

No: .../NQ-DHĐCĐ

*Hanoi, April 26, 2025*

**DRAFT 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.../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.../TTr-HĐQT dated / /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](http://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**