonstrated a core role in maintaining stability, enhancing operational efficiency and gradually creating a solid foundation for the Company's next development stage.

III. BOARD OF DIRECTORS' OPERATION PLAN FOR THE 2025-2026 FISCAL YEAR

In the 2025-2026 fiscal year, with the context of domestic market recovery but still facing many challenges from the global economic recession, the Board of Directors sets the revenue and profit targets for the 2025-2026 fiscal year as VND 1,000 billion in revenue and VND 20 billion in profit. The Board of Directors still focuses on safety and feasibility, strives to achieve the set goals, and minimizes risks with the main methods to be implemented as follows:

- Invest in research to launch its own products and services in current potential fields. Create an effective business segment, in addition to the existing system integration sector.

- Focus with the Board of General Directors on implementing planning management programs, cost management, efficiency improvement, human resource management.

- Strengthening the management of financial investment activities and improving the efficiency of capital use of the Company.

- Promoting partnership activities.

- Developing and attracting talents, especially building a next-generation senior management team as a foundation for the Company's development in the coming time.

- Continuing to implement procedures for offering share certificate to existing shareholders to increase the Company's charter capital.

The above is a report on the activities of the Board of Directors for the fiscal year 2024-2025 and the plan for the fiscal year 2025-2026. On behalf of the Board of Directors, I would like to sincerely thank the trust and support of our shareholders, which have contributed significantly to the development of the Company.

Wishing all esteemed shareholders good health, success, and happiness.

With sincere thanks and appreciation!

FOR THE BOARD OF DIRECTORS

CHAIRMAN OF THE BOARD OF DIRECTORS

LE HAI DOAN





REPORT OF THE GENERAL DIRECTOR AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Hanoi, date 4 month 7. year 2025

I. ORGANIZATIONAL STRUCTURE

1. Organizational model



2. Management apparatus

The Board of General Directors of HIPT Group Joint Stock Company in the fiscal year 2024-2025 includes 6 members; of which 01 member who has been dismissed since January 24, 2025:

- Mr. Nguyen Tran Thanh General Director
- Mr. Hoang Thanh Phuc Deputy General Director
- Mr. Le Viet Dung Deputy General Director
- Mr. Truong Phuc Giang Deputy General Director (appointed on April 15, 2021)
- Mr Tran Thanh Tuan Deputy General Director (appointed on April 15, 2021)
- Mr Pham Nguyen Cao Dang Deputy General Director (**dismissed since 24/01/2025**)

II. 2024-2025 OPERATION AND BUSINESS RESULTS

1. Business Operation

1.1. Business Result

Unit of measure: Billion dong

No	Target	Fiscal year 2024-2025	Fiscal year 2023-2024
1	Net revenue	1,243,177,275,740	966,816,165,763
2	Gross profit	100,071,176,965	100,325,779,961
3	Profit (after tax)	32,569,516,063	23,854,806,563

In 2024-2025, the SI industry's common difficulties in recent years have caused the company's core business to continue to face many difficulties. However, with the efforts of the Board of Directors and the Board of General Directors, the company has gradually resolved the backlog, helping net revenue and after-tax profit to grow compared to the previous year, contributing to improve the efficiency of production and business activities.

1.2. Business Operation

HIPT continues to provide information technology services and products to the market with 5 main product and service areas including: System Integration Services, Information Technology Infrastructure, Information Security Services, Software and Information Technology Equipment Development and Deployment.

In 2024-2025, HIPT continues to receive the trust of many large customers, with many large projects signed.

1.3. Partnership Relations

Partnership relations continue to develop. HIPT received the close-knit co-operation from partners.

HIPT continues to be one of the leading partners of many major technology companies in the world in Vietnam.

2. Operational management activities

2.1. Organization - operation

In 2024-2025, HIPT's organizational structure will still be organized by the model: General Meeting of Shareholders, Board of Directors, Audit Committee (under the Board of Directors), Board of General Directors.

In 2024-2025, the Company will continue to restructure the operations of its subsidiaries, creating better operational efficiency and cost management.

2.2. Human Resources

The Company's human resources ensure a streamlined workforce with highly skilled and professional staff. Every individual who becomes an official member of the Company will attend training courses to improve their knowledge and skills, helping them to complete their current and future work well, meeting their personal and organizational career goals.

The Company continues to implement internal training programs that are still implemented online. At the same time, the Company actively recruits new, young employees and conducts training from the internship stage to best meet the Company's operational requirements.

2.3. Finance Management

HIPT continues to ensure abundant financial resources, meeting the needs of the projects the Company participates in. Besides, the Company's financial resources are used effectively, without wasting opportunity costs, in order to bring about the best capital use efficiency.

Along with the tightening of credit growth at the end of 2024, the Company encountered many difficulties while financial costs increased, but the Board of General Directors made efforts to minimize possible losses.

