

**RESOLUTION  
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*Pursuant to the Law on Enterprises dated June 17, 2020;*

*Pursuant to the Charter of Hoa Viet Joint Stock Company;*

*Pursuant to the content of the 2026 Annual General Meeting of Shareholders program of Hoa Viet Joint Stock Company dated April 17, 2026;*

*Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders dated April 17, 2026*

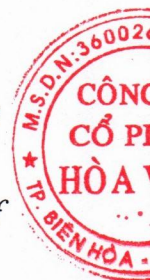
**GENERAL MEETING OF SHAREHOLDERS (GMS)  
HOA VIET JOINT STOCK COMPANY  
RESOLVES:**

**Article 1. Approve the Company's reports, including:**

1. Report on business performance in 2025 and business production plan for 2026;
2. Report on the operations of the Board of Directors in 2025;
3. Report on the operations of the Members of the Board of Supervisors in 2025.

**Article 2. Approve the audited 2025 financial statements with the following business performance:**

| Content   | Unit        | Amount      |
|---|-------------|-------------|
| - Total Revenue:  | Million VND | 1,084,018.1 |
| In which:   |             |             |
| + Net revenue from sales and services                       | Million VND | 1,083,097.7 |
| + Revenue from financial activities                         | Million VND | 771.2       |
| + Other income  | Million VND | 149.2       |
| - Profit before tax   | Million VND | 22,087.4    |
| - Corporate income tax                                      | Million VND | 4,959.8     |
| - Profit after tax  | Million VND | 17,127.6    |
| - Profit after tax from the previous period carried forward | Million VND | 16,720.0    |
| - Total accumulated undistributed profit after tax          | Million VND | 33,847.6    |





**Article 3. Approve the 2025 Profit distribution: appropriation of funds, retained undistributed profit**

| No. | Indicators  | Proposed implementation |                     |
|-----|---|-------------------------|---------------------|
|     |   | Percentage              | Value (million VND) |
| 1   | Undistributed profit after tax  |                         | 17,127.6            |
| 2   | Appropriation for Company Funds   |                         | 0                   |
| 3   | Cash dividend payment   | 0%                      | 0                   |
| 4   | Undistributed profit after tax carried forward to the next period       | 100%                    | 17,127.6            |
| 5   | Undistributed profit after tax from the previous year                   |                         | 16,720.0            |
| 6   | Total undistributed profit after tax carried forward to the next period |                         | 33,847.6            |

**Article 4. Approve the 2025 business production plan with the following financial Indicators:**

- Total revenue: 1,147,000 million VND
- Profit before tax: 21,200 million VND
- Profit after tax: 16,800 million VND

**Article 5. Approve the 2026 Profit distribution plan**

| Content  | Indicators               |
|--|--------------------------|
| - Total Revenue:   | 1,147,000 million VND    |
| - Profit before tax  | 21,200 million VND       |
| - Corporate income tax   | 4,392 million VND        |
| - Profit after tax   | 16,800 million VND       |
| - Profit after tax from the previous period carried forward  | 33,847.6 million VND     |
| - Total accumulated undistributed profit after tax (1)   | 50,616.9 million VND     |
| - Ratio of profit after tax for the year/Average owner's equity  | 11.1%                    |
| - Profit division for the Company's Funds (Development investment fund; bonus, welfare: bonus for the Board of Management) (2) | According to regulations |
| - Profit distributed as dividends (3) (*)  | 0                        |
| - Remaining undistributed profit   | = (1) - (2) - (3)        |

(\*) Note: The Board of Directors proposes not to distribute dividends temporarily until the final results on determining the land lease price with the Dong Nai Provincial People's Committee are available to fulfill financial obligations to the state according to legal regulations.



**Article 6. Remuneration paid in 2025 and proposed remuneration plan for 2026 for non-executive members of the Board of Directors and the Supervisory Board**

- Total remuneration paid in 2025: 1,017,987,821 VND.

- Proposed remuneration plan for 2026 for non-executive members of the Board of Directors and Supervisors:

+ Chairman of the Board of Directors: 11,300,000 VND/person/month before personal income tax;

+ Member of the Board of Directors, Member of the Board of Supervisors: 9,100,000 VND/person/month before personal income tax.

*(For 2026, a monthly advance payment of remuneration shall be made at the maximum level as stated above. At the end of the fiscal year, based on the Company's business performance, the actual remuneration level will be determined and finalized in accordance with regulations).*

**Article 7. Approve the selection of the Auditing firm for the 2026 financial year**

The General Meeting of Shareholders (GMS) unanimously approved the list of Auditing firms including:

1. An Viet Auditing Co., Ltd.
2. VACO Auditing Co., Ltd. - Ho Chi Minh City Branch
3. International Auditing Co., Ltd. (ICPA)

Authorized the Board of Directors to select one of the proposed Auditing firms to perform the audit of the 2026 financial year of Hoa Viet Joint Stock Company, and assigned the Director to sign the contracts.

**Article 8. Approve Contracts and Transactions between Hoa Viet Joint Stock Company and related parties (Proposal No. 135/TTr-CPHV dated March 26, 2026 of Hoa Viet Joint Stock Company)**

**Article 9. Approve the plan for rearranging, using, and handling the real estate facilities of Hoa Viet Joint Stock Company in localities according to the actual situation (Proposal No. 136/TTr-CPHV dated March 26, 2026 of Hoa Viet Joint Stock Company)**

**Article 10. Approval of the dismissal of members of the Board of Directors and the Supervisory Board**

1. Mr. Phan Quoc Toan - Member of the Board of Directors for the 2021 - 2026 term: Term expired.

2. Mr. Dao Xuan Lap - Member of the Supervisory Board: Based on resignation letter.





3. Mr. Le Hoan Vu - Member of the Supervisory Board for the 2021 - 2026 term: Term expired.

4. Mr. Nguyen Huu Hong Son - Member of the Supervisory Board for the 2021 - 2026 term: Term expired.

**Article 11.** Approval of the election results for the Board of Directors

Mr. Phan Quoc Toan - Member of the Board of Directors for the 2026 - 2031 term.

**Article 12.** Approval of the election results for the Supervisory Board

1. Ms. Tran Thi Hoang Dieu - Member of the Supervisory Board for the 2026 - 2031 term.

2. Mr. Luong Van Lien - Member of the Supervisory Board for the 2026 - 2031 term.

3. Mr. Nguyen Quoc Dung - Member of the Supervisory Board for the 2026 - 2031 term.

**Article 13. Implementation**

- The Resolution takes effect from the date of signing and issuance.
- The Board of Directors of Hoa Viet Joint Stock Company is responsible for leading the Company in implementing the Content of this Resolution.
- The Resolution is sent to all Shareholders with Voting rights of Hoa Viet Joint Stock Company.

The meeting ended at 11:45 AM on the same date and this Resolution was unanimously approved by the meeting through voting./.

**Recipients:**

- Hanoi Stock Exchange;
- Shareholders;
- Board of Management, Board of Supervisors;
- Information disclosure officer;
- Archived: Secretariat, Board of Directors;

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN**



**Tran Quang Ha**