

<b>Code</b>	<b>HAP</b>
<b>Company name</b>	Hapaco Group Joint Stock Company
<b>Date</b>	04/01/2025
<b>Subject</b>	2025 AGM resolution
<b>Content:</b>	

On March 31, 2025, Hapaco Group Joint Stock Company issued the resolution of the 2025 Annual General Meeting of Shareholders to approve the following contents:

1. Approve the report on business result in 2024.
2. Approve the business plan in 2025:
  - Total revenue: VND 671,440,000,000
  - Profit before tax: VND 110,000,000,000
3. Approve the operation report of the BOD, the Supervisory Board in 2024 and plan for 2025.
4. Approve the report of Independent member of the BOD on the BOD's operation in 2024.
5. Approve the audited financial statements in 2024.
6. Approve the auditor selection for auditing interim financial statements and financial statements for 2025.
7. Approve the profit distribution plan in 2024. Accordingly, the dividend payment in 2025 will be at least 6%.
8. Approve the remuneration of the BOD, the Supervisory Board in 2024 and remuneration plan for 2025.
9. Approve the investment plan with the value at least 35% of total assets in the latest audited financial statements.
10. Approve the resignation of:
  - Mr. Pham Cong Ngu as member of the BOD
  - Mr. Pham Duc Phien as member of the Supervisory Board
11. Approve the election of:
  - Ms. Le Thi Mai Anh as Independent member of the BOD
  - Ms. Nguyen Thi Thanh Thao as member of the Supervisory Board.