In 2024-2025, a number of investments were made to increase assets while still ensuring financial balance.

HIPT's relationship with credit institutions is maintained. HIPT's reputation and trust in organizations are at a high level.

2.1. Branding and communication activities

HiPT's events are regularly organized. Programs of promotion of information technology (IT) products and services in some localities in the country continue to be implemented.

In 2024-2025, HIPT continues to affirm its position as one of the leading IT companies in Vietnam. HiPT is honored to be in the Top 10 ESG Green Vietnam Enterprises 2025 - Technology - Telecommunications - Digital Transformation Industry (ESG10 - 2025). To achieve this title, HiPT has constantly innovated and improved the criteria on Environment, Society and Governance.

Environmental protection: Applying digital technology to optimize energy consumption, reduce carbon emissions, use resources efficiently and deploy environmentally friendly IT solutions.

Social responsibility: Implementing many community support programs, ensuring a sustainable working environment, creating development conditions for employees and promoting a responsible corporate culture.

Transparent governance: Building a solid governance system, applying digital technology in operations to improve efficiency and ensure transparency in all business activities.

Being included in the Top 10 ESG10 – 2025 is a clear demonstration of HIPT's sustainable development strategy, affirming the company's commitment to bringing long-term value to customers, partners and society.

II. ACTIVITY PLAN FOR THE 2025-2026 FISCAL YEAR

1. Business Plan

1.1. Revenue Plan

Unit: Billion dong

No	Target	2025-2026 Plan
1	Revenue	1000
2	Profit	20

The domestic market is still facing many difficulties along with the global economic recession, which may affect the implementation time and profit margin of many of the Company's projects.

Cost control, especially operating costs, management costs, and project costs, continues to be the top priorities of the Board of Directors in 2025-2026. The costs of each project, including human resources costs and project cash flow costs, are fully calculated and forecasted right from the time of preparation of the business plan. At the

same time, the calculation of technical costs in the projects continues to be improved appropriately after being deployed and operated relatively well in 2024-2025.

Completing projects that have been backlogged for many years helps the Company no longer have to set aside operating reserve fund. This helps improve the Company's efficiency in the business results report from 2024-2025 onwards.

1.2. Market Development

In order to increase the scale of business, in addition to continuing to develop new customers, the Board of management plans to increase the types of products/services of the Company to maximize the resources of existing customers.

The Board of management continues to actively research new business directions to increase business efficiency. Some new directions have been established through cooperation with domestic and foreign partners. In addition, the Board of management continues to actively seek investment options to promote the increase in the scale of the Company's assets.

1.3. Partnership relations

In the 2024-2025 fiscal year, HIPT's partnership goal is to continue to maintain and upgrade partnerships with major technology companies. Expand the scope of contact, selectively, with other partners around the world to diversify solutions, flexibly meeting customer needs.

2. Management and operation orientation

2.1. Organization - Operation

The income regulations are issued to each business center of the Company. The Company applies internal resource assessment systems to improve business efficiency and project efficiency. This regulation has been applied in previous years and will continue to be applied and improved in 2025-2026.

In business departments, the Company applies a fixed income policy, this measure not only helps control costs but also increases incentives for highly capable and effective business centers. In addition, the policy has increased the selection of the Company's human resources.

2.2. Human Resources

The personnel assessment process will continue in 2025-2026 with the goal of maintaining a lean and strong workforce for HIPT. The income policy will be regularly revised to provide appropriate remuneration, worthy of the dedication and contribution of each HIPT officer and employee.

2.3. Finance Management

HIPT continues to strictly manage customer debt, ensuring HIPT's financial security and liquidity. However, the company currently still has more than 50 billion in overdue debt.

The Company's financial management policies and financial regulations continue to be supplemented and improved with the supervision of the Board of Directors. HIPT will have a strict mechanism for management of operating costs and business costs. In particular, the Board of Directors will supervise the Company's financial investment activities to ensure good efficiency and limit risks that may arise in this field.

In 2025-2026, HIPT will continue to maintain its reputation and credit rating with cooperating banks, effectively using loan capital.

2.4. Branding and communication activities

The 2025-2026 fiscal year is the year when HIPT's corporate culture promotion activities are expected to continue to be held vigorously. These activities aim to strengthen the connection between employees and the Company as well as create excitement in work, contributing to improving work efficiency.

Foreign affairs programs, customer and partner interaction are expected to resume to continue to widely promote HIPT's image, products and services to partners and customers.

The above is the General Director's report at the 2025 General Meeting of Shareholders. The Board of General Directors is committed to seriously implementing the set goals and directions to complete the 2025-2026 Business Plan approved by the Board of Directors and the General Meeting of Shareholders.

