



**HADO GROUP JOINT  
STOCK COMPANY**

No. /BB-ĐHĐCĐ

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

Hanoi, April 24, 2026

**DRAFT MINUTES OF  
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
OF HADO GROUP JOINT STOCK COMPANY**

**Company name** : HADO GROUP JOINT STOCK COMPANY  
**Head office** : No. 8, Lang Ha Street, Giang Vo Ward, 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; amended for the 33rd time on July 21, 2025.  
**Time** : 08:30 – 11:35, Friday, April 24, 2026  
**Venue** : 7<sup>th</sup> 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 Dao Huu Tung – Head of the shareholder eligibility verification committee for the 2025 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 as recorded in the shareholder list as of March 24, 2026 is 17.572 shareholders. The total number of issued shares of the Company is 369,963,035 (three hundred sixty-nine million, nine hundred sixty-three thousand and thirty-five) shares; the total number of voting shares of the Company is 369,963,035 (three hundred sixty-nine million, nine hundred sixty-three thousand and thirty-five) shares.
2. At the commencement of the General Meeting at 08:37, on April 24, 2026, the total number of attending shareholders (*in person and by proxy*) is ..... shareholders, representing ..... shares, equivalent to ..... voting rights and accounting for .....% of the total voting rights of the Company; of which ... shareholders attended in person and ... shareholders were represented by proxy.

*Pursuant to the Law on Enterprises and the Company's Charter, the 2025 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 Organizing Committee, announced the reason for convening the 2025 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 and General Director;

- .....

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 Vote Counting Committee for approval by the General Meeting, including:

- Mr. Dao Huu Tung - Title: Head of Accounting Department – Head of the committee
- Mr. Do Thanh Tung - Title: Accounting Department Officer - Member

4. Mr. Le Xuan Long presented the Agenda and the Working Regulations of the 2025 Annual GMS.

5. The General Meeting voted to approve the list of the Shareholder Eligibility Verification and Vote Counting Committee, the Meeting agenda, and the Working regulations of the 2025 Annual GMS via electronic voting.

By ..... a.m, the number of attendees was ..... delegates, representing ..... voting rights, accounting for .....% of the total voting rights of all eligible shareholders.

The detailed voting results for each item are as follows:

**Matter 01: Approve the list of the Shareholder Eligibility Verification and Vote Counting Committee.**

- Total valid votes:	... votes	percentage...%
- Total invalid votes:	... votes	percentage...%
- Total votes in favor:	... votes	percentage...%
- Total votes against:	... votes	percentage...%
- Total abstentions:	... votes	percentage...%
Thus, this matter was approved with ... % of the total voting rights of the attending and voting shareholders.		

**Matter 02: Approve the Meeting Agenda**

- Total valid votes:	... votes	percentage...%
- Total invalid votes:	... votes	percentage...%
- Total votes in favor:	... votes	percentage...%
- Total votes against:	... votes	percentage...%
- Total abstentions:	... votes	percentage...%
Thus, this matter was approved with ...% of the total voting rights of the attending and voting shareholders.		

**Matter 03: Approve the Working Regulations of the 2025 Annual General Meeting of Shareholders**

- Total valid votes:	... votes	percentage...%
- Total invalid votes:	... votes	percentage...%
- Total votes in favor:	... votes	percentage...%
- Total votes against:	... votes	percentage...%

- Total abstentions:	... votes	percentage...%
Thus, this matter was approved with ...% 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. Nguyen Trong Minh – General Director, presented the Report of the Board of Management (BOM) on the 2025 business performance and the 2026 plan.
- Mr. Le Xuan Long – Chairman of the BOD, presented the Report on the performance of the BOD at the 2025 Annual GMS.
- Mrs. Tran Thi Quynh Anh – Independent member of the BOD, presented the Report on the activities of Independent member of the BOD in the Audit Committee at the 2025 Annual GMS.
- Mr. Nguyen Hoang Trung – Member of the BOD presented the contents of the BOD’s proposals at the 2025 Annual General Meeting of Shareholders, including:
  - + Audited separate and consolidated financial statements for 2025;
  - + Selection of auditing firm for the 2026 financial statements;
  - + Business performance results, profit distribution & dividend payout ratio for 2025;
  - + Business plan and expected dividend payout ratio for 2026;
  - + Total remuneration and expenses for the BOD and its committees in 2025, and the proposed remuneration and expense budget for the BOD and its committees in 2026.

