

**RESOLUTIONS**  
**THE ANNUAL GENERAL MEETING OF SHAREHOLDER 2025**

**THE GENERAL MEETING OF SHAREHOLDER**  
**HANOI TRADE JOINT STOCK CORPORATION**

Pursuant to:

- Enterprise Law 2020 and other relevant regulations;
- The Charter of the Hanoi Trade Joint Stock Corporation;
- The Meeting Minutes of the General Meeting of Shareholders of the Company date 29/4/2025.

**RESOLUTION**

Article 1. The General Meeting of Shareholders ("GMS") approved the following resolution:

1. **RESOLUTION NO.1:** The GMS approved Report on Business results for 2024 and Plan for 2025 of the Company's BOM.
2. **RESOLUTION NO.2:** The GMS approved the Separated and Consolidated Audited FS 2024 of the Company.
3. **RESOLUTION NO.3:** The GMS approved the Report on the BOD on operation results in 2024 and Plan in 2025.
4. **RESOLUTION NO.4:** The GMS approved the Report of IC operation in 2024 and plan for 2025.
5. **RESOLUTION NO.5:** The GMS approved the remuneration of the BOD and IC of 2024 and plan in 2025 pursuant to the Proposal No. 62/2025/TTr-HĐQT dated 08/04/2025 of BOD, detailed as follows:
  - 5.1. **The BOD and IC's remuneration of 2024 (from January 1st 2024 to December 31st 2024 and 01 month remuneration for Lunar New Year): 208,000,000 VND (including personal tax income), detailed as follow:**
    - Total remuneration of BOD 2024: 143,000,000 VND
    - Total remuneration of IC 2024: 65,000,000 VND
  - 5.2. **Plan of BOD and IC's remuneration for 2025 (from January 1st 2025 to December 31st 2025 and 01 month remuneration for Lunar New Year) as follows:**
    - 5.2.1 BOD:
      - Chairman of BOD: 5,000,000 VND/month.
      - Member of BOD: 3,000,000 VND/member/month.
    - 5.2.2 IC:
      - Head of IC: 3,000,000 VND/month.



- Member of IC: 1,000,000 VND/member/month.

6. **RESOLUTION NO.6:** The GMS approved the plan of not distributing the funds and paying dividends to shareholders in 2024 pursuant to Proposal No. 61/2025/TTr-HĐQT dated 08/04/2025 of BOD.
7. **RESOLUTION NO.7:** The GMS approved the authorization for the Board of Directors to decide on the selection of an independent auditor to audit the FS 2025 pursuant to the Proposal No. 63/2025/TTr-BKS dated 08/4/2025 of the IC.
8. **RESOLUTION NO.8:** The GMS fully authorizes the BOD and allows the BOD to authorize the Chairman of the BOD or other members of the BOD to consider, decide, and organize the implementation of issues approved by the GMS and to consider and decide on other matters within the authority of the GMS that arise and must be resolved between two annual GMS and to carry out related procedures according to regulations.

The contents of the resolutions, authorizations in accordance with the Annual GMS's resolution of 2025 shall take effect from the date of approval and shall not be limited in validity until the GMS makes another decision to replace them.

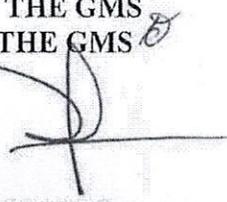
**Article 2:** This Resolution takes effect from the date of signing.

Shareholders, Board of Directors, Inspection Committee, General Director, Heads of Departments/Offices/Branch/Unit under the Company and related individuals are responsible for implementing this Resolution./.

**Recipient:**

- Article 2 (for implementation);
- Filling, BOD;

ON BEHALF OF THE GMS  
CHAIRING OF THE GMS  
TỔNG CÔNG TY  
THƯƠNG MẠI HÀ NỘI  
CÔNG TY CỔ PHẦN  
NGUYEN THAI DUNG



**THE MEETING MINUTES**  
**THE ANNUAL GENERAL MEETING OF SHAREHOLDER 2025**  
**DATED 29/04/2025**

**Enterprise's Name** : *HANOI TRADE JOINT STOCK CORPORATION*  
(Company")  
**Headquarter** : 38-40 Le Thai To, Hoan Kiem District, Hanoi.  
**Enterprise's Code** : 0100101273  
**Time** : 8 a.m on 29/04/2025  
**Location** : 7 floor, the Company's Headquarter, 38-40 Le Thai To, Hoan  
Kiem District, Hanoi.

**Main content of the Meeting:**

1. Report on Business results for 2024 and Plan for 2025 of the Board of Management ("BOM") of the Company.
2. The Separated and Consolidated Audited Financial Statements ("FS") 2024.
3. Report on the Board of Directors ("BOD") on Operation results in 2024 and Plan in 2025
4. Report of Inspection Committee ("IC") operation in 2024 and plan for 2025
5. Proposal on approval of remuneration of the BOD and IC of 2024 and plan in 2025;
6. Proposal on dividend distribution for 2024;
7. Proposal on selection of Auditor Company to audit the FS 2025;
8. Other content (if any);
9. Approving the Meeting Minute and Resolution of Annual General Meeting of Shareholder 2025 ("GMS").

**A. GMS OPENING AND PARTICIPANTS:**

**I. GMS Opening:**

The GMS listened to Ms. Do Tue Tam - Deputy General Director of the Company on behalf of the Organizing Committee deliver the opening speech of the GMS.

**II. GMS Participants:**

**1. Shareholders:**

All shareholders currently owning shares of the Company as of the shareholder list closing date of March 31, 2025.

**2. The BOD's member:**

- Mr. Nguyen Thai Dung – Chairman.

**3. The IC's member:**

- Ms. Nguyen Hong Hai – Head of IC

**4. The BOM's member:**



- Ms. Duong Thi Lam                      - General Director
- Ms. Do Tue Tam                         - Deputy General Director
- Ms. Nguyen Thu Hang                 - Chief Accountant

### **III. Shareholder qualification verification report:**

At 9:00 a.m, the GMS listened to Mr. Dang Thanh Tung - Head of the Shareholder Qualification Examination Committee - report on the results of the shareholder qualification verification:

- Total number of shareholders entitled to attend the meeting: 394 shareholders, total number of shares owned: 219,958,600 shares, equivalent to 100% of total number of voting shares.
- Shareholders attending the General Meeting include: 31 official and authorized shareholders, representing the ownership of 217,622,441 shares, accounting for 98,9379% of the total number of voting shares.
- Number of absent shareholders: 363 shareholders, representing the ownership of 2,336,159 shares, accounting for 1,0621% of the total number of voting shares.