GENERAL DIRECTOR



NGUYEN TRAN THANH

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom - Happiness

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Hanoi, date 04 month 07 year 2025

REPORT ON THE ACTIVITIES OF THE AUDIT COMMITTEE IN 2024

Dear HIPT Group., JSC's Shareholders,

Pursuant to:

- *The HIPT Group.,JSC (Company) 's charter*
- *Regulations on organization and operation of the Audit Committee of HiPT Group Joint Stock Company;*
- *The finance statements of HiPT Group Joint Stock Company have been audited by AFC Vietnam Auditing Company Limited - Northern Branch;*

The Audit Committee (AC) would like to report to the 2025 Annual General Meeting of Shareholders on the operation results in 2024 with the following contents:

I. Audit Committee's activities in 2024

Audit Committee's information:

No.	Audit Committee members	Positions	Date of starting/cease of membership in the Audit Committee	Professional qualification
1	Mr. Dang Hoang Giang	Member	May 23, 2022	Master
2	Ms. Dang Thi Ngoc Tram	Head of Audit Committee	June 29, 2023	Bachelor

Audit Committee meetings:

No.	Audit Committee members	Attended meetings	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Mr. Dang Hoang Giang	4	100%	100%	
2	Ms. Dang Thi Ngoc Tram	4	100%	100%	

Last year, the Audit Committee held four meetings (one meeting per quarter) to review the company's governance and operations and review the company's quarterly financial statements.

Last year, the Audit Committee performed its audit tasks in accordance with the provisions of the Enterprise Law, the Company Charter and the Audit Committee's Operating Regulations.

Supervising the company's operations in accordance with the Company's regulations, Charter and current laws:

- Organizing inspections of the implementation of the Company's financial policies and business performance.
- Reviewing the Financial Reports and the requirements of the independent auditing organization.
- The Audit Committee reviewed the internal control and risk management systems. Thereby, the Audit Committee pointed out the strengths and weaknesses to the Board of General Directors and reported to the Board of Directors;
- Recommend an independent auditing company and review relevant terms in the Audit Contract for submission to the Board of Directors for approval.

II. Report on the Supervisory Activities of the Audit Committee

1. Remuneration, operating cost and other benefits of the Audit Committee

Remuneration, operating cost and other benefits of the Audit Committee and each member of the Audit Committee shall comply with the provisions of the Enterprise Law, the Company Charter and the Resolution of the General Meeting of Shareholders that has been approved.

2. Results of supervision of the Company's financial statements, operation and financial situation:

- The financial statements were prepared and disclosed in accordance with accounting standards and prevailing legal regulations. However, the Company is advised to take note of the following two matters:

+ *Regarding the exception related to the provision:*

According to the qualified audit opinion, as of March 31, 2025, the Company estimated the value of its trading securities based on actual market trading prices. The Company assessed the impairment of trading securities based on the original quantity of the securities held, and did not take into account the number of stock dividends received as of March 31, 2025, in accordance with Clause 1, Article 5 of Circular No. 48/2019/TT-BTC, which provides guidance on the recognition and handling of provisions for devaluation of inventories, impairment of investments, bad debts, and warranties for products, goods, services, and construction works in enterprises.

Based on the documentation available at the Company, if both the original quantity and the number of stock dividends received had been considered, the provision for devaluation of trading securities on the balance sheet would have decreased by VND 14,252,609,300. Accordingly, in the income statement, the item "Financial expenses" would have decreased by VND 14,252,609,300, the item "Current corporate income tax expense" would have increased by VND 2,850,521,860, and the item "Profit after tax" would have increased by VND 11,402,087,440.

The Company is requested to review the current legal regulations to ensure that provisions are made in accordance with accounting standards, thereby ensuring accuracy and prudence in accounting recognition.

+ *Regarding the short-term loan to Agri-Vina Group Joint Stock Company:*
As of the date of issuance of the financial statements, this loan had not yet been recovered and had been extended multiple times. The prolonged recovery period has adversely affected the Company's capital efficiency.

=> The Company is advised to expedite the recovery of this loan in order to minimize risks and preserve its capital.

- Resolutions and decisions are issued with the right authority, are valid and comply with information disclosure regulations for large-scale public companies

- The selected auditing company ensures honesty, objectivity and compliance with the audit deadline, and complies with professional regulations when giving audit opinions.

- In the fiscal year 2024-2025: The consolidated net revenue reached over VND 1,200 billion, an increase of nearly VND 300 billion compared to the fiscal year 2023–2024. The consolidated profit after tax amounted to over VND 30 billion, representing an increase of nearly VND 6 billion compared to the fiscal year 2023–2024.

3. Report on transactions between the Company and insiders; related persons of insiders with the Company, subsidiaries, companies under the control of the Company

The Company has complied with relevant regulations on the authority to approve, monitor and explain transactions between the Company and its insiders; related persons of its insiders, subsidiaries and companies controlled by the Company. These transactions have been disclosed in accordance with the provisions of law.

