

Hanoi, April 28, 2026

**RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HANOI SOAP JOINT STOCK COMPANY**

Under the 2020 Law on Enterprises (Law No. 59/2020/QH14), as amended and supplemented by the 2022 Law amending and supplementing a number of articles of the Law on Enterprises (Law No. 03/2022/QH15) and relevant amending and supplementing documents;

Under the Charter of Hanoi Soap Joint Stock Company;

Under the Minutes of the Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company dated April 28, 2026;

**THE GENERAL MEETING OF SHAREHOLDERS OF HANOI SOAP
JOINT STOCK COMPANY RESOLVES**

Article 1. Approval of the Business Performance Report for 2025 and the Business Plan for 2026

1.1 Business Performance in 2025:

No.	Indicators	Unit	2025 Actual
1	Industrial production value (at actual prices)	VND mil.	41,126
2	Total Revenue	VND mil.	105,393
3	Net Revenue	VND mil.	98,893
4	Profit before tax	VND mil.	36.8

1.2 Business Plan for 2026:

No.	Indicators	Unit	2026 Plan
1	Industrial production value (at actual prices)	Tr.đ	71.755
2	Total Revenue	Tr.đ	147.019
3	Net Revenue	Tr.đ	146.404
4	Profit before tax	Tr.đ	-4.346



Article 2. Approval of the 2025 Audited Financial Statements

The General Meeting of Shareholders unanimously approved the 2025 audited financial statements.

Article 3. Approval of the Profit Distribution Plan and Dividend Payment for 2025

The General Meeting of Shareholders approves the plan of no dividend payment for 2025.

Article 4. Approval of the 2026 Interim Dividend Payment

The General Meeting of Shareholders authorizes the Board of Directors to decide on the dividend advance for 2026 and to implement such payment to shareholders in accordance with the Company's business performance and applicable laws.

Article 5. Approval of the Board of Directors' Report for 2025 and Business Orientation for 2026

The General Meeting of Shareholders approved the Board of Directors' report on activities for 2025 and its orientation for 2026.

Article 6. Approval of the Supervisory Board's Report

The General Meeting of Shareholders approves the report on activities of the Supervisory Board for 2025 and its directions for 2026.

Article 7. Approval of the Auditor Selection for 2026

The General Meeting of Shareholders authorizes the Board of Management to select an auditing firm to conduct the 2026 financial statement audit in compliance with legal regulations and authorizes the General Director to sign the audit contract.

Article 8. Approval of the Remuneration for the Board of Directors, Supervisory Board, and Corporate Secretary

The General Meeting of Shareholders approved the remuneration for 2026 as follows:

- Chairman of the Board of Directors: 3,000,000 VND/month
- Board Members: 2,500,000 VND/member/month
- Non-executive Head of the Supervisory Board: 2,500,000 VND/month
- Supervisory Board Members: 2,000,000 VND/member/month
- Corporate Secretary: 2,000,000 VND/month

Article 9. Approval of amendments and supplements to the Company Charter

The General Meeting of Shareholders approves the amendments and supplements to the Company Charter as presented at the Meeting and authorizes the Board of Directors to finalize, promulgate the amended Charter, and carry out procedures in accordance with applicable laws.

Article 10. Implementation

This Resolution is adopted by the General Meeting of Shareholders with 100% of the total voting shares of attending shareholders in favor.

This Resolution takes effect from April 28, 2026.

The Board of Directors, the Management, and relevant departments are responsible for the implementation of this Resolution.



Recipients:

- As stated in Article 10;
- Archived: Ad; BOD.

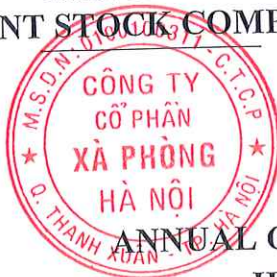
ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS
CHAIRPERSON



Nguyen Xuan Bac



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Hanoi, April 28, 2026

MINUTES

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HANOI SOAP JOINT STOCK COMPANY**

I. LEGAL BASIS

Under the 2020 Law on Enterprises (Law No. 59/2020/QH14), as amended and supplemented by the 2022 Law amending and supplementing a number of articles of the Law on Enterprises (Law No. 03/2022/QH15) and relevant amending documents;

Under the Charter of Hanoi Soap Joint Stock Company;

Under the Minutes of Verification of Shareholders' Eligibility to attend the 2026 Annual General Meeting of Shareholders;

Under the Rules and Regulations on the Organization of the 2026 Annual General Meeting of Shareholders as adopted by the Meeting.

II. COMPANY INFORMATION

Company Name: Hanoi Soap Joint Stock Company (HASO)

Head Office: No. 233B, Nguyen Trai Street, Khuong Dinh Ward, Hanoi City.

Charter Capital: VND 129,724,750,000.

III. TIME AND VENUE

1. Time: The meeting commenced at 9:00 AM on April 28, 2026.

2. Venue: 4th-floor conference room, office building, Hanoi Soap Joint Stock Company, Lot CN 3.2, Thach That – Quoc Oai Industrial Park, Tay Phuong Commune, Hanoi City.

