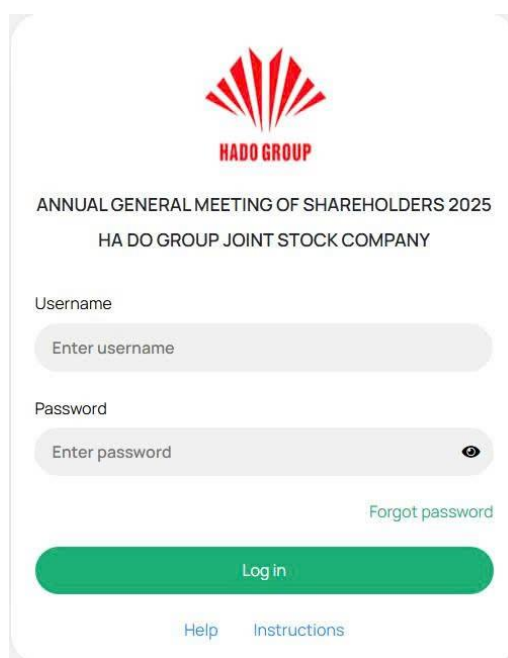


ATTENDANCE GUIDE FOR PARTICIPATION IN 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS VIA THE ELECTRONIC VOTING SYSTEM HA DO GROUP JSC

HA DO GROUP JSC (HDG) would like to send to the esteemed shareholders/authorized representatives of shareholders (hereinafter collectively referred to as the “Delegates”) *the guidelines for logging in, participating, voting, and electing through the EzGSM voting system* provided by FPT Securities JSC as follows:

1. Login to the E-Voting System

To attend the 2025 Annual General Meeting of Shareholders of Ha Do Group Jsc, delegates are kindly requested to access the website <https://hdg.ezgsm.fpts.com.vn/> and log into the system using the information provided in the meeting invitation notice sent to the delegates.



To use the English interface, delegates are kindly requested to click on the icon in the



top-left corner.

In the event of a forgotten password, delegates are requested to click on '**Forgot Password**', enter the username and email address (the email information according to the shareholder list as of **March 24, 2026**, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC)). The system access password will be

sent to the delegate via a valid email address. In cases where the delegate has not deposited shares or has deposited shares but has not registered an email address with the securities company where the HDG share custody account was opened, please contact the AGM organizing committee listed in the meeting invitation notice for assistance in retrieving login information.

Did you forgot the password

Username
Enter username

Email
Enter email

Close Get the password

2. Change Password

Ha Do Group JSC recommends that delegates, upon receiving login information, including the username and password, access the system to change the login password in order to ensure information security.

HOME DOCUMENTS CONTACT AUTHORIZATION LIST Voting session is occurring

Change Password

Old password
Old password

Password
Password

Password entered again
Password entered again

Note: Password must have at least 10 characters, combination of at least 1 uppercase letter, 1 lowercase letter, 1 number, and 1 special character from the following characters ([!@#%&*^'()-+~;])

Change Password

General information

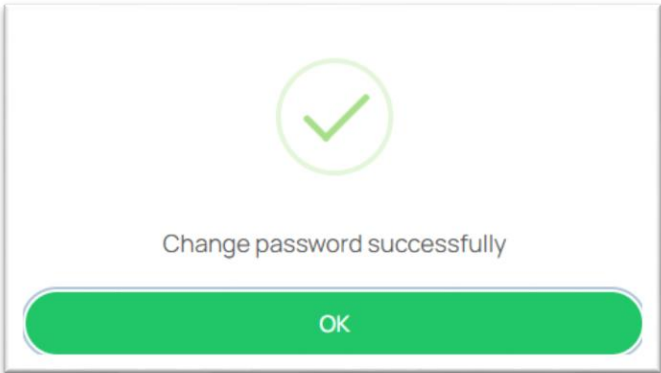
Shareholder name

Shareholder code

Security [Change Password](#)