Pursuant to the Law on Enterprises 2020 and the Charter of the Company, the number of shareholders officially attending and authorized to attend the 2025 Annual General Meeting of Shareholders of the Company, the number of shareholders ensuring that the Annual General Meeting of Shareholders 2025 is conducted validly.

Before proceeding with the next tasks in the content of the GMS, the Organizing Committee recorded that 01 delegate, who is the authorized representative for 2,000 shares of shareholder code HTM.000006 (who has completed the registration procedure to attend the meeting according to regulations), left the meeting room and did not participate in voting on the contents according to the GMS's Meeting agenda. Therefore, the number of shares attending and voting on the contents in the GMS's Meeting agenda was recorded as 217,620,441 shares.

## **B. GMS CONTENT**

### **I. GMS approved the Working and Voting Regulations:**

Ms. Do Tue Tam submit the Working and Voting Regulations to obtain the GMS's approval.

The GMS voted by raising voting cards and approved the Working and Voting Regulations.

*Discussion of shareholders: None.*

*Voting result:*

*Affirmative: 217,620,441 voting, equivalent to 100% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

### **II. GMS approved the Chairing Committee, the Secretary Committee and the Vote Counting Committee:**

#### **1. The Chairing Committee:**

- Mr. Nguyen Thai Dung                 - Chairman – Chairing of the GMS.
- Ms. Duong Thi Lam                      - General Director – Member of the Chairing Committee

#### **2. The Secretary Committee :**

- Ms. Luong Thi Khanh - Head of the Secretary Committee
- Mr. Chu Huy Tung - Member

### **3. The Vote Counting Committee:**

- Mr. Dang Thanh Tung - Head of the Vote Counting Committee
- Ms. Nguyen Thu Hang - Member
- Mr. Nguyen Trung Dung - Member.

The GMS voted by raising voting cards and approved the Chairing Committee, the Secretary Committee and the Vote Counting Committee:

*Discussion of shareholders: None.*

*Voting result:*

*Affirmative: 217,620,441 voting, equivalent to 100% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

### **III. GMS approved the Meeting agenda:**

The GMS heard Mr. Nguyen Thai Dung – Chairing of the GMS presented the Meeting agenda to obtain GMS’s approval.

The GMS voted by raising voting cards and approved the Meeting agenda

*Discussion of shareholders: None.*

*Voting result:*

*Affirmative: 217,620,441 voting, equivalent to 100% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

### **IV. Reports and Proposals presented in the GMS:**

1. The GMS heard Ms. Duong Thi Lam – General Director of the Company presented:
  - Report on Business results for 2024 and Plan for 2025 of the Company’s BOM.
  - The Separated and Consolidated Audited FS 2024.
2. The GMS heard Mr. Nguyen Thai Dung – Chairing of the GMS presented:
  - Report on the BOD on Operation results in 2024 and Plan in 2025;
  - Proposal of BOD No. 62/2025/TTr-HĐQT dated 08/04/2025 on approval of remuneration of the BOD and IC of 2024 and plan in 2025;
  - Proposal of BOD No. 61/2025/TTr-HĐQT dated 08/04/2025 on dividend distribution for 2024;
3. The GMS heard Ms. Nguyen Hong Hai – Head of IC presented:
  - Report of IC operation in 2024 and plan for 2025;

- Proposal of BOD No. 63/2025/TTr-HDQT dated 08/04/2025 on selection of Auditor Company to audit the FS 2025.

#### V. The GMS's discussion:

- Shareholder (shareholder code: HTM.000237) commented: Sympathize with the business results in 2024 and the general difficulties of the Company. The Shareholder respectfully request that the Company update the progress of project implementation (Bac Qua market project, ...), update the restructuring process of the Company. The Shareholder request the Chairing Committee to share more in the context of the current difficult world economy, how it will affect the production and business activities of the Company. We sincerely hope that the Company will consider paying dividends to shareholders soon.

=> Ms. Duong Thi Lam – General Director responses:

- The BOD of the Company has made great efforts to maintain the stability of core production and business activities, focusing on promoting export activities in an effective and capital-safe manner. Since the time the Company was equitized, the BOD and the Board of Management have coordinated to promote export activities, however, due to the impact of the world economy not recovering, the impact of war and conflicts between countries in the world, the export results have not been achieved according to the plan.

- The Bac Qua Supermarket Project is in the process of completion to put into operation. The BOD of the Company is currently studying the feasibility of a number of projects to develop a plan for implementation in the coming time.

- The BOD has implemented the necessary tasks to streamline the apparatus and promote the capacity of the Company's employees.

- In the coming year, the Company strives to promote production and business activities to bring economic efficiency to the Corporation and its shareholders.

#### VI. The Resolutions approved:

After hearing all the Reports, Proposals and discussing in the GMS's meeting, the Annual GMS 2025 voted by raising voting cards and approve the following Resolutions:

1. **RESOLUTION NO.1:** The GMS approved Report on Business results for 2024 and Plan for 2025 of the Company's BOM.

Voting results:

*Affirmative: 217,620,441 voting, equivalent to 100% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

2. **RESOLUTION NO.2:** The GMS approved the Separated and Consolidated Audited FS 2024 of the Company.

Voting results:

*Affirmative: 217,468,441 voting, equivalent to 99,9302% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 152.000 voting, equivalent to 0,0698% of the total shares have voting rights attending the meeting.*

3. **RESOLUTION NO.3:** The GMS approved the Report on the BOD on operation results in 2024 and Plan in 2025.

Voting results:

*Affirmative: 217,620,441 voting, equivalent to 100% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

4. **RESOLUTION NO.4:** The GMS approved the Report of IC operation in 2024 and plan for 2025.

Voting results:

*Affirmative: 217,468,441 voting, equivalent to 99,9302% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 152.000 voting, equivalent to 0,0698% of the total shares have voting rights attending the meeting.*

5. **RESOLUTION NO.5:** The GMS approved the remuneration of the BOD and IC of 2024 and plan in 2025 pursuant to the Proposal No. 62/2025/TTr-HĐQT dated 08/04/2025 of BOD, detailed as follows:

- 5.1. **The BOD and IC's remuneration of 2024 (from January 1st 2024 to December 31st 2024 and 01 month remuneration for Lunar New Year): 208,000,000 VND (including personal tax income), detailed as follow:**

- Total remuneration of BOD 2024: 143,000,000 VND
- Total remuneration of IC 2024: 65,000,000 VND

- 5.2. **Plan of BOD and IC's remuneration for 2025 (from January 1st 2025 to December 31st 2025 and 01 month remuneration for Lunar New Year) as follows:**

5.2.1 BOD:

- Chairman of BOD: 5,000,000 VND/month.
- Member of BOD: 3,000,000 VND/member/month.