IV. ATTENDANCE

The total number of shareholders attending in person and by proxy was 08, representing 10,429,297 shares, accounting for 80.4% of the total voting shares.

Pursuant to the Law on Enterprises 2020 and the Company's Charter, the 2026 Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company (the "Meeting") satisfied the conditions to proceed.

V. PROCEEDINGS OF THE MEETING

1. Report on Verification of Shareholder Eligibility

The Meeting approved the list of the Shareholder Eligibility Verification Committee nominated by the Board of Directors with 100% of the total voting shares of attending shareholders in favor, including:

- Mr. Nghiem Minh Long – Head of Admin & HR – Head
- Ms. Doan Thi Thanh Huong – Deputy Head of Admin & HR – Member
- Ms. Dang Ha Thu – Planning & Supply Staff – Member

2. Approval of the Presidium, Secretary, and Vote Counting Committee

The Meeting approved, by a show of voting cards at the Meeting with 100% of



the total voting shares of attending shareholders in favor, the following:

Presidium:

- Mr. Nguyen Xuan Bac – Chairman of the Board of Directors – Chairperson
- Mr. Le Viet Phuong – Member of the Board of Directors, General Director –

Member

Secretary:

Ms. Nguyen Lan Phuong – Company Secretary

Voting Counting Committee:

- | | | |
|-----------------------|---------------------------------|-------------------|
| - Mr. Khuat Hong Hai | Finance & Accounting Department | Head of Committee |
| - Mr. Cao Van Loc | MSD Department | Member |
| - Ms. Phan Thi Phuong | R&D Department | Member |

Voting result: Approved by 100% of the total voting shares of attending shareholders.

3. Approval of Meeting Regulations and Agenda

The Meeting approved, by show of voting cards with 100% of the total voting shares in favor, the following:

- Meeting Organization Regulations;
- Meeting Agenda;
- Voting Regulations for the 2026 Annual General Meeting of Shareholders.

4. Presentations at the Meeting

The Board of Directors, Management, and Supervisory Board presented the following reports and proposals:

- 4.1 Business Performance Report for 2025 & Business Plan for 2026
- 4.2 2025 Audited Financial Statements
- 4.3 Proposal for Profit Distribution & Dividend Payment for 2025
- 4.4 Proposal for Interim Dividend Payment for 2026
- 4.5 Board of Management's Report for 2025 & Business Orientation for 2026
- 4.6 Supervisory Board's Report for 2025
- 4.7 Proposal for Selection of Independent Audit Firm for 2026
- 4.8 Remuneration Report for the Board of Management, Supervisory Board, and

Company Secretary for 2026

- 4.9 Proposal for Amendments to the Company Charter

5. Shareholders' opinions and discussions

The Meeting approved, by a show of voting cards at the Meeting with 100% of the total voting shares of attending shareholders in favor, the following:

Questions and responses: None.

6. Voting on matters presented at the Meeting

The Meeting voted by ballot (with the attached Vote Counting Minutes).

Summary results are as follows:

- 6.1 Approval of the 2025 business performance report and 2026 plan: 10,429,297 shares in favor, representing 100% of the total voting shares of attending shareholders.

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6.2 Approval of the audited financial statements for 2025: 10,429,297 shares in favor (100%).

6.3 Approval of no profit distribution and no dividend payment for 2025: 10,429,297 shares in favor (100%).

6.4 Approval of authorization to the Board of Directors to decide on dividend advance for 2026 and implement payment: 10,429,297 shares in favor (100%).

6.5 Approval of the Board of Directors' report for 2025 and orientation for 2026: 10,429,297 shares in favor (100%).

6.6 Approval of the Supervisory Board's report for 2025: 10,429,297 shares in favor (100%).

6.7 Approval of authorization to the Board of Directors to select an independent auditor for 2026 and authorize the General Director to sign the audit contract: 10,429,297 shares in favor (100%).

6.8 Approval of remuneration for the Board of Directors, Supervisory Board, and Company Secretary for 2026: 10,429,297 shares in favor (100%).

6.9 Approval of amendments and supplements to the Company Charter: 10,429,297 shares in favor (100%).

VI. CLOSURE OF THE MEETING

The Minutes and the Resolution of the Meeting were prepared, read to the Meeting, and approved by 100% of the total voting shares of attending shareholders.

The 2026 Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company was closed at 11:30 AM on April 28, 2026.

SECRETARY OF THE MEETING

CHAIRPERSON OF THE MEETING



Nguyen Lan Phuong



Nguyen Xuan Bac



Hanoi, April 28, 2026



MINUTES OF SHAREHOLDER ELIGIBILITY VERIFICATION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANOI SOAP JOINT STOCK COMPANY

Under the 2020 Law on Enterprises (Law No. 59/2020/QH14), as amended and supplemented by the 2022 Law amending and supplementing a number of articles of the Law on Enterprises (Law No. 03/2022/QH15);

Under the Charter of Hanoi Soap Joint Stock Company;

Under the list of shareholders entitled to attend the 2026 General Meeting of Shareholders, finalized on March 27, 2026.