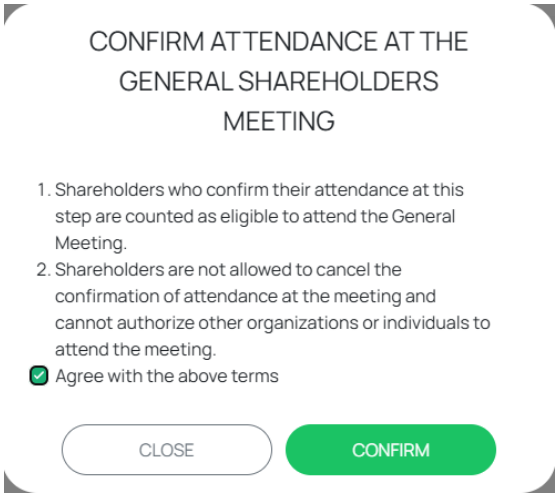
Sign out

Upon completion of the information entry and selection of the “**Change Password**” function, the system will automatically generate and dispatch a notification to the Delegate as follows:

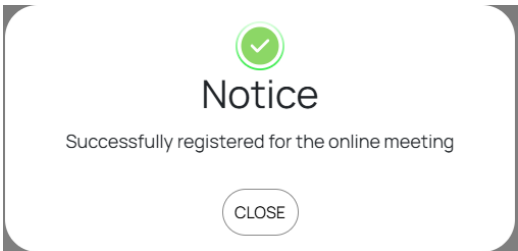


3. Confirm Attendance at the General Meeting

On the Home screen, delegates can check their personal information displayed and the status of the General Meeting. Delegates should click **ATTENDANCE REGISTRATION →**, then tick “**Agree with the above terms**” and click the “**Confirm**” button to complete the registration for the meeting.



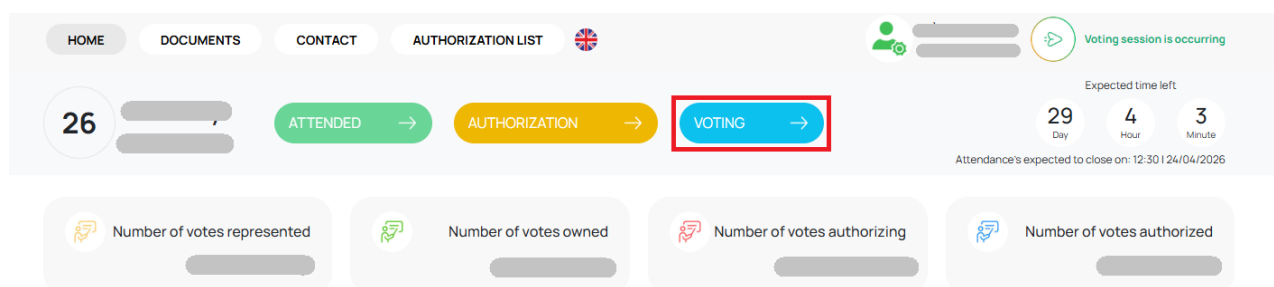
After clicking “**Confirm**”, the system will automatically send a notification to the delegate as follows:



4. Voting – Online Elections

The e-voting system will officially open at 09:00 on **April 10, 2026**, and remain open until the Chairman announces the conclusion of the voting process or the adjournment of the 2025 Annual General Meeting of Shareholders, which will take place on **April 24, 2026**. Upon the expiration of the voting period for a given voting item, the electronic voting system shall cease to record any additional electronic votes from Delegates in respect of that item.

Delegates should select the “**Voting**” option to proceed with electronic voting on matters within the authority of the General Meeting of Shareholders.



a. Voting to approve the matters presented at the General Meeting


At the 2025 Annual General Meeting of Shareholders of Ha Do Group Joint Stock Company, there were **two (02) voting rounds** in accordance with the Meeting agenda, which had been circulated to the Shareholders and disclosed on the Company’s website, specifically as follows:

❖ **1st Voting:**



❖ **2nd Voting:**

Voting session 02 ⬆

 Guide

Shares represented:

Select All ▼ Votting

<p>Item 01</p> <p>Approve Report of the BOM on the 2025 business performance and the 2025 plan</p>	<input type="radio"/> Approve	<input type="radio"/> Disapprove	<input type="radio"/> Abstain
<p>Item 02</p> <p>Approve Report on the performance of the BOD at the 2025 Annual GMS</p>	<input type="radio"/> Approve	<input type="radio"/> Disapprove	<input type="radio"/> Abstain
<p>Item 03</p> <p>Report on the activities of independent BOD members in the Audit Committee at the 2025 Annual GMS</p>	<input type="radio"/> Approve	<input type="radio"/> Disapprove	<input type="radio"/> Abstain
<p>Item 04</p> <p>Approve the Audited separate and consolidated financial statements for 2025</p>	<input type="radio"/> Approve	<input type="radio"/> Disapprove	<input type="radio"/> Abstain
<p>Item 05</p> <p>Approve the selection of auditing firm for the 2026 financial statements</p>	<input type="radio"/> Approve	<input type="radio"/> Disapprove	<input type="radio"/> Abstain
<p>Item 06</p> <p>Approve Business performance results, profit distribution and dividend payout ratio for 2025</p>	<input type="radio"/> Approve	<input type="radio"/> Disapprove	<input type="radio"/> Abstain
<p>Item 07</p> <p>Approve Business plan and expected dividend payout ratio for 2026</p>	<input type="radio"/> Approve	<input type="radio"/> Disapprove	<input type="radio"/> Abstain
<p>Item 08</p> <p>Approve 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</p>	<input type="radio"/> Approve	<input type="radio"/> Disapprove	<input type="radio"/> Abstain

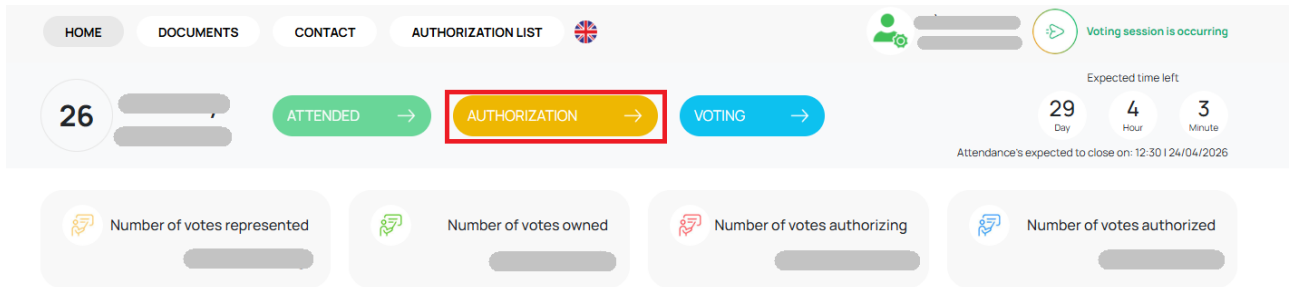
For the voting items, delegates should select one of the three options: **Approve**, **Disapprove** or **Abstain**, then, delegates should click 'Voting,' and the system will record and save the voting result.


Delegates have voted on the items at the General Meeting. Before the Chairman announces the conclusion of the voting period for each item, the voting results can be changed by pressing the button Change voting then click Voting to allow the system to record the new voting result.

Delegates may revise their voting selections multiple times; however, once cast, a vote cannot be withdrawn. The electronic voting system shall record only the final voting result as at the close of the voting period for each voting round, as directed by the Chairperson.

5. Proxy

Shareholders who are unable to attend the General Meeting of Shareholders may authorize another person to attend and vote on the matters included in the meeting agenda. Shareholders can perform the online authorization by selecting the option as follows:



Shareholders select to authorize either another shareholder or an authorized representative by checking the box next to the relevant option. Shareholders should fill in the required information and the number of shares to be authorized, then click  to record the authorization in the system. The system will automatically send a notification to the shareholder as follows:

Authorized Party

Company Insider Other shareholders Other authorized recipients

Personal information

Enter ID number of authorized receivers here!