5.2.2 IC:

- Head of IC: 3,000,000 VND/month.
- Member of IC: 1,000,000 VND/member/month.

Voting results:

*Affirmative: 217,620,441 voting, equivalent to 100% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

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6. **RESOLUTION NO.6:** The GMS approved the plan of not distributing the funds and paying dividends to shareholders in 2024 pursuant to Proposal No. 61/2025/TTr-HĐQT dated 08/04/2025 of BOD.

Voting results:

*Affirmative: 217,468,441 voting, equivalent to 99,9302% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 152.000 voting, equivalent to 0,0698% of the total shares have voting rights attending the meeting.*

7. **RESOLUTION NO.7:** The GMS approved the authorization for the Board of Directors to decide on the selection of an independent auditor to audit the FS 2025 pursuant to the Proposal No. 63/2025/TTr-BKS dated 08/4/2025 of the IC.

Voting results:

*Affirmative: 217,620,441 voting, equivalent to 100% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

8. **RESOLUTION NO.8:** The GMS fully authorizes the BOD and allows the BOD to authorize the Chairman of the BOD or other members of the BOD to consider, decide, and organize the implementation of issues approved by the GMS and to consider and decide on other matters within the authority of the GMS that arise and must be resolved between two annual GMS and to carry out related procedures according to regulations.

The contents of the resolutions, authorizations in accordance with the Annual GMS's resolution of 2025 shall take effect from the date of approval and shall not be limited in validity until the GMS makes another decision to replace them.

Voting results:

*Affirmative: 217,468,441 voting, equivalent to 99,9302% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 152.000 voting, equivalent to 0,0698% of the total shares have voting rights attending the meeting.*

## **VII. Approving the Meeting Minutes, Resolution of the GMS**

Mr. Chu Huy Tung – Member of the Secretary Committee presented the Meeting Minutes, Resolutions of the Annual GMS 2025 of the Company to obtain the GMS's approval.

Voting results:

*Affirmative: 217,620,441 voting, equivalent to 100% of the total shares have voting rights attending the meeting.*

*Negative: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

*Abstentions: 0 voting, equivalent to 0% of the total shares have voting rights attending the meeting.*

**C. THE GMS CLOSING:**

Mr. Nguyen Thai Dung – Chairing of the GMS give a speech for GMS’s closing.  
The GMS 2025 of the Hanoi Trade Joint Stock Corporation end at 10:45 a.m.

**THE CHAIRING COMMITTEE**

**CHAIRING OF THE GMS**

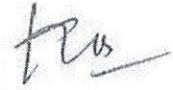




Nguyen Thai Dung

The Secretary Committee

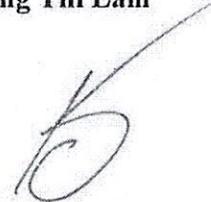
**MEMBER**



Duong Thi Lam



Head of the Secretary Committee  
Luong Thi Khanh



Member  
Chu Huy Tung

Hanoi, April 8<sup>th</sup> 2025

**REPORT ON PRODUCTION AND BUSINESS RESULTS FOR 2024,  
ORIENTATIONS FOR 2025 OF HANOI TRADE JOINT STOCK  
CORPORATION**

**To: General Meeting of Shareholders of Hanoi Trade Joint Stock Corporation**

On behalf of Board of General Directors, I would like to report to Shareholders about the Production and Business Results in 2024 of Hanoi Trade Joint Stock Corporation (“Corporation” or “Hapro”) and Business Plan for 2025, in details:

**I. GENERAL CONTEXT:**

Pursuant to the Agenda approved in the Annual General Meeting of Shareholders 2024 dated April 24<sup>th</sup> of Hanoi Trade Joint Stock Corporation, Corporation has proactively promoted Production and Business Activities with core sectors of Agricultural Product Export and Domestic Trade. Nevertheless, The Revenue of Export Business Activities has not recovered and achieved the approved Plan, as in 2024, the Global and Viet Nam Economy all were impacted severely by post – Covid 19 Pandemic, Russia – Ukraine War as well as tough war in the Gaza Strip, .... Corporation keeps focus on Domestic Trade in Majority and exploiting trade infrastructure, overcoming difficulties, Corporation has also achieved some certain achievements for the 2024 Fiscal Year as follows:

**II. PRODUCTION AND BUSINESS RESULTS IN 2024:**

**1. The Economic Indicator Results in 2024.**

Order	Main Indicator	Actual 2023	Plan 2024	Actual 2024	Comparison (%)	
					Plan 2024	Actual 2023
1	Export Turnover ( <i>Million Dollars</i> )	1,94	3,52	1,72	49%	89%
2	Sales and Service Revenue ( <i>Billion Dong</i> )	397,10	462,50	691,61	150%	174%
3	Profit before Tax ( <i>Billion Dong</i> )	(24,86)	(4,19)	(24,44)		
4	Total Employee at December 12 <sup>th</sup> 2024	324	333	310	93%	96%
5	Average Earnings ( <i>Million Dong/Person/Month</i> )	10,66	11,50	10,54	92%	99%

**2. The main Business Sectors Assessment :**

**2.1. Export Business Activities:**

After Equitization, Corporation has been tracing the Export Business Targets which is the core of Production and Business Activities. However, the Global Economy has not recovered in 2024 along with tense Geo-Politics conflicts, .... Export Activities was under high pressure of Russia – Ukraine War and tough war in the Gaza Strip.

The Global Economy has weakened increasingly in Demand, Expenses is tightening making the Foreign Prices to reduce while Production and Production Input Cost in

- Corporation actively restructures and aligns the image system and identifies Haprofood/BRG Mart retail locations and promotes restructuring, management methods innovation for the operational Domestic Trade Business Network.

- In the Economic Background has not fully recovered due to the post – Covid 19 , the Supermarket/Store chain of Haprofood/BRG Mart has proactively implemented a series of activities demonstrating the responsibility of a large Economic and Commercial Enterprise in the capital to ensure Social Security and Responsibility to the Community. Especially, the program of support farmers for consuming watermelons who are facing difficulties in product output; the Plan to reserve and support with local authorities to fully supply essential goods to people at stable prices;...