Today, at 09:00 AM, on April 28, 2026, at the 4th Floor Hall, Hanoi Soap Joint Stock Company – Lot CN 3.2, Thach That - Quoc Oai Industrial Zone, Hanoi, the Shareholder Eligibility Verification Committee for the 2025 Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company consists of:

- Mr. Nghiem Minh Long, Head of Administration & HR Department – Head of the Committee.

- Ms. Doan Thi Thanh Huong - Member.

- Ms. Dang Ha Thu – Member.

The Head of the Shareholder Eligibility Verification Committee announces the verification results as follows:

- As of 09:00 AM on April 28, 2026, the charter capital contributed by shareholders of the Company is VND 129,724,750,000 (*One hundred twenty-nine billion, seven hundred twenty-four million, seven hundred fifty thousand dong*).

- The charter capital is divided into 12,972,475 shares (*Twelve million, nine hundred seventy-two thousand, four hundred seventy-five shares*) with a par value of VND 10,000 (*Ten thousand dong*) per share.

Results of the verification of shareholder eligibility:

- The number of participants in the General Meeting (including direct shareholders and authorized representatives): 08 persons, representing 10,429,297 shares.

- The number of participants eligible to attend the meeting: 05 persons, representing 10,384,543 shares.

- Percentage of total voting shares represented at the meeting: 80.40%.

According to the current Enterprise Law and the Charter of Hanoi Soap Joint Stock Company, the 2026 Annual General Meeting of Shareholders of the Company meets the conditions to be validly convened.

HEAD OF THE COMMITTEE

Nghiem Minh Long

VOTE COUNTING MINUTES
GENERAL MEETING OF SHAREHOLDERS 2026
HANOI SOAP JOINT STOCK COMPANY

Under the Charter of Hanoi Soap Joint Stock Company;

Under the Rules and Regulations on the Organization of the 2026 Annual General Meeting of Shareholders as adopted at the Meeting.



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|----------------------------|--------------------------------------|-------------------|
| Stock Company consists of: | | |
| - Mr. Khuat Hong Hai | Finance & Accounting Department | Head of Committee |
| - Mr. Cao Van Loc | Marketing and Advertising Department | Member |
| - Ms. Phan Thi Phuong | R&D Department | Member |

The Vote Counting Committee distributed and collected ballots from 08 shareholders (including those attending in person and by proxy), representing a total of 10,429,297 shares.

BALLOT COUNTING RESULTS:

- Total ballots distributed: 08
- Total ballots collected: 08
- Ballots distributed/collected: 08/08
- Valid ballots: 08 (100%)
- Invalid ballots: 0 (0%)

No.	Content	Voting Results		
		For	Against	Abstention
1	Business performance report 2025 and 2026 plan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No. of Ballots	08		
	No. of Shares	10,429,297		
	Percentage (%)	100%		

No.	Content	Voting Results		
		For	Against	Abstention
2	Audited financial report 2025	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No. of Ballots	08		
	No. of Shares	10,429,297		
	Percentage (%)	100%		
3	Proposal on profit distribution and dividend payment 2025	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No. of Ballots	08		
	No. of Shares	10,429,297		
	Percentage (%)	100%		
4	Proposal for interim dividend payment in 2026	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No. of Ballots	08		
	No. of Shares	10,429,297		
	Percentage (%)	100%		
5	Report of the Board of Directors for 2025 and orientation for 2026	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No. of Ballots	08		
	No. of Shares	10,429,297		
	Percentage (%)	100%		
6	Report of the Supervisory Board for 2025	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No. of Ballots	08		
	No. of Shares	10,429,297		
	Percentage (%)	100%		
7	Proposal to appoint independent auditor for financial report 2026	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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No.	Content	Voting Results		
		For	Against	Abstention
	No. of Ballots	08		
	No. of Shares	10,429,297		
	Percentage (%)	100%		
8	Report on remuneration of Board of Management, Supervisory Board, and Company Secretary in 2025 and proposal for 2026	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No. of Ballots	08		
	No. of Shares	10,429,297		
	Percentage (%)	100%		
9	Proposal to amend and supplement the Company Charter	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	No. of Ballots	08		
	No. of Shares	10,429,297		
	Percentage (%)	100%		

The Vote Counting Committee confirms that the distribution, collection, and counting of ballots were conducted in a public, transparent manner, in compliance with applicable laws and the Meeting Regulations, and that they accurately reflect the voting results of the shareholders attending the Meeting.

This Ballot Counting Minutes is made in two (02) original copies, completed at 10:30 AM on the same day.

BALLOT COUNTING COMMITTEE

CHAIRMAN


Khuat Hong Hai


Cao Van Loc


Phan Thi Phuong


Nguyen Xuan Bac