4. Assessment results of the internal control and risk management system at the Company

The Audit Committee has coordinated with the Company's Executive Board to forecast and propose appropriate business plans to limit environmental, economic, legal risks and other risks.

The Company's Executive Board has reviewed, supplemented and updated regulations and guidelines for specialized departments, regulations related to operations, and improved the effectiveness of the internal control system.

5. Results of supervision of the Board of Directors, General Director and other executives of the Company

Board of Directors meetings:

The Board of Directors meetings were held by convening meetings or obtaining written opinions of Board members in accordance with the procedures and formalities stipulated in the Company Charter;

The Board of Directors actively reached consensus during and after the meetings to issue resolutions. The Board of Directors gave timely instructions to the Board of General Directors to manage finances, ensure business capital and effectively use the company's capital to bring about business efficiency in the fiscal year. The implementation of the Resolution of the Executive Board was favorable and timely.

The Board of Directors has been implementing the issues approved at the 2024 General Meeting of Shareholders.

The Board of Directors members have worked actively, delved into many issues of the Company, and discussed frankly; some major issues have been approved and implemented, thereby creating positive changes in the Company such as controlling business costs, business efficiency and handling financial burdens in the Company.

Operation of the Board of General Directors

The members of the Board of General Directors have actively organized the implementation of the Board of Directors' resolutions. The Board of General Directors was flexible, proactive, and creative in production and business operations but still ensured compliance with legal regulations, complying with the company's charter, and achieved good business results in the 2024-2025 fiscal year.

6. Results of the assessment of the coordination of activities between the Audit Committee, the Board of Directors, the General Director and shareholders

The Audit Committee actively coordinates with the Board of Directors, General Director and shareholders in performing tasks in compliance with the provisions of the Audit Committee's Operating Regulations.

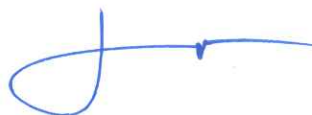
III. CONCLUSION

Through the 2024 audit activities, the Audit Committee of HIPT Group Joint Stock Company found that the Board of Directors and the Executive Board have complied with the law and the Company's charter. The Resolutions and Decisions of the Board of Directors are based on the authority and Resolutions of the General Meeting of Shareholders. The Board of General Directors properly implemented the resolutions and decisions of the Board of Directors, and complied with state laws.

In the coming fiscal year, the Board of Directors and the Board of General Directors are requested to always update and complete the system of internal administrative, management and operational documents, and operating procedures of the company's departments/offices to standardize operations and improve the effectiveness of the internal control system.

Respectfully submit to the General Meeting of Shareholders for consideration and approval of the full Report./.

**ON BEHALF OF THE AUDIT COMMITTEE
CHAIRMAN OF THE AUDIT COMMITTEE**



DANG THI NGOC TRAM

HIPT GROUP., JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

No: 03-25/QC/HDCD/HIPT

Hanoi, July 04, 2025

RULES OF 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- *Enterprise Law No. 59/2020/QH14 issued on June 17, 2020*
- *Charter of organization and operation of HIPT Group Joint Stock Company,*

CHAPTER I **GENERAL PROVISIONS**

Article 1: Scope of application

- a) This Rule is used for organization of the 2025 Annual General Meeting of Shareholders of HIPT Group Joint Stock Company (hereinafter referred to as the “General Meeting”).
- b) This Rule specifically stipulate the rights and obligations of shareholders and parties participating in the General Meeting, the conditions and procedures for conducting the General Meeting.
- c) Shareholders and parties participating in the General Meeting are responsible for implementing the provisions of this Rule.

CHAPTER II **RIGHTS AND OBLIGATIONS OF PARTIES ATTENDING THE MEETING**

Article 2: Rights and Obligations of Shareholders attending the Meeting

2.1. Conditions for attending the Meeting

All shareholders owning shares of HIPT Group Joint Stock Company or valid authorized representatives of shareholders under the list of shareholders determined by Vietnam Securities Depository and Clearing Corporation on May 15, 2025.

2.2. Rights and obligations of shareholders/authorized persons when attending the General Meeting

- Shareholders have rights and obligations as prescribed in the charter of HIPT Group Joint Stock Company and the Enterprise Law.

- Shareholders or shareholders' representatives must present the following documents when attending the General Meeting:

- ID Card or Passport;
- Power of Attorney (In case the attendee is a valid proxy of the shareholder, hereinafter referred to as: shareholder representative).

- In case the shareholder is an individual, the Power of Attorney (PoA) must be signed by that shareholder. In case the shareholder is a legal entity/organization, the PoA must be stamped and signed by the legal representative of that legal entity/organization.