ID number

Number of shares received

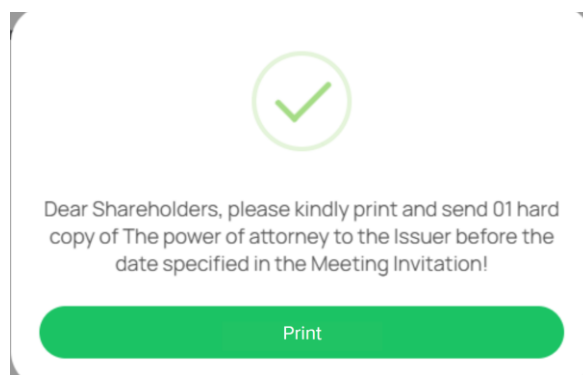
Authorized Delegate Code

Full name

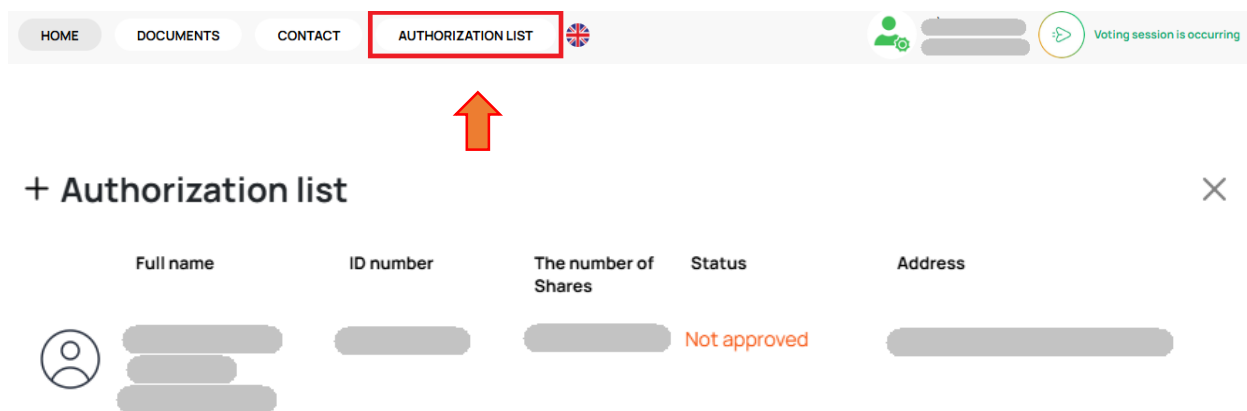
Nationality

Address

Positions



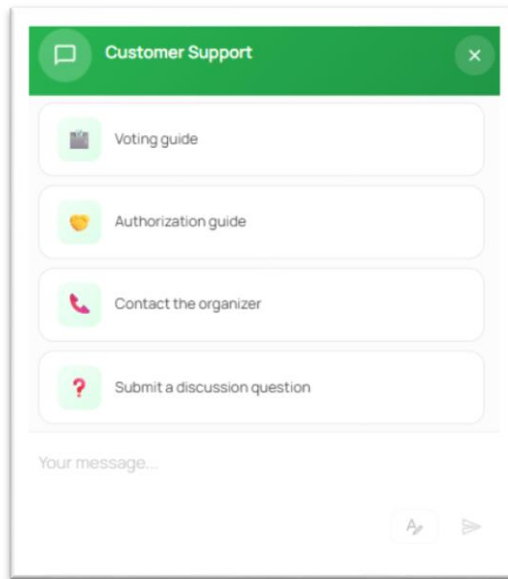
After performing the above action, the shareholder's authorization will be in '**Not approved**' status. Shareholders may cancel the authorization or proceed to print the Proxy Form and send a hard copy to the contact address of the AGM organizing committee as specified in the meeting invitation notice.



Upon receiving the valid Proxy Form from the shareholder, the AGM organizing committee will proceed to approve the authorization and officially record the number of shares authorized to the authorized representative. Shareholders who have granted a proxy may still access the system, but will not have the right to vote or participate in elections.

6. Discussion

Distinguished Shareholders are kindly requested to submit discussion questions via the “Submit a discussion question” section in the Customer Support window, or to contact the Organizing Committee directly through the “Contact the organizer” section for timely assistance.



7. Other Features:

- **Livestream Feature:** On the day of the meeting, shareholders can follow the developments and proceedings of the General Meeting of Shareholders in real-time by clicking on the “**Livestream**” icon

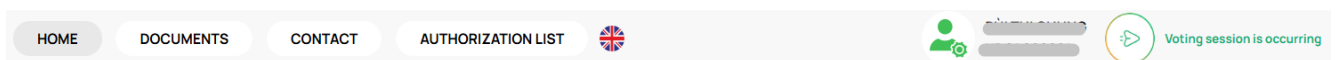


ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 HA DO GROUP JOINT STOCK COMPANY



Livestream

- **Meeting Documents:** All documents related to the General Meeting of Shareholders are uploaded in the 'Documents' section on the EzGSM system. Shareholders can click on the 'DOCUMENTS' tab and then select each document to view and download.



- **Contact:** Any inquiries or questions from delegates should be sent to the AGM organizing committee using the contact information provided in the 'CONTACT' tab

