

**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 th 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 shareholders 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 08:52, on April 24, 2026, the total number of attending shareholders is 154 (including 21 shareholders attending by proxy), representing 234,805,385 shares, equivalent to 234,805,385 voting rights, accounting for 63.4673% of the total voting rights of the Company.

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 Minh – Vice Chairman of the BOD and 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 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 09:08 a.m, the number of attendees was 171 delegates, representing 239,179,595 voting rights, accounting for 64.6496% of the total voting rights of all eligible shareholders.

- Total number of ballots issued: 171, representing 239,179,595 voting shares, accounting for 100% of the total voting shares of attending shareholders.

- Total number of ballots collected: 92, representing 237,912,422 voting shares, accounting for 99.4702% of the total voting shares of attending shareholders.

- Total number of ballots not collected: 79, representing 1,267,173 voting shares, accounting for 0.5298% 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 Vote Counting Committee.

- Total valid votes:	237,912,422 votes	Percentage: 100%
- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	237,881,822 votes	Percentage: 99.9871%
- Total votes against:	0 votes	Percentage: 0%
- Total abstentions:	30,600 votes	Percentage: 0.0129%
Thus, this matter was approved with 99,9871% of the total voting rights of the attending and voting shareholders.		

Matter 02: Approve the Meeting Agenda

- Total valid votes:	237,912,422 votes	Percentage: 100%
- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	237,881,822 votes	Percentage: 99.9871%
- Total votes against:	0 votes	Percentage: 0%
- Total abstentions:	30,600 votes	Percentage: 0.0129%
Thus, this matter was approved with 99,9871% 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:	237,912,422 votes	Percentage: 100%
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- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	237,881,822 votes	Percentage: 99.9871%
- Total votes against:	0 votes	Percentage: 0%
- Total abstentions:	30,600 votes	Percentage: 0.0129%
Thus, this matter was approved with 99.9871% 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 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

Mr Nguyen Trong Thong – The Founding Chairman shares his remarks with GMS.

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 10:47 a.m, the number of attending delegates was 194 delegates, representing 244,936,236 voting rights, accounting for 66.2056% of the total voting rights of all eligible shareholders.

- Total number of ballots issued: 194, representing 244,936,236 voting shares, accounting for 100% of the total voting shares of attending shareholders,
- Total number of ballots collected: 122, representing 243,687,305 voting shares, accounting for 99.4901% of the total voting shares of attending shareholders,
- Total number of ballots not collected: 72, representing 1,248,931 voting shares, accounting for 0.5099% 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 the report of the BOM on the 2025 business performance and the 2026 plan

- Total valid votes:	243,687,305 votes	Percentage: 100%
- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	243,660,272 votes	Percentage: 99.9889%
- Total votes against:	100 votes	Percentage: 0.0000%
- Total abstentions:	26,933 votes	Percentage: 0.0111%

Thus, this matter was approved with 99.9889 % 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:	243,687,305 votes	Percentage: 100%
- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	240,641,233 votes	Percentage: 98.7500%
- Total votes against:	100 votes	Percentage: 0.0000%
- Total abstentions:	3,045,972 votes	Percentage: 1.2500%

Thus, this matter was approved with 98.7500% 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:	243,687,305 votes	Percentage: 100%
- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	240,640,353 votes	Percentage: 98.7496%
- Total votes against:	3,830 votes	Percentage: 0.0016%
- Total abstentions:	3,043,122 votes	Percentage: 1.2488%

Thus, this matter was approved with 98.7496% 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:	243,687,305 votes	Percentage: 100%
- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	243,660,521 votes	Percentage: 99.9890%
- Total votes against:	100 votes	Percentage: 0.0000%
- Total abstentions:	26,684 votes	Percentage: 0.0110%

Thus, this matter was approved with 99.9890% 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:	243,687,305 votes	Percentage: 100%
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- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	241,197,707 votes	Percentage: 98.9784%
- Total votes against:	100 votes	Percentage: 0.0000%
- Total abstentions:	2,489,498 votes	Percentage: 1.0216%
Thus, this matter was approved with 98.9784% 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:	243,687,305 votes	Percentage: 100%
- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	240,643,584 votes	Percentage: 98.7510%
- Total votes against:	499 votes	Percentage: 0.0002%
- Total abstentions:	3,043,222 votes	Percentage: 1.2488%
Thus, this matter was approved with 98.7510% 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:	243,687,305 votes	Percentage: 100%
- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	240,643,674 votes	Percentage: 98.7510 %
- Total votes against:	3,019,937 votes	Percentage: 1.2393%
- Total abstentions:	23,694 votes	Percentage: 0.0097%
Thus, this matter was approved with 98.7510% 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:	243,687,305 votes	Percentage: 100%
- Total invalid votes:	0 votes	Percentage: 0%
- Total votes in favor:	240,631,244 votes	Percentage: 98.7459%
- Total votes against:	3,028,377 votes	Percentage: 1.2427 %
- Total abstentions:	27,684 votes	Percentage: 0.0114%
Thus, this matter was approved with 98.7459% 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 the report of the BOM on the 2025 business performance and the 2026 plan	99.9889%
2	Approve the report on the performance of the BOD at the 2025 Annual GMS	98.7500%
3	Approve the report on the activities of independent BOD members in the Audit Committee at the 2025 Annual GMS	98.7496%
4	Approve the audited separate and consolidated financial statements for 2025	99.9890%
5	Approve the selection of auditing firm for the 2026 financial statements.	98.9784%
6	Approve the business performance results, profit distribution and dividend payout ratio for 2025	98.7510%
7	Approve the business plan and expected dividend payout ratio for 2026	98.7510%
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.	98.7459%

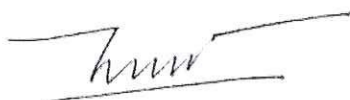
F. PART FIVE – APPROVE THE MEETING MINUTES AND RESOLUTIONS OF THE GMS

The Minutes were prepared at 11:05 a.m. 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 11:15 a.m. on the same day.

SECRETARY OF THE MEETING



Tran Thi Thuong

ON BEHALF OF THE GMS

CHAIRPERSON 

Le Xuan Long

**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.18/BB-DHDCD 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 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. 16/TTr-HĐQT dated April 03, 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.

- Approve the plan for remuneration and expenses for the BOD and its committees for 2026, equal to 2% of the consolidated profit after tax attributable to the parent company in 2026.

Article 9. Implementation provisions.

This Resolution shall take effect from April 24, 2026. The GMS assigns the BOD to be responsible for implementing its contents 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