- After presenting the above documents to the Registration Committee, the shareholder/authorized person attending the General Meeting will receive the documents and the Voting Form. Each share owned by the shareholder corresponds to 01 (one) voting right at the General Meeting. The voting value of the shareholder's Voting Form corresponds to the ratio of the number of voting shares owned by the shareholder/representative according to the registration to attend the General Meeting over the total number of voting shares of the shareholders attending the General Meeting.

- Shareholders are allowed to authorize a proxy by PoA to attend and vote at the General Meeting on their behalf. The authorized person to attend the General Meeting is not allowed to re-authorize another person to attend the General Meeting;

- Shareholders/shareholder representatives have the right to attend the General Meeting and vote on all matters of the General Meeting in accordance with the provisions of the Enterprise Law and other relevant legal documents;

- Shareholders/shareholder representatives attending the General Meeting who wish to express their opinions must obtain the consent of the Chair of the General Meeting. Shareholders/shareholder representatives can write their opinions on the Comment Form and send it to the General Meeting Secretariat for submission to the Presidium.

- Shareholders/shareholder representatives are entitled to vote on all matters within the authority of the General Meeting as stipulated in the Charter of Organization and Operation of HIPT Group Joint Stock Company.

- Shareholders/shareholder representatives, after listening to reports on the contents that need to be approved, will discuss and approve by voting at the General Meeting.

- Shareholders/shareholder representatives who attend the meeting after the General Meeting has opened, after completing the registration procedures, are entitled to attend and vote on the remaining contents that need to be voted on according to the approved General Meeting agenda. In this case, the validity of the votes that have been conducted will not be affected.

- During the General Meeting, shareholders/shareholder representatives must comply with the direction of the Presidium, behave in a civilized and polite manner and not cause disorder.



Article 3: Rights and obligations of the Presidium and the Chair

3.1. The Board of Directors' representative is the Chair of the 2025 Annual General Meeting of Shareholders approved by the General Meeting of Shareholders at the General Meeting. The Presidium includes the Board of Directors' representative on behalf of the Board of Directors, the General Director on behalf of the Board of General Directors and other members (if any) as agreed by the Board of Directors.

3.2. Obligations of the Presidium:

- Conduct the activities of the General Meeting according to the program approved by the General Meeting. Carry out necessary tasks to conduct the General Meeting in a valid and orderly manner, reflecting the wishes of the majority of General Meeting participants;
- Guide delegates and the General Meeting to discuss;
- Submit draft contents that need to be voted on by the General Meeting;
- Respond to issues requested by the General Meeting.

3.3. Rights of the Presidium:

- At any time, the Presidium has the right to postpone the General Meeting to another time (in accordance with the provisions of the Enterprise Law and the Charter, when approved) and at another location decided by the President of the Presidium if it finds that:
 - The action of participants prevents or is likely to prevent the orderly conduct of the meeting or;
 - The delay is necessary so that the operation of the General Meeting can be properly conducted.
- The decision of the Presidium on matters of order, procedure or events arising outside the program of the Congress will be of the highest judgement.

Article 4: Rights and obligations of the Registration Committee

- The Registration Committee which conducts shareholder qualification checks will receive documents from shareholders/authorized persons attending the General Meeting, including: checking the validity of shareholders/authorized persons as stated in Clause 2.2, Article 2 of this Rule and comparing with the list of shareholders entitled to attend the meeting finalized on May 15, 2025 provided by the Vietnam Securities Depository and Clearing Corporation; Distributing relevant documents; Distributing voting ballots;
- Reporting to the General Meeting on the results of shareholder qualification checks before the General Meeting officially opens;
- The Registration Committee has the right to establish a support unit to complete the Committee's tasks.

Article 5: Rights and obligations of the Ballot Counting Committee

- The Ballot Counting Board has 01 Head and members nominated by the General Meeting Organizing Committee and approved before the General Meeting;
- The Ballot Counting Board is responsible for supervising the voting and ballots in the ballot box, checking the validity of the ballots according to each content and reporting to the General Meeting on the results of the vote counting of shareholders/shareholder representatives attending the General Meeting;
- The Ballot Counting Board has the right to establish a support unit to complete the tasks of the Board.

Article 6: Rights and obligations of the Secretariat

- The Presidium introduces the General Meeting Secretariat and obtains approval at the General Meeting;
- The Secretariat performs support tasks as assigned by the Presidium, including:
 - + Fully and honestly recording the proceedings and content of the meeting;
 - + Assisting the Presidium in announcing the Minutes, Resolutions of the General Meeting and the notice of the Presidium sent to shareholders at the Congress when requested;
 - + Receiving shareholders' comments.

