

DRAFT

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS
YEAR 2026

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 2026 Annual General Meeting of Shareholders, held on April 16, 2026.

DECIDES

ARTICLE 1. THE GENERAL MEETING OF SHAREHOLDERS ADOPTED THE FOLLOWING MATTERS:

1. Board of Directors' activity report 2025 and Board of Directors' action plan for 2026.

(Details in the meeting documents)

2. Audited 2025 business results (details in audited financial statements)

ordinal	Main item	Unit	Parent Company	Consolidated
1	Total Revenue	1.000 vnd	429.234.685	437.851.129
2	Total Profit Before Tax	1.000 vnd	139.853.870	132.814.252
3	Total Profit After Tax	1.000 vnd	116.782.965	109.743.347
4	Average monthly product salary income per person	1.000 vnd	18.800	18.800

3. Production and business plan for 2026: (Details in the meeting documents)

ordinal	Main item	Unit	Consolidated Plan
1	Total Revenue	1.000 đ	385.559.229
2	Total Profit Before Tax	1.000 đ	83.808.000
3	Total Profit After Tax	1.000 đ	67.046.400

ordinal	Main item	Unit	Consolidated Plan
4	Average monthly product salary income per person	1.000 đ	14.800

4. The 2026 dividend plan is expected to be from 20% to 30% in cash

Dividend payment sources: is the realized profit of 2026 and accumulated retained earnings to the end of the previous period (31/12/2025).

5. Board of Supervisors Report 2025.

(Details in the meeting documents)

6. Profit Distribution 2025

ordinal	Contents	Unit	Value
I	Total Profit Before Tax	vnd	139.853.870.476
II	Total Profit After Tax		116.782.965.286
III. Distribution of profit after tax:			
1	Board of Directors remuneration is 2% of after-tax profit.	vnd	2.335.659.000
2	Board of Supervisors remuneration	vnd	288.000.000
3	Allocation to the Company's Reward Fund	vnd	5.839.148.000
4	Allocation to the Social Welfare Fund	vnd	1.167.830.000
5	Allocation to the Company's Welfare Fund	vnd	2.335.659.000
6	Dividend distribution for the year 2025 at 30% in cash (approved at the 2026 Annual General Meeting of Shareholders)	vnd	44.163.219.000
7	Undistributed 2025 profits	vnd	60.653.450.286

(Dividend payment source for 2025: is Realized profit of 2025).

7. Report on remuneration of the Board of Directors and the Board of Supervisors in 2025 and plan for 2026.

a. Total Board of Directors' remuneration in 2025 is 2% of Profit after tax = 2.335.659.000 vnd; Total remuneration of the Board of Supervisors in 2025 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 2026 = 420,000,000 VND/year.

8. Selecting an independent auditor to audit the 2026 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 2026:

a. RSM Vietnam Auditing and Consulting Limited.

Head office: 3th Floor, L'MAK THE SIGNATURE Building, 147 – 147Bis Hai Bà Trưng Xuan Hoa ward, Ho Chi Minh city.

b. AASC Auditing Firm Company Limited

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

c. A&C Auditing and Consulting Company Limited

Head office: No 02 Truong Son, Tan Son Hoa Ward, Ho Chi Minh city

d. CPA Vietnam Auditing Company Limited.

Head office: 8th Floor, VG Office Building, No 235 Nguyen Trai, Khuong Dinh ward, Ha Noi city.

9. Investment activities

Investment in quarry development: The Board of Directors and the Executive Management are assigned to continue researching, identifying, and evaluating opportunities for investment in new quarry projects.

Financial investment: Continue purchasing shares of VLB (Bien Hoa Construction and Building Materials Production Joint Stock Company) to increase the Company's ownership ratio in VLB to approximately 15%.

To carefully study and assess investment opportunities in financial investments and other sectors/industries, ensuring alignment with the Company's financial capacity and sustainable development orientation.

To authorize the Board of Directors to decide on the purchase price and timing of share acquisitions to ensure investment efficiency..

ARTICLE 2. ORGANIZE IMPLEMENTION

This Resolution was approved by the General Meeting of Shareholders of Hoa An Joint Stock Company at the 2026 Annual General Meeting of Shareholders on April 16, 2026 with 100% 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