

Hai Phong, April 8th, 2026

RESOLUTION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HABECO - HAI PHONG JOINT STOCK COMPANY

- Based on the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Based on the Charter on Organization and Operation of Habeco - Hai Phong Joint Stock Company;
- Based on the Minutes of the Annual General Meeting of Shareholders 2026 of Habeco - Hai Phong Joint Stock Company dated April 8, 2026,

RESOLUTIONS:

Article 1. Approve the 2025 business performance report and the 2026 directions and tasks of the Board of Directors (attached).

Article 2. Approve the 2025 activities report and the 2026 orientations of the Board of Management (attached).

Article 3. Approve the report of the Supervisory Board (attached).

Article 4. Regarding the selection of the auditing firm for the 2026 financial statements, the General Meeting of Shareholders authorizes the Board of Directors to select a reputable, competent, and experienced auditing firm, legally permitted to operate in Vietnam, from the list of auditing companies approved by the State Securities Commission to audit the 2026 financial statements.

Article 5. Approve the audited financial statements for 2025 (attached) and the plan for the distribution of accumulated profits, with the following key contents:

Accumulated profit distribution plan:

No.	Content	Amount (VND)	Notes
1	Total undistributed profit as of 01/01/2026	7,386,132,906	
1,1	Undistributed profit accumulated until 01/01/2025	4,561,384,371	



No.	Content	Amount (VND)	Notes
1,2	Undistributed profit for the year 2025	2,824,748,535	
2	Allocation to funds and dividend payment	7.142,228,704	
2.1	Dividend distribution (rate: 2,6% × VND 160,000,000,000)	4,160,000,000	Dividend payment from accumulated profits up to the end of 2025
2.2	Appropriation of funds	2,982,228,704	
2.2.1	Bonus and Welfare Fund	2,522,445,704	3 months of the average planned 2026 salary of employees
2.2.2	Executive Management Incentive Fund	326,151,000	3 months of the average planned 2026 salary of the Management Board
2.2.3	Bonus Fund for BOD & BOS	133,632,000	3 months of the average planned 2026 remuneration of the Board of Directors and Supervisory Board
3	Remaining profit to be carried forward to 2025	243,904,202	

Article 6: Approval of the report on remuneration for members of the Board of Directors and the Supervisory Board in 2025, and the plan for 2026, as follows:

Finalization of remuneration for 2025 of the Board of Directors and the Supervisory Board:

No.	Description	Amount (VND)
1	Planned remuneration per Resolution of 2025 AGM	445,428,000
2	Actual amount implemented in 2025	534,528,000
3	Difference vs. approved plan by the 2025 AGM	89,100,000

Remuneration plan for 2026:

No.	Position	Remuneration (VND/month)
1	Chairman of the Board of Directors	10,804,000
2	Board Member	8,750,000
3	Head of the Supervisory Board	4,614,000
4	Supervisory Board Member	3,186,000

Total planned remuneration fund for 2026: VND 614,712,000

Remuneration will be paid quarterly, starting from Q2/2026.

Article 7: Approval of key targets for the 2026 production and business plan (attached), as follows:

- Revenue from main products: VND 243 billion
- Profit before tax: VND 1.37 billion
- Profit after tax: VND 1.02 billion

During the implementation of the 2026 business plan, if adjustments to the cost plan are necessary, the General Meeting of Shareholders authorizes the Board of Directors and the Management Board to make such adjustments to ensure that the planned profit targets are achieved.

Article 8: Approval of the profit distribution plan for 2026:

No.	Content	Amount (VND)	Notes
1	Total estimated undistributed profit	1,266,789,065	
1.1	Undistributed profit from the previous year	243,904,202	
1.2	Undistributed profit for this year	1,022,884,863	
2	Allocation to funds and dividend payment	1,111,850,000	
2.1	Dividend distribution: 0.5% of VND 160,000,000,000	800,000,000	
2.2	Allocation to funds	311,850,000	
2.2.1	Bonus and Welfare Fund	252,245,000	0.3 months of the average planned 2026 salary of employees
2.2.2	Executive Management Incentive Fund	44,237,000	0.3 months of the average planned 2026 salary of the Management Board
2.2.3	Bonus Fund for BOD & BOS	15,368,000	0.3 months of the average planned 2026 remuneration of the Board of Directors and Supervisory Board
3	Estimated remaining profit to be carried forward to 2027	154,939,065	

Article 9. Approve and ratify contracts and transactions between the Company and related parties (attached)

Article 10. Approve the proposal to dismiss the Supervisory Board member whose term ended in 2021–2026 and to nominate a Supervisory Board member for the 2026–2031 term.

+ Dismissal of 01 Supervisory Board member:

+ Mr. Nguyễn Như Khuê

+ Nomination list for 01 Supervisory Board member to be elected:

+ Ms. Dương Thị Bích Phượng

• **Article 11.** The General Meeting of Shareholders approves the election results and the list of elected Supervisory Board members for the 2026–2031 term as follows:

Supervisory Board member:

1. Ms. Dương Thị Bích Phượng

Article 12. Implementation provisions:

1. This resolution was unanimously approved in full by the 2026 Annual General Meeting of Shareholders and takes effect from the date of approval.
2. All 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;
- BOD, SB; EB;
- Upcom, SSC;
- For filing.

**ON BEHALF OF THE
SHAREHOLDERS' MEETING
CHAIRMAN OF THE BOARD OF
DIRECTORS**



Phạm Anh Tuấn
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