CHAPTER III CONDUCTION OF GENERAL MEETING

Article 7: Conditions for holding the General Meeting

- The General Meeting is held when the number of shareholders attending the meeting represents at least 51% of the shares with voting rights according to the list of shareholders of HIPT Group Joint Stock Company as of May 15, 2025;
- Shareholders/shareholder representatives attending the General Meeting must dress properly and sit in the correct position or area as prescribed by the Organizing Committee of the General Meeting;
- Shareholders/shareholder representatives listen to, discuss and vote on issues at the General Meeting as specifically guided by the Ballot Counting Board through the Election, Voting and Vote Counting Regulations.

CHAPTER IV END OF GENERAL MEETING

Article 8: Minutes and Resolutions of the General Meeting

- Minutes and Resolutions of the General Meeting of Shareholders shall be prepared in Vietnamese and must be completed, read and approved before the closing of the

General Meeting;

- Minutes and Resolutions of the General Meeting shall be kept at HIPT Group Joint Stock Company.

Article 9: Effectiveness

This Regulation consists of 04 (four) chapters, 09 (nine) articles and shall take effect immediately after being approved by the General Meeting of Shareholders of HIPT Group Joint Stock Company at the 2025 annual meeting on July 4, 2025./.

FOR BOARD OF DIRECTORS



LE HAI DOAN



REGULATION OF ELECTION, VOTE AND VOTE COUNTING AT THE 2025 ANNUAL GENERAL MEETING OF BOARD OF DIRECTOR

Pursuant to:

- *The Enterprise Law No. 59/2020/QH14 dated June 17th, 2020*
- *The Charter of Organization and Operation of HIPT Group Joint Stock Company*

Article 1. Procedure of candidacy, nomination of member of B.O.D and Board of Controllers (supplemented) for the 2021-2026 term

a) Before and during the General Meeting of Shareholders, shareholders are allowed to form group to nominate and vote for the person they nominate. Shareholders or groups of shareholders who are qualified to run for election/nomination to elect members of the Board of Directors (B.O.D) have the right to run for election/nomination at the latest before the General Meeting of Shareholders conducts the election of members of the B.O.D at the General Meeting;

b) The number of candidates that each group has the right to nominate depends on the number of candidates decided by the General Meeting and the percentage of shares owned by each group. The number of candidates that a shareholder or group of shareholders has the right to nominate is as follows:

A shareholder or group of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

c) In case the number of candidates nominated by a shareholder/group of shareholders is lower than the number of candidates they are allowed to nominate, the remaining candidates shall be nominated by the B.O.D or other shareholders.

- Qualified shareholders or groups of shareholders can submit their nomination and candidacy documents **before 17:00 on June 26rd, 2025** to the address:

B.O.D's Office – HIPT Group Joint Stock Company

4th Floor, Tower No. 152 Thuy Khue Str., Thuy Khue Ward, Tay Ho Dist., Hanoi

Tel: (024) 38474548 ext: 228, Email: codong@hipt.vn

- The dossier of candidacy, nomination including:
 - An application for candidacy/nomination (*sample*) ;
 - Curriculum Vitae of the Candidate (*sample*);
 - Eligible copy of: ID Card/Passport/Permanent Residence, degrees, certificate of educational level and professional qualification.

Article 2: Standards and conditions for membership in the B.O.D

Members of the Board of Directors must meet the following standards and conditions:

- Have full civil capacity, not be prohibited from establishing and managing enterprises under the provisions of the Enterprise Law.
- Have professional qualifications and experience in the Company's business field.
- Not concurrently be a member of the Board of Directors at five (05) other companies.

Article 3: Cumulative voting method for Board of Directors' candidates

a) Form of Board of Directors election ballot:

- Each shareholder/authorized shareholder representative attending the General Meeting will be given an Election Ballot to elect members of the Board of Directors.

- Each ballot contains the names of the candidates nominated for the Board of Directors, information about the shareholder or authorized representative and the total number of voting shares they represent. When the shareholder/shareholder representative is issued with the ballot, they must check the code and number of shares written on the ballot. If there is any error, they must immediately notify the Registration Board at the time of receipt of the ballot.

b) Cumulative voting which is specified at point c, Clause 3, Article 144 of the Enterprise Law shall be applied for joint stock companies including listed companies, except for the case that there is another provision under the Law on Securities.

c) The total number of voting rights of shareholders is determined under the following formula: :

$$\text{Total ballot} = \text{Total voting shares} * \text{Elected members}$$

- When agreeing to vote for a candidate, shareholders fill the number of votes they want to vote in the "Number of votes" column (Or mark "X" if the shareholder wants to give all of his/her votes to that candidate);

- If not voting for a candidate, the shareholder leaves the column "Number of votes" blank or crosses it;

- The total number of votes for a candidate of a shareholder must not exceed the total number of votes which that shareholder is allowed to cast.

d) Successful candidate

Successful candidate for B.O.D's membership is determined upon the number of votes counted from high to low, starting from the candidate with the highest number of votes until the number of members for the term approved by the General Meeting is enough.

