

No: 23/BB-ĐHĐCĐ

Hanoi, April 26, 2025

**MEETING MINUTES OF
THE 2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF HADO GROUP JOINT STOCK COMPANY**

Organization name : **HADO GROUP JOINT STOCK COMPANY**
Head office : No. 8, Lang Ha Street, Thanh Cong Ward, Ba Dinh District, Hanoi City
Telephone : (+84.24) 38 310 348 **Fax:** (+84.24) 38 355 526
Business registration certificate No. : 0100283802, first issued by the Hanoi Department of Planning & Investment on April 11, 2005; 32nd amendment on October 7, 2024
Time : 08:30 – 11:35, Saturday, April 26, 2025
Venue : 7th Floor Hall, Ha Do Building, 186 Hoang Sam, Nghia Do, Cau Giay District, Hanoi City.
Online location : Southern Office, Room 504, 5th Floor, No. 02 Hong Ha, Ward 2, Tan Binh District, Ho Chi Minh City.

A. PART ONE - MEETING PROCEDURES

I. Report on the verification of shareholder eligibility

The General Meeting of Shareholders (GMS) listened to Mr Pham Trong Khiem – Head of the shareholder eligibility verification committee for the 2024 Annual GMS, who announced the results of the shareholder eligibility verification and the representation of shareholders attending the meeting (*by proxy*) as follows:

1. The total number of shareholders of the Company, according to the recorded shareholder list as of March 24, 2025, is 16,760 shareholders. The total number of shares issued by the Company is 336,331,529 (*Three hundred thirty-six million, three hundred thirty-one thousand, five hundred twenty-nine*) shares. The total number of voting shares of the Company is 336,331,529 (*Three hundred thirty-six million, three hundred thirty-one thousand, five hundred twenty-nine*) shares.
2. At the commencement of the General Meeting at 08:37, on April 26, 2025, the total number of attending shareholders (*in person and by proxy*) is 139 shareholders (including 23 shareholders attended by proxy), representing 190,216,596 shares, equivalent to 190,216,596 voting rights and accounting for 56.5563% of the total voting rights of the Company.

Pursuant to the Law on Enterprises and the Company's Charter, the 2024 Annual GMS of Ha Do Group Joint Stock Company was duly qualified to proceed.

II. Opening of the General Meeting

1. Mr. Le Xuan Long, on behalf of the organization committee, announced the reason for convening the 2024 Annual GMS and introduced the Chairing Panel as follows:

- Mr. Le Xuan Long – Chairperson of the meeting;
- Mr. Nguyen Trong Thong – Founding Chairman;
- Mr. Nguyen Trong Minh – Member of the BOD cum General Director;
- Mr. Nguyen Hoang Trung - Member of the BOD

2. Mr. Le Xuan Long, Chairperson of the meeting, appointed Mrs. Tran Thi Thuong as the Secretary of the Meeting

3. Mr. Le Xuan Long, Chairperson of the meeting, nominated the list of members of the Shareholder eligibility verification and voting committee for approval by the General Meeting, including:

- Mr. Pham Trong Khiem - Title: Deputy Manager of Internal Audit Committee – Head of the committee

- Mr. Dao Huu Tung - Title: Deputy Manager of Accounting Department - Member

4. Mr. Le Xuan Long presented the Agenda and the Working Regulations of the 2024 Annual GMS.

5. The General Meeting voted to approve the list of the Shareholder eligibility verification and voting committee, the Meeting agenda, and the Working regulations of the 2024 Annual GMS through electronic voting.

By 08:56 a.m, the number of attendees was 155 delegates, representing 192,378,748 voting rights, accounting for 57.1991% of the total voting rights of all eligible shareholders.

- Total number of ballots issued: 155, representing 192,378,748 voting shares, accounting for 100% of the total voting shares of attending shareholders.

- Total number of ballots collected: 104, representing 173,764,794 voting shares, accounting for 90.3243% of the total voting shares of attending shareholders.

- Total number of ballots not collected: 51, representing 18,613,954 voting shares, accounting for 9.6757% of the total voting shares of attending shareholders.

The detailed voting results for each item are as follows:

Matter 01: Approve the list of the Shareholder eligibility verification and voting committee.

| | | |
|---------------------------|---------------------|-----------------|
| - Total valid ballots: | 173,764,794 ballots | Ratio 100% |
| - Total invalid ballots: | 0 ballots | Ratio 0% |
| - Total agree ballots: | 173,686,420 ballots | Ratio 99.9549 % |
| - Total disagree ballots: | 0 ballots | Ratio 0% |
| - Total abstain ballots | 78,374 ballots | Ratio 0.0451% |

Thus, this matter was approved with 99.9549 % of the total voting rights of the attending and voting shareholders.