## **C. PART THREE: DISCUSSION**

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 ..... a.m, the number of attending delegates was ... delegates, representing ... voting rights, accounting for ...% of the total voting rights of all eligible shareholders.

Voting results for each matter are detailed below:

### **1. Approve the report of the BOM on the 2025 business performance and the 2026 plan**

- Total valid votes:	... votes	Percentage: ...%
- Total invalid votes:	... votes	Percentage: ...%
- Total votes in favor:	... votes	Percentage: ...%
- Total votes against:	... votes	Percentage: ...%
- Total abstentions:	... votes	Percentage: ...%
Thus, this matter was approved with ...% of the total voting rights of the attending and		



voting shareholders.

**2. Approve the report on the performance of the BOD at the 2025 Annual GMS**

- Total valid votes:	... votes	Percentage: ...%
- Total invalid votes:	... votes	Percentage: ...%
- Total votes in favor:	... votes	Percentage: ...%
- Total votes against:	... votes	Percentage: ...%
- Total abstentions:	... votes	Percentage: ...%

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

**3. Approve the report on the Activities of Independent BOD Members in the Audit Committee at the 2025 Annual GMS**

- Total valid votes:	... votes	Percentage: ...%
- Total invalid votes:	... votes	Percentage: ...%
- Total votes in favor:	... votes	Percentage: ...%
- Total votes against:	... votes	Percentage: ...%
- Total abstentions:	... votes	Percentage: ...%

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

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

- Total valid votes:	... votes	Percentage: ...%
- Total invalid votes:	... votes	Percentage: ...%
- Total votes in favor:	... votes	Percentage: ...%
- Total votes against:	... votes	Percentage: ...%
- Total abstentions:	... votes	Percentage: ...%

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

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

- Total valid votes:	... votes	Percentage: ...%
- Total invalid votes:	... votes	Percentage: ...%
- Total votes in favor:	... votes	Percentage: ...%
- Total votes against:	... votes	Percentage: ...%
- Total abstentions:	... votes	Percentage: ...%

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

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

- Total valid votes:	... votes	Percentage: ...%
- Total invalid votes:	... votes	Percentage: ...%
- Total votes in favor:	... votes	Percentage: ...%

- Total votes against:	... votes	Percentage: ...%
- Total abstentions:	... votes	Percentage: ...%
Thus, this matter was approved with ...% 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 votes:	... votes	Percentage: ...%
- Total invalid votes:	... votes	Percentage: ...%
- Total votes in favor:	... votes	Percentage: ...%
- Total votes against:	... votes	Percentage: ...%
- Total abstentions:	... votes	Percentage: ...%
Thus, this matter was approved with ...% 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 2025 and the planned remuneration and expenses for the BOD and its committees in 2026**

- Total valid votes:	... votes	Percentage: ...%
- Total invalid votes:	... votes	Percentage: ...%
- Total votes in favor:	... votes	Percentage: ...%
- Total votes against:	... votes	Percentage: ...%
- Total abstentions:	... votes	Percentage: ...%
Thus, this matter was approved with ...% of the total voting rights of the attending and voting shareholders.		

**E. APPROVAL OF RESOLUTIONS**

No	Items	Approved voting percentage (%)
1	Approve the report of the BOM on the 2025 business performance and the 2026 plan	...%
2	Approve the report on the performance of the BOD at the 2025 Annual GMS	...%
3	Approve the report on the activities of independent BOD members in the Audit Committee at the 2025 Annual GMS	...%
4	Approve the audited separate and consolidated financial statements for 2025	...%
5	Approve the selection of auditing firm for the 2026 financial statements.	...%
6	Approve the business performance results, profit distribution and dividend payout ratio for 2025	...%
7	Approve the business plan and expected dividend payout ratio for 2026	...%
8	Approve the total remuneration and expenses for the BOD and its committees in 2025, and the proposed remuneration and	...%

	expense budget for the BOD and its committees in 2026.	
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**F. PART FIVE – APPROVE THE MEETING MINUTES AND RESOLUTIONS OF THE GMS**

The Minute was prepared at ....., on April 24, 2026.

The Secretary read the Minute and Resolution of the 2025 Annual GMS.

Mr. Le Xuan Long – Chairperson, delivered the closing remarks and officially concluded the General Meeting at     a.m. on the same day.

**SECRETARY OF THE MEETING**

**ON BEHALF OF THE GMS  
CHAIRPERSON**

**Le Xuan Long**