In case two or more candidates receive the same number of votes for the final member of the Board of Directors, a re-election will be held among the candidates with the same number of votes or selection will be made in accordance with the criteria prescribed in this Regulation or the Company's Charter.

Article 4. Vote to approve the contents to be voted on at the Annual General Meeting of Shareholders

a) Voting to approve reports and issues requiring voting within the authority of the General Meeting of Shareholders is conducted publicly and directly under the direction of the Presidium of the General Meeting and only uses voting ballots issued by the Organizing Committee of the 2025 Annual General Meeting of Shareholders of HIPT Group Joint Stock Company;

b) Voting ballots are issued to shareholders when they register to attend the meeting.

Article 5. Regulations on Invalid Election Ballots and Voting Ballots

The election ballot is NOT valid when it has one of the following characteristics:

- The election ballot does not have the seal of HIPT Group Joint Stock Company;
- The election ballot does not have the signature of the shareholder/shareholder representative;
- The election ballot has more votes than the total number of votes allowed or votes for more than the number of members in the Board of Directors' term approved by the congress;
- The election ballot records and votes for people whose names are not on the list of nominees and candidates approved by the congress;
- The election ballot crosses out all the names of candidates or crosses out easily causing misunderstanding for the Vote Counting Committee.

The voting ballot is NOT valid when it has one of the following characteristics:

- The voting ballot does not have the seal of HIPT Group Joint Stock Company;
- The voting ballot does not have the signature of the shareholder/shareholder representative;

- The voting ballot which selects 2 answers for 1 voting content.

Điều 6. Board of Voting Count and voting count rules

a) Board of Voting Count

- The Board of Voting Count is nominated by the Chairman of the general meeting and approved by the General Meeting of Shareholders;
- Members of the Board of Voting Count must not be on the list of nominees and candidates for the Board of Directors for the new term.

b) Rules of voting and counting of votes

- Shareholders owning shares and their valid authorized representatives have the right to vote to pass decisions at the General Meeting and elect members of the Board of Directors of the Company;
- Before conducting the voting count, the Board of Voting Count shall check the empty ballot box in the presence of the shareholders;
- Voting shall begin upon the command of the meeting chairman and shall end when the last shareholder places the Election Ballot/Voting Ballot into the ballot box within the time allowed by the General Meeting;
- The voting count shall be conducted immediately after the voting ends at the meeting;
- The vote counting results are recorded in writing and announced before the General Meeting.

Article 7. Scope and validity of the Regulation

- This regulation is applied within the scope of the 2025 Annual General Meeting of Shareholders of HIPT Group Joint Stock Company;
- This regulation consists of 07 articles and is made public before and at the General Meeting of Shareholders for voting and approval;
- Complaints regarding voting count, voting and election will be resolved by the Chairman of the meeting and recorded in the meeting minutes.

Head of Board of Voting Count


Phùng Thị Như Linh

Hanoi, July 4th, 2025

**REPORT ON SHAREHOLDER ELIGIBILITY VERIFICATION TO
ATTEND THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS HIPT GROUP JOINT STOCK COMPANY**

Pursuant to:

- *The Law on Enterprises 2020 dated June 17, 2020;*
- *The Charter of HIPT Group Joint Stock Company;*

Today, on July 4, 2025, at the Headquarters of HIPT Group Joint Stock Company, No. 152 Thuy Khue, Tay Ho District, Hanoi City, the Shareholder Eligibility Verification Committee for the 2025 Annual General Meeting consists of:

1. Ms. Dang Thi Ngoc Tram

has conducted the verification of shareholders eligible to attend the 2025 Annual General Meeting of Shareholders.

The results of shareholder eligibility verification are as follows:

1. **Total number of shareholders of the company** (according to the list finalized on May 15, 2025) is 649 shareholders:
 - Total number of shares: **22,590,030 shares**
 - Total number of voting shares: **22,590,030 voting shares**
2. **Total number of shareholders attending the meeting** (attending in person or by proxy): 08 shareholders
 - Total number of shares represented: **20,463,231 shares**
 - Total number of voting shares: **20,463,231 voting shares**
 - **Ratio: 90.71%** of total voting shares of the Company

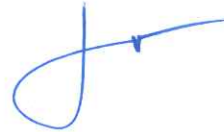
Among them:

- Shareholders attending in person: **03 shareholders**
- Shareholders attending by proxy: **05 shareholders**

In accordance with the provisions of the Law on Enterprises 2020 and the Charter of HIPT Group Joint Stock Company, the meeting is legally valid and eligible to proceed. It is proposed that the General Meeting be officially convened.

The shareholder eligibility verification report for the 2025 Annual General Meeting was completed at 09:00 AM on July 4th, 2025, and publicly announced before the Meeting.