Matter 02: Approve the Meeting Agenda

| | | |
|---------------------------|---------------------|----------------|
| - Total valid ballots: | 173,764,794 ballots | Ratio 100% |
| - Total invalid ballots: | 0 ballots | Ratio 0% |
| - Total agree ballots: | 173,763,609 ballots | Ratio 99.9993% |
| - Total disagree ballots: | 0 ballots | Ratio 0% |
| - Total abstain ballots | 1,185 ballots | Ratio 0.0007% |

Thus, this matter was approved with 99.9993% of the total voting rights of the attending and voting shareholders.

Matter 03: Approve the Working Regulations of the 2024 Annual General Meeting of Shareholders

| | | |
|---------------------------|---------------------|-----------------|
| - Total valid ballots: | 173,764,794 ballots | Ratio 100 % |
| - Total invalid ballots: | 0 ballots | Ratio 0 % |
| - Total agree ballots: | 173,764,609 ballots | Ratio 99.9999 % |
| - Total disagree ballots: | 0 ballots | Ratio 0 % |
| - Total abstain ballots | 185 ballots | Ratio 0.0001 % |

Thus, this matter was approved with 99.9999% of the total voting rights of the attending and voting shareholders.

6. After completing the opening procedures, the GMS commenced according to the approved agenda and content.

B. PART TWO – CONTENTS PRESENTED AT THE GENERAL MEETING

At the General Meeting, the Board of Directors (BOD) submitted the following reports and proposals for voting and approval:

- Mr. Le Xuan Long – Chairman of the BOD, presented the Report on the performance of the BOD at the 2024 Annual GMS.
- Mr. Nguyen Trong Minh – General Director, presented the Report of the BOM on the 2024 business performance and the 2025 plan.
- Mrs. Tran Thi Quynh Anh – Independent BOD Member, presented the Report on the activities of independent BOD members in the Audit Committee at the 2024 Annual GMS.
- Mr. Nguyen Hoang Trung – Member of the BOD presented the contents of the proposals for approval by the Annual GMS, with the following key items:
 - + Audited separate and consolidated financial statements for 2024;
 - + Selection of auditing firm for the 2025 financial statements;
 - + Business performance results, profit distribution & dividend payout ratio for 2024;
 - + Business plan and expected dividend payout ratio for 2025;
 - + Total remuneration and expenses for the BOD and its committees in 2024, and the proposed remuneration and expense budget for the BOD and its committees
 - + Approve the dismissal of Mr. Hoang Dinh Hung from the position of the BOD member at his personal request.

C. PART THREE: DISCUSSION

Mr. Nguyen Trong Thong - Founding Chairman shared with shareholders the Company's current operational situation and strategic direction for expanding the scale of operations and diversifying business sectors in the future

The General Meeting conducted a discussion session in which shareholders raised questions to the Chairing panel, and the panel provided detailed answers to each matter.

D. PART FOUR: VOTING AND VOTING RESULTS

After discussing matters, the General Meeting proceeded with electronic voting to approve the presented reports and proposals:

As of 10:55 a.m, the number of delegates attending was 193 delegates, representing 195,914,957 voting rights, accounting for 58.2505% of the total voting rights of all eligible shareholders.

- Total number of ballots issued: 193, representing 195,914,957 voting shares, accounting for 100% of the total voting shares of attending shareholders.

- Total number of ballots collected: 126, representing 194,721,995 voting shares, accounting for 99.3911% of the total voting shares of attending shareholders.

- Total number of ballots not collected: 67, representing 1,192,962 voting shares, accounting for 0.6089% of the total voting shares of attending shareholders.

Voting results (Number of votes and corresponding ratio out of the total number of voting shares of attending and voting shareholders) for each matter are detailed below:

1. Approve Report on the performance of the BOD at the 2024 Annual GMS

| | | |
|---|---------------------|-----------------|
| - Total valid ballots: | 194,721,995 ballots | Ratio 100 % |
| - Total invalid ballots: | 0 ballots | Ratio 0 % |
| - Total agree ballots: | 194,230,990 ballots | Ratio 99.7478 % |
| - Total disagree ballots: | 400 ballots | Ratio 0.0002 % |
| - Total abstain ballots | 490,605 ballots | Ratio 0.252 % |
| Thus, this matter was approved with 99.7478% of the total voting rights of the attending and voting shareholders. | | |

2. Approve Report of the BOM on the 2024 business performance and the 2025 plan

| | | |
|---|---------------------|----------------|
| - Total valid ballots: | 194,721,995 ballots | Ratio 100% |
| - Total invalid ballots: | 0 ballots | Ratio 0% |
| - Total agree ballots: | 194,226,390 ballots | Ratio 99.7455% |
| - Total disagree ballots: | 0 ballots | Ratio 0% |
| - Total abstain ballots | 495,605 ballots | Ratio 0.2545% |
| Thus, this matter was approved with 99.7455% of the total voting rights of the attending and voting shareholders. | | |

