

**PROPOSAL**

**To the 2025 Annual General Meeting of Shareholders of  
Ha Do Group Joint Stock Company**

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 and its amendments, supplements, and implementing guidelines;*
  - *The Law on Securities No. 54/2019/QH14 and its amendments, supplements, and implementing guidelines;*
  - *The Charter of Ha Do Group Joint Stock Company (“HDG” or the “Company”),*
- The Board of Directors (“BOD”) respectfully submits to the 2025 Annual General Meeting of Shareholders (“GMS”) to approve the following matters:

**1. The audited separate and consolidated financial statements for the year 2025**

The BOD respectfully submits to the GMS for approval the audited financial statements for the year 2025 (including separate & consolidate financial statements), which have been audited by Ernst & Young Vietnam in accordance with the applicable standards, including:

- The Auditor's Report;
- The Balance Sheet as of December 31, 2025;
- The Income Statement for the fiscal year 2025;
- The Cash Flow Statement for the fiscal year 2025;
- The Notes to the Financial Statements for the fiscal year 2025.

**2. The selection of an independent audit firm for the 2026 financial statements:**

Pursuant to current Law and regulations, the BOD respectfully submits to the GMS for approval the selection the audit firm to conduct the audit of the 2026 financial statements as follows:

- a. Selection of the criteria of the independent auditing firm:
  - The independent audit firm must be reputable, authorized to operate in Vietnam, and approved by the State Securities Commission to audit listed companies in 2026;
  - The auditing team must have high qualifications and extensive experience;
  - There should be no conflict of interest when performing the audit of the Company's financial statements;
  - The audit fees should be reasonable and align with the scope, content, and timeline of the audit.
- b. In compliance with the above criteria, the BOD propose the GMS authorize the BOD to select one of the following audit firms:



- KPMG Vietnam Company Limited;
- Deloitte Vietnam Company Limited;
- Ernst & Young Vietnam Company Limited;
- PricewaterhouseCoopers Vietnam Company Limited.

**3. The profit distribution plan and the proposed dividend payment for the year 2025 as follows:**

**a. The profit distribution plan for the year 2025**

Based on the results of the 2025 business operations, the BOD respectfully submits to the GMS for approval the proposed profit distribution plan for the year 2025 as follow:

No.	Description	Amount (VND Bil)	Achievement rate
1	Total consolidated revenue	2.875	97,9%
2	Net profit after tax (NPAT)	993	94,0%
3	NPAT attributable to shareholders of the parent company	770	-
4	Dividend payout for 2025 (15% of charter capital)	555	-

**b. Dividend payment for 2025 at a rate of 15% of charter capital as follows:**

- **Cash dividend payment at a rate of 5% of charter capital:**  
The Company has made an advance payment to existing shareholders on 25 March 2026.
- **Share dividend payment at a rate of 10% of charter capital:**
  - + Type of shares: Common shares
  - + Par value: VND 10.000/share
  - + Issuance ratio: 10% of the total outstanding shares
  - + Issuance capital source: Undistributed profit after tax as shown in the audited financial statements for 2025
  - + Processing with arising fractional shares: Shares issued shall be rounded down to the nearest whole unit, and any fractional shares will be cancelled.
  - + Issuance recipients: Shareholders on the shareholder list established by the Vietnam Securities Depository and Clearing Corporation on the record date for receiving stock dividends.
  - + Expected execution time: After obtaining approval from the General Meeting of Shareholders and the State Securities Commission.
  - + Authorizing BOD to:
    - Decide on amendments, supplements and detail the dossier of the above - mentioned share issuance plan to ensure the completion of the shares issuance;
    - Determine the appropriate time to distribute shares after the approval of State Securities Commission in line with the current laws and regulations;
    - Implement the procedures in accordance with regulations to register

changes in charter capital in the Business Registration Certificate and amend the article “Charter Capital” in the Company’s Charter to reflect the new capital amount;

- Implement the procedures for depository registration and supplementary listing of the newly issued shares.
- Decide on others matters of share issuance plan.

**4. The business plan for the year and the expected dividend payment ratio for 2026**

**a. The business plan for the year 2026:**

*Unit: VND Bil*

No.	Description	2025 Actual	2026 Plan	
			Value	% compared to 2025
1	Total consolidated revenue	2.875	3.242	112,7%
2	Net profit after tax (NPAT)	993	1.151	115,9%

**b. The expected dividend payment ratio for 2026:**

The BOD respectfully submit to the GMS for approval the expected dividend payment ratio for 2026 as of 15% of charter capital at the time of payment. The BOD also proposes the GMS authorise the BOD: to determine the appropriate time of payment, to establish the detail plan based on the corresponding business result to ensure the shareholder’s benefits and in compliance with the current law & regulation; to implement the necessary procedures to complete the above-mentioned dividend payment plan.

**5. The total remuneration and expenses for the BOD and its committees for 2025, as well as the remuneration and expenses plan for the Board of Directors and its Committees for 2026.**

- The total remuneration and expenses paid to the BOD and its sub-committees in 2025 amounted to VND 10.1 billion.
- The BOD respectfully submits to the GMS for approval the remuneration and expense plan for the BOD and its sub-committees in 2026, which is set at 2% of the consolidated net profit attributable to the Parent Company in 2026.

Respectfully submitting to the General Meeting of Shareholders for consideration and approval./.

**Recipients:**

- 2025 GMS;
- HOSE; HDG’ website (*for disclosure*)
- Archive: Admin office.

**ON BEHALF OF THE BOD  
CHAIRMAN**



**Le Xuan Long**