### **III. IMPLEMENTATION OF SOME WORK ASPECTS IN 2024:**

#### **1. Foreign Affairs and Trade Promotion Activities:**

##### *❖ Domestic Market Development:*

- Corporation continues to maintain relationships with Associations and Professional Associations, namely the Vietnam Cashew Association, Vietnam Coffee and Cocoa Association, Vietnam Food Association, Hanoi Business Association HBA, VACOD Consumer Goods Development Association, Vietnam Chamber of Commerce and Industry (VCCI), newly joining the Vietnam Private Entrepreneurs Association since February 2025 ... Thereby, helping Corporation continue to maintain its position as a large import-export Trading Enterprise of Hanoi in particular and Vietnam in general

- Continue to participate in major Trade Promotion programs of Hanoi Department of Industry and Trade, the Department of Trade Promotion - Ministry of Industry and Trade... Thereby, helping Corporation continue to maintain its position and increase opportunities for trade and import-export business throughout 2024.

##### *❖ Foreign Market Development:*

- Corporation continues to regularly maintain and develop good relationships with the Ministry of Industry and Trade, the Ministry of Foreign Affairs, domestic and foreign Trade Promotion Organizations, international organizations, Foreign Embassies in Vietnam, and Abroad Representative Agencies in Vietnam to support Corporation's import-export Business Activities.

- The Corporation's direct Trade Promotion Activities in foreign Markets in 2024 such as attending Trade Fairs and Exhibitions, Trading, Visiting Customers ... being limited due to some difficulties and fluctuations in the Market and Customers. However, Corporation regularly maintains contact with Embassies/Trade Offices of Vietnam in other Countries through attending meetings with Ambassadors before their departure for assignments, quarterly Online Meetings with Trade Offices organized by the Ministry of Industry and Trade, online meetings organized by Trade Offices to update the World Market situation, and seek customers interested in Corporation's export Products.

- Besides, Corporation continues to welcome and work with a number of Ambassadors and Counselors of Vietnam in Abroad and a number of foreign Ambassadors and Counselors in Vietnam; International Delegations from China, Hong Kong, Pakistan, Russia, Cuba, France, Denmark, ..... to work at Corporation to discuss cooperation possibilities in the field of import and export of goods.

- Support Corporation in finding food and consumer goods in Sources imported to Vietnam such as Agricultural Products and food from Canada and cosmetics, food from South Korea....



plans to implement Marketing Programs, Brand Promotion .... to maximize business opportunities.

2.4. Strengthen and Export Promotion:

- Implement restructuring of Corporation's Export Activities under streamlining, efficiency and concentration.

- Continue to implement solutions to create a strong breakthrough for the Export Business Sector: increase Export Turnover, expand Markets, develop potential export Products, improve export profit efficiency and ensure Capital in safety.

- Continue to Trade Promotion Programs with domestic and foreign Partners to promote business, especially export business.

2.5. Review and submit to the Board of Directors for approval the restructuring plan of Corporation's Financial Investments.

2.6. Keep well – managed Commercial Infrastructure to network to improve the exploitation efficiency for Corporation.

2.7. Gather all the Financial resources to improve the efficiency of Corporation.

**3. Production and Business Activities Targets in Achievement 2025.**

- Sales and service revenue : 688,58 Billion Dong

- Export Turnover : 7,07 Million Dollars

- Profit before Tax : 2,25 Billion Dong

The Board of General Directors of Hanoi Trade Joint Stock Corporation reports and asks for comments and contributions from valued Shareholders.

Sincerely!

ON BEHALF OF GENERAL DIRECTORS  
GENERAL DIRECTORS



**Duong Thi Lam**



Hanoi, April 2, 2025

**REPORT ON CORPORATE GOVERNANCE AND THE PERFORMANCE OF  
THE BOARD OF DIRECTORS IN 2024, BUSINESS PLAN FOR 2025**

**To: The General Meeting of Shareholders of Hanoi Trade Joint Stock Corporation**

The Board of Directors (“BOD”) of Hanoi Trade Joint Stock Corporation (“Hapro” or “Corporation” or “TCT”) is pleased to report to the General Meeting of Shareholders (“GMS”) on the governance and performance of the BOD in 2024 and the BOD’s business plan for 2025, as follows:

**I. MEMBER OF THE BOARD OF DIRECTORS**

The current BOD of the Corporation consists of 03 members:

- Mr. Nguyen Thai Dung - Chairman of the Board of Directors.
- Ms. Tran Thi Tuyet Nhung - Member of the Board of Directors.
- Ms. Tran Hue Linh - Member of the Board of Directors.

**II. REPORT ON THE PERFORMANCE OF THE BOD IN 2024**

**1. Assessment of the Corporation’s business performance in 2024**

- In 2024, due to global economic difficulties, the war between Russia and Ukraine, and changes in policies and regulations of Vietnam, Vietnam’s import-export activities in general, and the Corporation’s operations in particular, did not meet expectations. Export activities were the most severely affected.
- Additionally, rising costs of raw materials, energy, and global logistics significantly impacted the Corporation’s business expenses. Although inflation has decreased in many countries, it remains at high levels, leading to a trend of reduced consumer spending in major markets such as the U.S. and the E.U, resulting in a sharp decline in import demand.
- In implementing the tasks assigned by the GMS in 2024, the BOD has carried out activities in accordance with the Corporation’s Charter, complied with the Law on Enterprise and applicable legal regulations, and worked closely with the Board of Management to gradually overcome these complex challenges. Despite these difficulties, the Corporation achieved certain results for the financial year 2024, as detailed below:



No	Key Indicators	Actual 2023	2024 Plan	Actual 2024	Comparison (%)	
					2024 Plan	Actual 2023
1	Export turnover (million USD)	1.94	3.52	1.72	49%	89%
2	Net revenue from sales & service provision (billion VND)	397.10	462.50	691.61	150%	174%
3	Profit before tax (billion VND)	(24.86)	(4.19)	(24.44)	-	-