3. Approve Report on the Activities of Independent BOD Members in the Audit Committee at the 2024 Annual GMS

| | | |
|---|---------------------|----------------|
| - Total valid ballots: | 194,721,995 ballots | Ratio 100% |
| - Total invalid ballots: | 0 ballots | Ratio 0% |
| - Total agree ballots: | 194,225,919 ballots | Ratio 99.7452% |
| - Total disagree ballots: | 1,791 ballots | Ratio 0.0009% |
| - Total abstain ballots | 494,285 ballots | Ratio 0.2538% |
| Thus, this matter was approved with 99.7452% of the total voting rights of the attending and voting shareholders. | | |

4. Approve the audited separate and consolidated financial statements for 2024

| | | |
|---|---------------------|----------------|
| - Total valid ballots: | 194,721,995 ballots | Ratio 100% |
| - Total invalid ballots: | 0 ballots | Ratio 0% |
| - Total agree ballots: | 194,232,710 ballots | Ratio 99.7487% |
| - Total disagree ballots: | 0 ballots | Ratio 0% |
| - Total abstain ballots | 489,285 ballots | Ratio 0.2513% |
| Thus, this matter was approved with 99,7487% of the total voting rights of the attending and voting shareholders. | | |

5. Approve the selection of the auditing firm for the 2025 financial statements

| | | |
|---|---------------------|----------------|
| - Total valid ballots: | 194,721,995 ballots | Ratio 100% |
| - Total invalid ballots: | 0 ballots | Ratio 0% |
| - Total agree ballots: | 187,148,585 ballots | Ratio 96.1107% |
| - Total disagree ballots: | 4,800,490ballots | Ratio 2.4653% |
| - Total abstain ballots | 2,772,920 ballots | Ratio 1.424% |
| Thus, this matter was approved with 96.1107% of the total voting rights of the attending and voting shareholders. | | |

6. Approve the business performance results, profit distribution and dividend payout ratio for 2024

| | | |
|---|---------------------|----------------|
| - Total valid ballots: | 194,721,995 ballots | Ratio 100% |
| - Total invalid ballots: | 0 ballots | Ratio 0% |
| - Total agree ballots: | 190,895,930 ballots | Ratio 98.0351% |
| - Total disagree ballots: | 2,559,823 ballots | Ratio 1.3146% |
| - Total abstain ballots | 1,266,242 ballots | Ratio 0.6503% |
| Thus, this matter was approved with 98.0351% of the total voting rights of the attending and voting shareholders. | | |

7. Approve the business plan and expected dividend payout ratio for 2025

| | | |
|---|---------------------|----------------|
| - Total valid ballots: | 194,721,995 ballots | Ratio 100% |
| - Total invalid ballots: | 0 ballots | Ratio 0% |
| - Total agree ballots: | 192,177,787 ballots | Ratio 98.6934% |
| - Total disagree ballots: | 0 ballots | Ratio 0% |
| - Total abstain ballots | 2,544,208 ballots | Ratio 1.3066% |
| Thus, this matter was approved with 98.6934% of the total voting rights of the attending and voting shareholders. | | |

8. Approve the total remuneration and expenses for the BOD and its committees in 2024 and the planned remuneration and expenses for the BOD and its committees in 2025

| | | |
|---------------------------|---------------------|----------------|
| - Total valid ballots: | 194,721,995 ballots | Ratio 100% |
| - Total invalid ballots: | 0 ballots | Ratio 0% |
| - Total agree ballots: | 191,649,876 ballots | Ratio 98.4223% |
| - Total disagree ballots: | 443,391 ballots | Ratio 0.2277% |
| - Total abstain ballots | 2,628,728 ballots | Ratio 1.35% |

Thus, this matter was approved with 98.4223% of the total voting rights of the attending and voting shareholders.

9. Approve the dismissal of Mr. Hoàng Đình Hùng from the position of the BOD member at his personal request.

| | | |
|---------------------------|---------------------|----------------|
| - Total valid ballots: | 194,721,995 ballots | Ratio 100% |
| - Total invalid ballots: | 0 ballots | Ratio 0% |
| - Total agree ballots: | 185,227,522 ballots | Ratio 95.1241% |
| - Total disagree ballots: | 9,382,467 ballots | Ratio 4.8184% |
| - Total abstain ballots | 112,006 ballots | Ratio 0.0575% |

Thus, this matter was approved with 95.1241% of the total voting rights of the attending and voting shareholders.