Chairman of the Audit Committee

A handwritten signature in blue ink, consisting of a large loop followed by a horizontal stroke and a small vertical tick.

Dang Thi Ngoc Tram

Hanoi, July 4th, 2025

BALLOT COUNTING MINUTES
(Annual General Meeting of Shareholders in 2025)

Today, July 4th, 2025, at the 2025 Annual General Meeting of Shareholders of HIPT Group Joint Stock Company (hereinafter referred to as the "General Meeting"), held at the Headquarters of HIPT Group Joint Stock Company at 152 Thuy Khue, Tay Ho Ward, Hanoi, approved at the General Meeting, the ballot counting minutes consists of:

- Ms. Phung Thi Thu Linh – Head of the Committee
- Ms. Le Thi Anh Van – Member
- The Ballot Counting Committee conducted the vote count of shareholders present or legally represented at the Annual General Meeting of Shareholders 2025 of HIPT Group Joint Stock Company, with the following results:
 - The total number of shareholders according to the list as of May 15, 2025: **649 shareholders**, holding **22,559,030 voting shares**.
 - The number of shareholders **present or legally represented at the Meeting: 08 shareholders**, representing **20,463,231 shares (equivalent to 90.71%)** of the voting shares.
 - Number of shareholders participating in voting: 08
 - Total number of valid voting ballots: 20,463,231 ballots

According to the regulations, the Ballot Counting Committee hereby announces that the voting results were approved by the shareholders attending the Annual General Meeting as attached in the appendix.

This record was completed at 10:20 am. on July 4th, 2025 and was unanimously approved by the General Meeting of Shareholders

**On behalf of the ballot counting
minutes**



Phung Thi Thu Linh

APPENDIX TO THE MINUTES OF VOTE COUNTING
(ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025)

Results of vote counting approved the contents at the Congress

1.1. Information on the number of ballots

- Number of votes issued: 8 votes; corresponding to 20,463,231 voting votes.
- Number of votes: 8 votes; corresponding to 20,463,231 voting votes.

1.2. Vote counting results

STT	Voting content	Agree		Disagree		No Comments		Invalid Voucher	
		Quantity (votes)	Proportion	Quantity (votes)	Proportion	Quantity (votes)	Proportion	Quantity (votes)	Proportion
1	The financial statements for the year 2024-2025 have been audited by AFC Auditing Co., Ltd. – Northern Branch	18.476.200/20.463.231	90,29%	1.987.031/20.463.231	9,71%	0	0	0	0
2	Fiscal Year 2025-2026 Business Plan	18.476.200/20.463.231	90,29%	1.987.031/20.463.231	9,71%	0	0	0	0
3	Through the reports: - Report of the Board of Directors on business results in 2024; - Report on the operation of the Board of Directors in 2024; - Report on the monitoring of the Audit	20.463.231/20.463.231	100%			0	0	0	0
		18.476.200/20.463.231	90,29%	1.987.031/20.463.231	9,71%				



STT	Voting content	Agree		Disagree		No Comments		Invalid Voucher	
		Quantity (votes)	Proportion	Quantity (votes)	Proportion	Quantity (votes)	Proportion	Quantity (votes)	Proportion
	Committee's activities in 2024								
4	Approve the profit distribution plan for the fiscal year 2024-2025.	18.476.200/20.463.231	90,29%	1.987.031/20.463.231	9,71%	0	0	0	0
5	Approved the selection of the auditor for the fiscal year 2025-2026.	20.463.231/20.463.231	100%			0	0	0	0
6	Approved the progress report on the implementation of the plan to offer shares to existing shareholders of HIPT Group Joint Stock Company.	20.463.231/20.463.231	100%			0	0	0	0
7	Through Mr. Le Hai Doan's ability to buy Mr. Mai Hoang's shares up to 200,000 HIG shares to raise Mr. Le Hai Doan's	2.416.971/4.404.002	54,88%	1.987.031/4.404.002	45,12%	0	0	0	0

STT	Voting content	Agree		Disagree		No Comments		Invalid Voucher	
		Quantity (votes)	Proportion	Quantity (votes)	Proportion	Quantity (votes)	Proportion	Quantity (votes)	Proportion
	share ownership rate to exceed 55% without a public tender offer								
8	Approval of the plan to cancel the public company status	18.476.200/20.463.231	90,29%	1.987.031/20.463.231	9,71%	0	0	0	0
9	Approval of the dismissal of members of the Board of Directors	20.463.231/20.463.231	100%			0	0	0	0
10	Approve the election of additional members of the Board of Directors	20.463.231/20.463.231	100%			0	0	0	0
11	Elected Mr. Pham Trung Kien as a Member of the Board of Directors for the term 2021-2026	20.444.931/20.444.931	100%			0	0	0	0