



**HADO GROUP JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 24, 2026

**DRAFT RESOLUTION OF
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF HA DO GROUP JOINT STOCK COMPANY**

**GENERAL MEETING OF SHAREHOLDERS OF
HA DO GROUP 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 , and its amendments, supplements and guiding documents;

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

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

Pursuant to the Meeting minutes of the 2025 Annual General Meeting of Shareholders (GMS) of Ha Do Group Joint Stock Company, No. /BB-DHDCCD dated April 24, 2026;

The 2025 Annual General Meeting of Shareholders of Ha Do Group Joint Stock Company held on April 24, 2026 discussed and voted to approve the following resolutions:

RESOLVES:

Article 1. Approve the report of the Board of Management (BOM) on the 2025 business performance and the 2026 plan.

Article 2. Approve the report on the performance of the Board of Directors (BOD) at the 2025 Annual GMS.

Article 3. Approve the report on the activities of independent BOD members in the Audit Committee at the 2025 Annual GMS.

Article 4. Approve the audited separate and consolidated financial statements for 2025.

Article 5. Approve the selection of auditing firm for the 2026 financial statements.

Article 6. Approve the business performance results, profit distribution and dividend payout ratio for 2025.

(Details are provided in the proposal No. /TTr-HĐQT dated April , 2026).

Article 7. Approve the business plan and the expected dividend payout ratio for 2026.

Unit: VND Billion

No.	Description	2025 Actual	2026 Plan	
			Amount	% compared to 2025
1	Total consolidated revenue	2.875	3.242	112.7%
2	Consolidated net profit after tax	993	1.151	115.9%

The expected dividend payout ratio for 2026 is 15% of the charter capital at the time of payment. The GMS authorizes the BOD to determine an appropriate time, develop a detailed plan based on the Company's actual business performance at the time of payment, ensure the interests of the Company's shareholders and compliance with applicable laws, and carry out all necessary procedures to implement and complete the aforesaid dividend payment.

Article 8. Approve total remuneration and expenses for the BOD and its committees in 2025, and the planned remuneration and expenses for the BOD and its committees in 2026.

Total remuneration and expenses paid to the BOD and its committees in 2025 amounted to VND 10.1 billion.

The BOD submits to the GMS to approve the remuneration and expenses for the BOD and its committees in 2026, which are planned at 2% of the parent company's consolidated net profit after tax in 2026.

Article 9. Implementation provisions.

This Resolution shall take effect from April 24, 2026. 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 2025 Annual GMS on the Company's official website (www.hado.com.vn) in compliance with legal regulations on information disclosure.

Recipients:

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

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

(signed)

Lê Xuân Long