## 2. Summary Report on the activities of the Board of Directors of the Corporation

- Implementing the tasks assigned by the GMS in 2024, the BOD has carried out activities in accordance with the Corporation's Charter; complied with the Law on Enterprise and applicable law.
- In 2024, the BOD successfully organized the Annual General Meeting of Shareholders on April 24, 2024.
- The BOD consistently followed and maintained regular meetings, including direct meeting, online, and obtain BOD members' opinion by voting regarding direct strategic planning, investment, and business operations of the Corporation. The BOD issued resolutions and decisions within its authority, in alignment with the Corporation's Charter and legal regulations, with unanimous approval from all members. All BOD meetings or by voting were conducted in compliance with proper procedures, with the participation of the Board of Management, Inspection Committee, and Chief Accountant of the Corporation. The discussion and voting process for BOD resolutions/decisions followed the Enterprise Law and the Corporation's Charter.
- The Chairman of the BOD performed duties in accordance with the Enterprise Law, the Corporation's Charter, and the BOD's regulations, overseeing and supervising the Board of Management in implementing the BOD's resolutions.
- The BOD members actively contributed to reviewing, developing, and improving the Corporation's internal governance system. They participated in managing and supervising the Corporation's business operations, attending all meetings, and providing constructive and effective input. Based on these contributions, the BOD made key decisions and formulated strategic plans for business and production activities, ensuring alignment with actual market conditions.
- In 2024, the Board of Directors promulgated 21 Resolutions/Decisions, including:
  - + Restructuring the Corporation's capital in Hapro Distribution Joint Stock Company, Hapro Four Seasons Culinary Joint Stock Company, and Hanoi Supermarket Development Joint Stock Company to reorganize ineffective investments, minimize negative impacts on the Corporation's consolidated financial statements, and maintain a favourable credit rating with banks.
  - + Approving additional capital contributions to Hanoi Commercial Infrastructure Development Investment Joint Stock Company, converting it from an affiliated company

into a subsidiary. The BOD also approved the registration to purchase shares during capital increase offering to the existing shareholders.

+ Reorganizing the representatives of the Corporation's capital in its subsidiaries and affiliated companies to ensure effective supervision and monitoring of their business activities.

+ Convening the 2024 Annual General Meeting of Shareholders.

+ Selecting Nhan Tam Viet Auditing Co., Ltd. as the independent auditor for the Corporation's separate and consolidated financial statements for 2024.

+ Approving various regulations and policies to enhance the Corporation's legal framework, including: The salary scale system and wage table, Regulations on declaring and managing personal relationships in the workplace.

+ Approving financing plans, including loans and credit facilities from commercial banks to support business operations and corporate projects.

+ Investment approvals for infrastructure projects, such as: Constructing a wastewater treatment station at Hapro Building (11B Cat Linh, Dong Da District, Hanoi). Adjusting the investment plan for the "Soc Son General Commercial and Service Center" project in Soc Son District, Hanoi.

+ Other matters within the authority of the BOD.

- Throughout 2024, the Corporation fully complied with information disclosure requirements, corporate governance reports, and annual reports in accordance with regulations, ensuring transparency and protecting the rights of the Corporation and its shareholders.

**3. Report on remuneration, operating expenses, and other benefits of the Board of Directors and its members:**

- In accordance with the 2024 Annual General Meeting of Shareholders' Resolution, the Corporation has executed the payment of remuneration to the Board of Directors members in compliance with the Corporation's Charter and applicable legal regulations, as follows:

- Total remuneration for the BOD, including personal income tax for 2024, amounted to VND 167,000,000 (covering 12 months of remuneration and an additional month for the Lunar New Year bonus). The specific monthly remuneration is as follows:

+ Chairman of the BOD: VND 5,000,000 per month

+ BOD members: VND 3,000,000 per member per month

**4. Report on transactions between the Corporation, its subsidiaries, and companies controlled (over 50% capital) by the Corporation with BOD members and their related parties**

- The list of related parties and their interests has been fully disclosed and periodically reported in the Corporate governance report, in accordance with legal regulations.

- All transactions in 2024 between the Corporation and related parties have been updated in the audited Financial statements for the fiscal year ending December 31, 2024.

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### **III. SUPERVISION RESULTS OF THE BOD OVER THE BOARD OF MANAGEMENT OF THE CORPORATION**

- In 2024, the Board of Directors closely supervised and guided the Board of Management while ensuring the smooth operation of the Corporation. To prevent disruptions in business activities and maintain compliance with the Corporation's Charter, internal regulations, and applicable laws, the BOD appointed representatives to attend policy planning and business operation meetings to make decisions and resolve challenges faced by the Board of Management.
- The BOD directed the Board of Management to complete the audit process for the 2024 fiscal year and disclose information as required by law.
- The BOD provided timely and direct guidance to ensure that the Board of Management fulfilled its duties and managed the Corporation in accordance with legal regulations, the Corporation's Charter, and the resolutions of both the BOD and the General Meeting of Shareholders. The BOD also oversaw the implementation of business and investment strategies within the assigned authority. The General Director regularly reported to the BOD on the Corporation's business performance, operational plans, and organizational structure.
- The BOD actively addressed operational challenges and provided support to the General Director to enhance overall business efficiency.
- General Assessment: The Board of Management, management personnel, and departments demonstrated high competence and responsibility while strictly adhering to the resolutions of the GMS and the BOD. They effectively managed and executed the Corporation's business plans for 2024. However, global conflicts and external factors negatively impacted business performance, preventing the Corporation from achieving its planned targets.
- In 2025, as the global economy gradually recovers and businesses work towards overcoming challenges and seizing new opportunities, the Board of Management must make maximum efforts to ensure safe and efficient business operations, restructure, and boost exports through a streamlined and focused approach.

### **IV. OPERATIONAL PLAN OF 2025 OF THE BOARD OF DIRECTORS**

#### **1. Business targets and plan for 2025:**

- The BOD has taken decisive action to evaluate business efficiency at all subsidiaries and develop a progressive business plan for 2025. The plan prioritizes profitability and the growth of the Corporation's core traditional business sectors. The specific 2025 business targets are as follows:
  - + Revenue from sales and services provision: VND 688.58 billion
  - + Export turnover: USD 7.07 million
  - + Profit before tax: VND 2.25 billion

#### **2. Implementation plan and solution:**

- Supervision and direction of the Board of Management:

- + Maintain and expand domestic business operations, enhance profitability, and develop a business model based on an integrated chain system utilizing existing business locations and core business sectors.
- + Review, amend, and improve internal management regulations and policies.
- + Strengthen export operations by implementing a lean and efficient restructuring strategy.
- + Ensure the strict implementation of all resolutions and decisions of the BOD and GMS.
- Develop a timeline and strategy for restructuring investments to improve the performance of subsidiaries where the Corporation holds a majority stake, aligning with the Corporation's strategic goals.
- Strengthen debt collection efforts to maintain stable cash flow for working capital needs.
- Review and continue unfinished investment projects, ensuring legal compliance and cost-effectiveness to prevent capital losses.
- Evaluate and implement investment plans for the Corporation's business locations in Hanoi, aligning with the Corporation's overall business strategy.
- Continue to oversee internal audits and financial supervision of both the Corporation and its subsidiaries.
- Ensure the effective implementation of resolutions adopted by the GMS.
- Manage all activities based on a risk-benefit assessment approach, ensuring adequate control measures are in place.
- Other BOD responsibilities: Address additional matters within the authority of the BOD.