E. APPROVAL OF RESOLUTIONS

| No | Items | Approved voting ratio out of the total number of voting shares of attending and voting shareholders (%) |
|----|--|---|
| 1 | Approve Report on the performance of the BOD at the 2024 Annual GMS | 99.7478% |
| 2 | Approve Report of the BOM on the 2024 business performance and the 2025 plan | 99.7455% |
| 3 | Approve Report on the activities of independent BOD members in the Audit Committee at the 2024 Annual GMS. | 99.7452% |
| 4 | Approve the Audited separate and consolidated financial statements for 2024 | 99.7487% |
| 5 | Approve the Selection of auditing firm for the 2025 financial statements. | 96.1107% |
| 6 | Approve the Business performance results, profit distribution and dividend payout ratio for 2024 | 98.0351% |
| 7 | Approve Business plan and expected dividend payout ratio for 2025 | 98.6934% |
| 8 | Approve Total remuneration and expenses for the BOD and its committees in 2024, and the proposed remuneration and expense budget for the BOD and its committees in 2025. | 98.4223% |
| 9 | Approve the dismissal of Mr. Hoàng Đình Hùng from the position of the BOD member at his personal request. | 95.1241% |

F. PART FIVE – APPROVE THE MEETING MINUTES AND RESOLUTIONS OF THE GMS

This Minute was prepared at 11:00, on April 26, 2025.

The Secretary read the Minute and Resolution of the 2024 Annual GMS.

Mr. Le Xuan Long – Chairperson, delivered the closing remarks and officially concluded the General Meeting at 11:40 AM on the same day.

SECRETARY OF THE MEETING

**ON BEHALF OF THE GMS
CHAIRMAN**

(signed)

(signed)

Tran Thi Thuong

Le Xuan Long

**RESOLUTION OF
THE 2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF HA DO GROUP JOINT STOCK COMPANY**

**GENERAL MEETING OF SHAREHOLDERS OF
HA DO JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No.59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;

Pursuant to the Securities Law No.54/2019/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;

Pursuant to the Charter of Ha Do Group Joint Stock Company;

Pursuant to the Meeting minutes of the 2024 Annual General Meeting of Shareholders (GMS) of Ha Do Group Joint Stock Company, No.23/BB-DHĐCĐ dated April 26, 2025;

The 2024 Annual General Meeting of Shareholders of Ha Do Group Joint Stock Company held on April 26, 2025, discussed and voted to approve the following resolutions:

RESOLVES:

Article 1. Approve report on the performance of the Board of Directors (BOD) at the 2024 Annual GMS.

Article 2. Approve Report of the Board of Management on the 2024 business performance and the 2025 plan

Article 3. Approve Report on the activities of independent BOD members in the Audit Committee at the 2024 Annual GMS.

Article 4. Approve the Audited separate and consolidated financial statements for 2024

Article 5. Approve the Selection of auditing firm for the 2025 financial statements.

Article 6. Approve Profit distribution and dividend payout ratio for 2024.

(Details are provided in the proposal No.20/TTr-HĐQT dated April 04, 2025).

Article 7. Approve the business plan and the expected dividend payout ratio for 2025.

Unit: Billion VND

| No. | Items | 2024 Actual | 2025 Plan | |
|-----|-----------------------------------|----------------|-----------|-------------------|
| | | | Amount | % compare to 2024 |
| 1 | Consolidated revenue | 2.717 | 2.936 | 108,06% |
| 2 | Consolidated net profit after tax | 447 | 1.057 | 236,46% |

The dividend payout ratio for 2025 is planned at 15% of the charter capital. The GMS authorizes the BOD to determine the appropriate timing, ratio, and method of dividend payout, ensuring the interests of the Company's shareholders and compliance with legal regulations.

Article 8. Approve total remuneration and expenses for the BOD and its committees in 2024, and the planned remuneration and expenses for the BOD and its committees in 2025.

Total remuneration and expenses paid to the BOD and its committees in 2024 are 9.78 billion VND.

The BOD kindly submits to the GMS to approve the remuneration and expenses for the BOD and its committees in 2025, which are planned at 2% of the parent company's consolidated net profit after tax in 2025.

Article 9. Approve the dismissal of Mr. Hoang Dinh Hung from the position of the BOD member at his personal request

Article 10. Implementation provisions.

This Resolution shall take effect from April 26, 2025. The GMS assigns the BOD and the BOM to be responsible for implementing its contents and completing the necessary procedures for business registration amendments related to this Resolution in accordance with the Company's Charter and legal regulations.

The BOD is responsible for publishing the Resolution of the 2024 Annual GMS on the Company's official website (www.hado.com.vn) in compliance with legal regulations on information disclosure.

Recipients:

- Shareholders, company website;
- SSC/HOSE;
- BOD Members, BOM;
- Archive: Admin office.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN**

(signed)

Lê Xuân Long