

Hai Phong, April 25th, 2025

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HABECO – HAI PHONG JOINT STOCK COMPANY

Based on the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17th, 2020;

Based on the Charter of Organization and Operation of Habeco – Hai Phong Joint Stock Company;

Based on the Minutes of the 2025 Annual General Meeting of Shareholders of Habeco – Hai Phong Joint Stock Company held on April 25th, 2025,

RESOLVES:

Article 1. Approval of the 2024 Business Production Summary Report and the 2025 Mission Plan from the Board of Directors (Attachment):

Article 2. Approval of the 2024 Activity Report and the 2025 Orientation of the Board of Directors (Attachment).

Article 3. Approval of the Supervisory Board's Report (Attachment).

Article 4. Regarding the selection of the audit firm for the 2025 financial statements, the General Meeting of Shareholders authorizes the Board of Directors to choose a reputable audit firm with the necessary competence and experience, legally permitted to operate in Vietnam, from the list of audit firms approved by the State Securities Commission to audit the 2025 financial statements.

Article 5. Approval of the audited 2024 financial report and the profit distribution plan with the following key points:

1. Approval of the accumulated profit distribution plan:

No.	Content	Amount (VND)	Notes
1	Total undistributed profit as of 01/01/2025	6,161,384,371	
1,1	Undistributed profit accumulated until 01/01/2024	6,004,583,481	
1,2	Undistributed profit for the year 2024	156,800,890	

No.	Content	Amount (VND)	Notes
2	Allocation to funds and dividend payment	1,600,000,000	
2,1	Allocation to funds	0	
2,2	Dividend payment (1% x 160,000,000,000 VND)	1,600,000,000	
3	Remaining profit to be carried forward to 2025	4,561,384,371	Retain earnings to supplement working capital, replace bank loans, and reduce financial expenses

Article 6. Approval of the report on remuneration payment for members of the Board of Directors and the Supervisory Board in 2024 and the plan for 2025 as follows:

Finalized remuneration for 2024 of the Board of Directors and the Supervisory Board:

No.	Description	Amount (VND)
1	Remuneration plan according to the 2024 General Meeting of Shareholders' resolution	413,040,000
2	Actual payment in 2024	433,692,000
3	Conclusion: Difference between actual payment and the plan approved by the 2024 General Meeting of Shareholders	20,652,000

Remuneration payment plan for 2025

No.	Title	Remuneration (VND/month)
1	Chairman of the Board of Directors	7,829,000
2	Member of the Board of Directors	6,341,000
3	Head of the Supervisory Board	3,343,000
4	Member of the Supervisory Board	2,308,000

The total planned remuneration fund for 2025 is VND 445,428,000.

Remuneration shall be paid quarterly, starting from Q2/2025.

Article 7. Approval of the proposal on key targets of the 2025 business and production plan (attached), as follows:

- Revenue from main product sales: VND 254.83 billion
- Pre-tax profit: VND 1.07 billion
- After-tax profit: VND 0.8 billion

During the implementation of the 2025 business and production plan, if it becomes necessary to adjust the cost plan, the Board of Directors respectfully requests

the General Meeting of Shareholders to authorize the Board of Directors and the Executive Board to make such adjustments in order to ensure the planned profit target is achieved.

Article 8. Approval of the 2025 profit distribution plan:

No.	Content	Amount (VND)	Notes
1	Total estimated undistributed profit	5,358,074,371	
1.1	Undistributed profit from the previous year	4,561,384,371	
1.2	Undistributed profit for this year	796,690,000	
2	Allocation to funds and dividend payment	1,600,000,000	
2.1	Allocation to funds	0	
2.2	Dividend distribution: 1% of VND 160,000,000,000	1,600,000,000	
3	Estimated remaining profit to be carried forward to 2026	3,758,074,371	Retain earnings to supplement working capital, replace bank loans, and reduce financial expenses.

Article 9. Approval of contracts and transactions between the Company and related parties (Attachment).

Article 10. Approval of the proposal on dismissal of a member of the Board of Directors for the 2020–2025 term and nomination of a member to the Board of Directors for the 2025–2030 term.

- Dismissal of 1 member of the Board of Directors:
- + Mr. Nguyen Hoang Giang
- List of nominees for the Board of Directors, number of members to be elected: 1
- + Mr. Nguyen Hoang Giang

Article 11. The General Meeting of Shareholders approves the election results and the list of elected members of the Board of Directors for the 2025–2030 term as follows:

- Member of the Board of Directors:
- 1. Mr. Nguyen Hoang Giang

Article 12. Implementation Provisions

1. The resolution was unanimously approved in full by the Annual General Meeting of Shareholders in 2025 and is effective from the date of approval.

2. The members of the Board of Directors, the Supervisory Board, the Executive Board, and all shareholders of the Company are responsible for implementing this resolution.

Recipients:

- Shareholders of the Company;
- Board of Directors, Supervisory Board, Executive Board;
- Upcom, State Securities Commission;
- Archives.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Pham Anh Tuan
Pham Anh Tuan