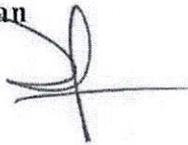
This report on the activities of the BOD of Hanoi Trade Joint Stock Corporation is respectfully submitted for consideration and approval by the General Meeting of Shareholders.

The Board of Directors expresses its appreciation for the continued support of shareholders as well as the dedication and contributions of the Board of Management, management staffs, and employees. The Corporation also acknowledges the support from government agencies, which helped navigate challenges in 2024.

We extend our best wishes for good health to all shareholders and wish the 2025 Annual General Meeting of Hanoi Trade Joint Stock Corporation great success.

Best regard.

On behalf of the Board of Directors  
Chairman



NGUYEN THAI DUNG



## REPORT OF INSPECTION COMMITTEE

### Propose to: General Meeting of Shareholders 2025

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17<sup>th</sup> 2020;
- Pursuant to the Charter of Hanoi Trade Joint Stock Corporation (“Company”);
- Pursuant to the authority and obligation of Inspection Committee stipulated in Company's Charter;
- Pursuant to the Internal Regulations of Company.
- Pursuant to the business activities of Hanoi Trade Joint Stock Corporation, Report of the Board of Directors, Board of Management and the Inspection Committee's activities in 2024;
- Pursuant to Financial Statement 2024 of the Company for the fiscal year from January 1st 2024 to December 31st 2024 audited by Nhan Tam Viet Auditing Co. Ltd.
- Pursuant to the Annual General Meeting of Shareholders 2024 of the Company dated on April 24th 2024.

Inspection Committee of the Company would like to report to the General Meeting of Shareholders (“GMS”) on the main content as follow:

### I. OPERATIONAL RESULTS OF THE INSPECTION COMMITTEE IN 2024

#### 1. The meetings and Inspection Committee's operation in 2024:

During 2024, the Inspection Committee coordinated to inspect and supervise the activities of the Board of Directors, Board of Management and the Company's business activities. The main activities of the Inspection Committee as follow:

- Monitor the implementation of business targets for 2024 according to the Resolution of the 2024 Annual General Meeting of Shareholders.
- Supervising the activities of the Board of Directors, management activities of the Board of Management.
- Supervising compliance with applicable Laws.
- Periodically review the Business activities of the Company pursuant to IC's work program;
- Evaluate the Financial Statement, Corporate Governance Reports and provide comments for the Company to correct on time, ensure that the reports are well – prepared in accordance with the correct procedures, reflecting the Company's financial situation in clearly;
- Participate the Board of Directors' meeting, the Board of Management's meeting to overview the business activities and provide opinion in-time.

The inspection and supervision activities of Inspection Committee's members is carried out continuously and systematically to grasp on time the Company's Activities to detect and overcome shortcomings in the management, operation and internal control systems.

#### 2. Remuneration of Inspection Committee in 2024:

Inspection Committee has consist of three Members (Head of IC and 02 Memebers of IC). All Members of IC to hold concurrently and receive remuneration.

The Inspection Committee's remuneration in 2024 approved by General Meeting of Shareholders, in details:

- Head of Inspection Committee: 3,000,000 VND/Month
- Members of Inspection Committee: 1,000,000 VND/Person/Month

The Inspection Committee related expenses carried out under Company's internal regulations and applicable Law with the goal of saving and efficiency.

## II. EVALUATION OF THE COMPANY'S BUSINESS ACTIVITY OF 2024

### 1. Summary of Financial situation of the Hanoi Trade Joint Stock Company (parent company) as follow:

(Unit: Billion dong)

No	Content	31/12/2024	01/01/2024	Variation	% Variation
		(1)	(2)	(3)=(1)-(2)	(4)=(3)/(2)
<b>A</b>	<b>Total Assets</b>	<b>3,049.14</b>	<b>3,198.47</b>	<b>(149.33)</b>	<b>-5%</b>
1	Current Assets	1,181.61	1,312.42	(130.80)	-10%
2	Long-term Assets	1,867.52	1,886.05	(18.53)	-1%
<b>B</b>	<b>Total Capital</b>	<b>3,049.14</b>	<b>3,198.47</b>	<b>(149.33)</b>	<b>-5%</b>
1	Liabilities payable	833.32	958.04	(124.72)	-13%
2	Owner's Equity	2,215.82	2,240,43	(24.61)	-1%

- The total assets of the Corporation as of December 31, 2024 were VND 3,049.14 billion, a decrease of VND 149.33 billion (5%) compared to the beginning of the year; as of December 31, 2024, the balance of Current Assets was VND 1,181.61 billion, a decrease of VND 130.80 billion (10%) compared to the beginning of the year, Long-term Assets were VND 1,867.52 billion, a decrease of VND 18.53 billion (1%) compared to the beginning of the year.

- The total capital of the Corporation as of December 31, 2024 is VND 3,049.14 billion, a decrease of VND 149.33 billion (5%) compared to the beginning of the year; as of December 31, 2024, the balance of Liabilities payable is VND 833.32 billion, a decrease of VND 124.72 billion (13%) compared to the beginning of the year, Owner's Equity is VND 2,215.82 billion, a decrease of VND 24.61 billion (1%) compared to the beginning of the year.

### 2. Evaluation of business activities of 2024 – parent company

Unit: Billion dong

STT	Content	Actual 2024	Actual 2023	Variation	% Variation
A	B	(1)	(2)	(3) = (1)-(2)	(4) = (1)/(2)
1	Export turnover (million USD)	1,72	1,94	(0,22)	-11%
2	Net revenue	691,61	397,11	294,50	74%
3	Profit before tax	(24,44)	(24,86)	Reduce loss	

- Business result of 2024 of the Company is fluctuated to 2023, detailed as follow:

- Export turnover of 2024: USD 1.72 billion, reduce 11% compared to the previous year;
- Net revenue: USD 691.61 billion, increase 74% compared to the previous year;
- Profit before tax lost VND 24.44 billion. The main reason is that the Company made provisions for losses on debt and investment. In addition, because the world economy has

not yet recovered, associated with the tense developments of political conflicts, ... ineffective activities in 2024 include import-export, wholesale and retail and other services.

