

draft

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**YEAR 2025**

**GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019
- Pursuant to the Charter of Hoa An Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders, held on April 18, 2025.

**DECIDES**

**ARTICLE 1. THE GENERAL MEETING OF SHAREHOLDERS RATIFY THE FOLLOWING CONTENTS:**

**1. Board of Directors' activity report 2024 and Board of Directors' action plan for 2025.**

(Details in the meeting documents)

**2. Audited 2024 business results (details in audited financial statements)**

ordinal	Main item	Unit	Value
1	Total Revenue	1.000 vnd	309.366.590
2	Total Profit Before Tax	1.000 vnd	68.270.488
3	Total Profit After Tax	1.000 vnd	51.706.620
4	Average monthly product salary income per person	1.000 vnd	13.400
5	2024 dividend has been provisionally paid in the first installment of 15% = cash	1.000 vnd	22.081.610

**3. Production and business plan for 2025: (Details in the meeting documents)**

ordinal	Main item	Unit	Value
1	Total Revenue	1.000 đ	315.600.000
2	Total Profit Before Tax	1.000 đ	72.000.000

ordinal	Main item	Unit	Value
3	Total Profit After Tax	1.000 đ	57.600.000
4	Average monthly product salary income per person	1.000 đ	14.600

#### **4. The 2025 dividend plan is expected to be from 15% to 30% in cash**

Dividend payment sources: is the realized profit of 2025 and accumulated retained earnings to the end of the previous period (31/12/2024).

#### **5. Board of Supervisors Report 2024.**

(Details in the meeting documents)

#### **6. Profit Distribution 2024**

ordinal	Contents	Unit	Value
A	Total Profit Before Tax	vnd	68.270.487.826
B	Total Profit After Tax		<b>51.706.620.003</b>
<b><i>Distribution of profit after tax:</i></b>			
1	Board of Directors remuneration is 2% of after-tax profit.	vnd	1.034.132.000
2	Board of Supervisors remuneration	vnd	288.000.000
3	Deduction for Social Welfare Fund	vnd	1.551.199.000
4	Deduction for Company Reward Fund	vnd	1.551.199.000
5	Deduction for Company Welfare Fund	vnd	0
6	Interim 1st dividend payment for 2024 (15% in cash)	vnd	22.081.609.500
7	Expected to pay additional dividend of 2024 (15% in cash) (approved at the 2025 Annual General Meeting of Shareholders)	vnd	22.081.609.500
8	<b>Undistributed 2024 profits</b>	vnd	<b>3.118.871.003</b>

(Dividend payment source for 2024: is Realized profit of 2024).

#### **7. Report on remuneration of the Board of Directors and the Board of Supervisors in 2024 and plan for 2025.**

a. Total Board of Directors' remuneration in 2024 is 2% of Profit after tax = 1.034.132.000 vnd; Total remuneration of the Board of Supervisors in 2024 is 288.000.000vnd. (Details in the meeting documents).

b. Board of Directors' remuneration plan for 2025 = 02% of profit after tax.

c. Board of Supervisors' remuneration plan for 2025 = 288,000,000 VND/year.

#### **8. Selecting an independent auditor to audit the 2025 Financial Statements.**

The General Meeting of Shareholders authorizes the Board of Supervisors to select one of the following auditing companies to review the Semi-Annual Financial Statements and Audited Financial Statements for 2025:

**a. RSM Vietnam Auditing and Consulting Limited.**

Head office: 5<sup>th</sup> Floor, Sai Gon 3 Building; 140 Nguyễn Văn Thủ; Phường Da Kao ward, 1<sup>th</sup> district 1, Ho Chi Minh city.

**b. AASC Auditing Firm Company Limited**

Head office: No 01 Le Phung Hieu, Hoan Kiem district, Ha Noi city.

**c. A&C Auditing and Consulting Company Limited**

Head office: No 02 Truong Son, 2<sup>th</sup> Ward, Tan Binh district, HCM city

**d. CPA Vietnam Auditing Company Limited.**

Head office: 8<sup>th</sup> Floor, VG Office Building, No 235 Nguyen Trai, Thanh Xuân Trung ward, Thanh Xuân district, Ha Noi city, Viet Nam.

**9. Financial Investment**

Continue purchasing VLB shares to increase the Company's ownership in BBCC, up to a maximum of 15%.

Authorize the Board of Directors to decide on the purchase price and timing to optimize investment efficiency.

**ARTICLE 2. ORGANIZE IMPLEMENTATION**

This Resolution was approved by the General Meeting of Shareholders of Hoa An Joint Stock Company at the 2025 Annual General Meeting of Shareholders on April 18, 2025 with ...% approval vote and effective from the date of signing.

The General Meeting of Shareholders authorizes the Board of Directors, the Board of Supervisors and the Executive Board of the company responsible for implementing the Resolution according to their functions and duties, in accordance with the provisions of the Law and the Company's Charter./.

**On behalf of the General Meeting of Shareholders  
CHAIRMAN**

CAO TRUONG THU