**Reasons why the Company did not achieve financial targets:**

- Since equitization, the Company has always identified the export business segment as the key in its production and business activities. However, due to the fact that the world economy has not yet recovered, the tense developments of the war between Russia and Ukraine, the war in the Gaza Strip, ... The Company's export turnover in 2024 decreased slightly compared to 2023 and did not meet the plan.

**3. Summary of Financial situation and business result consolidated of the company:**

*Unit: Billion dong*

No	Content	31/12/2024	01/01/2024	Variation	% Variation
		(1)	(2)	(3)=(1)-(2)	(4)=(3)/(2)
<b>A</b>	<b>Total Assets</b>	<b>3,121.83</b>	<b>3,275.47</b>	<b>(153.64)</b>	<b>-5%</b>
1	Current Assets	1,043.48	1,340.35	(296.87)	-22%
2	Long-term Assets	2,078.35	1,935.12	143.23	7%
<b>B</b>	<b>Total Capital</b>	<b>3,121.83</b>	<b>3,275.47</b>	<b>(153.64)</b>	<b>-5%</b>
1	Liabilities payable	908.02	1,042.01	(133.99)	-13%
2	Owner's Equity	2,213.81	2,233.46	(19.65)	-1%

Total assets as of December 31, 2024 were VND 3,121.83 billion, decrease VND 153.64 billion (~5%) compared to the beginning of the year; as of December 31, 2024, the balance of Current Assets was VND 1,043.48 billion, decrease VND 296.87 billion (22%) compared to the beginning of the year, Long-term Assets were VND 2,078.35 billion, increase VND 143.23 billion (7%) compared to the beginning of the year.

Total capital as of December 31, 2024 is VND 3,121.83 billion, decrease VND 153.64 billion (~5%) compared to the beginning of the year; as of December 31, 2024, the balance of Liabilities payable is VND 908.02 billion, decrease VND 133.99 billion compared to the beginning of the year (~13%), Owner's equity is VND 2,213.81 billion, decrease VND 19.65 billion (~1%) compared to the beginning of the year.

*Unit: Billion dong*

STT	Content	Actual 2024	Actual 2023	Variation	% Variation
		(1)	(2)	(3)=(1)-(2)	(4)=(3)/(2)
1	Net revenue from main business	725.85	444.40	281.45	63%
2	Gross profit	372.41	102.86	269.55	262%
3	Profit before tax	(27.11)	(29.83)	Reduce loss	

Compared to the business results in 2023, net revenue reached VND 725.85 billion (up 63%). The main reason was the increase in revenue at the parent company as presented in section 2, leading to a profit before tax loss of VND 27.11 billion.

**4. Assess the Financial statement of the Company and accounting books of 2024**

- The Financial statements of the parent company, the consolidated Financial statements of the Company for the fiscal year from January 1, 2024 to December 31, 2024 have been audited by Nhan Tam Viet Auditing LLC with qualified audit opinion.
- Recording, opening accounting books, and classifying economic contents are carried out according to Vietnamese accounting standards and applicable law.



### **III. COMPLIANCE WITH THE REGULATIONS OF THE COMPANY'S CHARTER, RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS AND APPLICABLE LAWS**

The Inspection Committee assessed that the Company's activities in 2024 complied with applicable laws. The implementation of the resolutions of the GMS and the BOD was also closely monitored, ensuring compliance with the regulations. Within the scope of its authority and responsibility, the Inspection Committee assessed that the BOD, the Board of Management and related departments did not commit any major violations affecting the Company's operations.

### **IV. SUPERVISION RESULTS FOR THE BOD AND THE BOARD OF MANAGEMENT**

- The resolutions of the BOD have been issued in accordance with the authority of the BOD and the content of these Resolutions comply with the Resolutions of the General Meeting of Shareholders, the Law on Enterprises, the Charter of the Company, and other applicable law.
- The BOD holds regular and extraordinary meetings chaired by the Chairman of the BOD, regularly invites the Inspection Committee to participate in meetings to implement the Resolutions of the General Meeting of Shareholders; Discusses and decides on important issues and resolves difficulties in business operations.
- The Inspection Committee acknowledges that the BOD and the Board of Management have fully performed their management responsibilities in compliance with the Law on Enterprises, the Charter of the Company, the Resolution of the General Meeting of Shareholders and other applicable laws.

### **V. ASSESSMENT OF COOPERATION BETWEEN THE INSPECTION COMMITTEE, THE BOD, THE BOARD OF MANAGEMENT AND SHAREHOLDERS**

- In 2024, the Inspection Committee received close coordination from the BOD, the Board of Management, management staff. Most of the Inspection Committee' comments on the activities of the BOD and the Board of Management of the Company were recorded for adjustment in the process of managing and operating the Company.
- The Inspection Committee has received all the necessary information, reports and documents for the inspection and supervision work as well as assigning staff to work with the Inspection Committee when requested. The close coordination between the Inspection Committee and the BOD and the Board of Management contributes to strengthening the management, use of capital, assets, and preservation and development of the Company's capital.

### **VI. PROPOSAL**

To successfully complete the tasks in 2025 and improve the operational efficiency of the Company, the Inspection Committee proposes and recommends the following contents:

- The Company needs to make more efforts in business operations to bring about higher efficiency, worthy of the scale and brand of Hapro.
- Synchronously deploy many solutions to complete the 2025 business plan targets according to the Resolution of the General Meeting of Shareholders; Organize regular monitoring and evaluation.
- Strengthen management, control and debt collection, especially overdue debts to avoid the risk of capital loss.
- The Board of Directors and the Board of Management need to continue to perfect and implement restructuring plans, reorganize the management and personnel of departments and branches in a streamlined and efficient manner; improve the quality of risk management and promote business efficiency.

- The Company needs to develop a plan to restructure its investment portfolio and establish plans to liquidate long-term loss-making investments.
- Make plan to divest capital from ineffective units.

**VII. INSPECTION AND SUPERVISION PLAN OF THE INSPECTION COMMITTEE IN 2025**

- Monitor the compliance with legal regulations, the Company's Charter, the implementation of the GMS' Resolutions, the implementation of the Resolutions, decisions and directives of the Board of Directors.
- Conduct inspection and supervision of the management and operation of the BOD and the Board of Management according to the Company's Charter.
- Monitor and evaluate the implementation of business plans, investment projects, and asset exploitation in 2025.
- Review the quarterly and annual financial statements of the Company. Analyze and evaluate the financial situation, management and capital use situation of the Company.
- Check and evaluate the effectiveness and efficiency of the Company's internal control, internal audit, risk management and early warning systems; Monitor and inspect the implementation of cost reduction measures.
- Closely coordinate with the BOD, Board of Management and departments/divisions, and affiliated units to deploy, inspect, and supervise production and business activities at the Company more effectively.

The above is the content of the General Meeting of Shareholders' report on the activities in 2024 and the plan for 2025 of the Inspection Committee of Hanoi Trading Joint Stock Corporation. We look forward to continuing to receive the support of our Shareholders, the Board of Directors as well as the close cooperation and coordination of the Board of Management and the functional departments/offices in the Company. (✓)

Best regard.

ON BEHALF OF INSPECTION COMMITTEE  
HEAD OF THE INSPECTION COMMITTEE



NGUYEN HONG HAI



**PROPOSAL**

(Ref: Dividend distribution for 2024)

Propose to: **THE GENERAL MEETING OF SHAREHOLDER  
HANOI TRADE JOINT STOCK CORPORATION**

- Pursuant to the Charter of Hanoi Trade Joint Stock Corporation (“Company”);
- Pursuant to BOD resolution No. 41/2025/NQ-HĐQT dated on 10/03/2025 regarding plan for annual General Meeting of Shareholders 2025.
- Pursuant to audited Financial Statement 2024.

Business results of 2024 of the Company at the date of December 31<sup>st</sup> 2024, detailed as follows:

- Total profit after corporate income tax 2024: (24,440,780,581)VND.
- Remaining undistributed Profit after corporate income tax: (17,100,745,829)VND.

Due to the loss in the Company's business results in 2024, there is no profit left to distributed funds and pay dividends to shareholders. Therefore, the Company's Board of Directors respectfully submits to the General Meeting of Shareholders for approval of not distributing the funds and paying dividends to shareholders in 2024.

Respectfully submitted to the General Meeting of Shareholders to obtain approval. ✓

**Recipient:**

- As Propose to;
- BOD, BOM, IC;
- Filling.

ON BEHALF OF THE BOARD OF DIRECTOR  
CHAIRMAN OF THE BOARD OF DIRECTOR



NGUYEN THAI DUNG

No.: 62/2025/TTr-HĐQT

Hanoi, April 08 2025

**PROPOSAL**

(Ref: Approval of Remuneration of the  
Board of Directors and Inspection Committee of 2024 and plan for 2025)

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Propose to: **THE GENERAL MEETING OF SHAREHOLDER  
HANOI TRADE JOINT STOCK CORPORATION**

- Pursuant to Law on Enterprise 2020;
- Pursuant to the Charter of Hanoi Trade Joint Stock Corporation ("**Company**");
- Pursuant to BOD resolution No. 41/2025/NQ-HĐQT dated on 10/03/2025 regarding plan for annual General Meeting of Shareholders 2025.
- Pursuant to the result of business activities of 2024 and plan for business activities of 2025 of the Company.

The Board of Directors of the Company proposes the annual General Meeting of Shareholders 2025 to approve Remuneration of the Board of Directors ("**BOD**"), Inspection Committee ("**IC**") of 2024 and plan for 2025 as follow:

**I. Approving the BOD and IC's remuneration of 2024 (from January 1st 2024 to December 31st 2024 and 01 month remuneration for Lunar New Year): 208,000,000 VND (including personal tax income), detailed as follow:**

- Total remuneration of BOD 2024: 143,000,000 VND
- Total remuneration of IC 2024: 65,000,000 VND

**II. Plan of BOD and IC's remuneration for 2025 (from January 1st 2025 to December 31st 2025 and 01 month remuneration for Lunar New Year) as follows:**

**1. BOD:**

- + Chairman of BOD: 5,000,000 VND/month
- + Members of BOD: 3,000,000 VND/member/month

**2. IC:**

- + Head of IC: 3,000,000 VND/month
- + Member of IC: 1,000,000 VND/member/month

Propose to the General Meeting of Shareholders to consider, approve. ✓

Recipient:

- As Propose to;
- BOD, BOM, IC;
- Filling.



ON BEHALF OF THE BOD  
CHAIRMAN OF THE BOD

NGUYEN THAI DUNG

**PROPOSAL**

(Ref: Selection of Auditor Company to audit the Financial Statements 2025)

Propose to: **THE GENERAL MEETING OF SHAREHOLDER  
HANOI TRADE JOINT STOCK CORPORATION**

- Pursuant to Law on Enterprise 2020;
- Pursuant to the Charter of Hanoi Trade Joint Stock Corporation (“Company”);
- Pursuant to BOD resolution No. 41/2025/NQ-HĐQT dated on 10/03/2025 regarding plan for annual General Meeting of Shareholders 2025;
- Pursuant to actual operating of the Company.

The Inspection Committee of the Company propose to the General Meeting of Shareholder (“GMS”) to approve the Selection of Auditor Company to audit the Financial Statements 2025 as follows:

**1. Criteria for selecting an auditing company:**

- A reputable independent auditing company with highly qualified experts and auditors with extensive experience in auditing financial statements in the field of production and business, in accordance with the provisions of Vietnam accounting standards (VAS), the Vietnamese Enterprise Accounting Regime and International Financial Reporting Standards (IFRS);
- No conflict of interest when auditing financial statements for the Corporation;
- Qualified to audit according to applicable law.
- Appropriate fees and ensuring the principle of competition.

**2. The Inspection Committee’s proposal:**

With the above selection criteria, the Inspection Committee respectfully submits to the GMS for approval the authorization for the Board of Directors to decide on the selection of an independent auditor after receiving the opinion of the Inspection Committee to conduct the audit of the 2025 Financial Statements of the Company in accordance with the applicable law. Assign the Legal Representative of the Company to sign an audit contract with the selected auditing company.

Respectfully submit to the General Meeting of Shareholders for approval. ✓

Recipient:

- As Propose to;
- BOD, IC, BOM;
- Filling.

