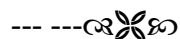




THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness



No: 01/2025/NQ-ĐHĐCĐ

Hai Phong, May 8, 2025

RESOLUTION

Re: Approval of contents at the 2025 Annual General Meeting of Shareholders

GENERAL MEETING OF SHAREHOLDERS HAI MINH CORPORATION

- Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter on organization and operation of Hai Minh Corporation;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders dated May 08, 2025 of Hai Minh Corporation.

RESOLVES

Article 1: Approves the Board of Directors' Report on the operational situation in 2024 and the direction and tasks for 2025.

Article 2: Approves the General Director's Report on the implementation of financial targets in 2024 and the financial plan for 2025.

Article 3: Approves the Board of Supervisors's Report on the operational situation in 2024.

Article 4: Approves the 2024 Financial Statements audited by CPA Vietnam Auditing Co., Ltd. with some key indicators as follows:

No.	Indicator	Parent Company Report (VND)	Consolidated Report (VND)
-----	-----------	-----------------------------	---------------------------

1	Revenue from service provision	13,001,183,073	107,881,252,448
2	Financial income	11,745,278,914	11,119,973,618
3	Profit after tax	14,673,453,560	18,114,439,481
4	Total Assets	231,673,661,820	248,055,199,223
5	Total Equity	216,943,082,520	219,207,979,224

Article 5: Approves the 2024 Profit Distribution Plan as follows:

No.	Item	1,000 VND
1	Remaining profit according to books as of December 31, 2023	60,075,360
2	Profit after tax in 2024 (after deducting minority interests)	18,016,072
3	Funds approved at the 2024 Annual General Meeting of Shareholders have been appropriated. Including:	578,354
	<i>Welfare fund = 10% rate (Consolidated Profit after tax in 2023)</i>	385,569
	<i>Board of Directors' operating fund = 5% rate (Consolidated Profit after tax in 2023)</i>	192,785
4	No dividend payment according to the 2024 General Meeting of Shareholders Resolution	0
5	<i>Increase due to decrease in ownership percentage in associate company</i>	0
6	Remaining profit according to books as of December 31, 2024 [6 = (1+2) – (3+4+5)]	77,513,078
7	Proposal to appropriate funds for 2024 to be implemented in 2025:	1,441,286
	<i>Bonus and welfare fund = 5% rate (Consolidated Profit after tax in 2024)</i>	900,804
	<i>Board of Directors' operating fund = 3% rate (Consolidated Profit after tax in 2024)</i>	540,482
8	Remaining profit according to books after appropriating funds [8= 6-7]	76,071,792
9	2024 Dividend	10%

Article 6: Approves the 2025 Business Production Plan as follows:

No.	Item	Year 2024 (Million VND)
1	Revenue from sales and service provision	121,000,000,000
2	Total expenses	98,500,000,000
3	Profit before tax	22,500,000,000

Article 7: Approves the remuneration payment for the Board of Directors and Board of Supervisors in 2025 as follows:

✓ **5,000,000 VND / Member of the Board of Directors / month**

✓ **3,000,000 VND / Member of the Board of Supervisors / month**

Article 8: Approves the Selecting an Auditing firm for the 2025 Financial Statements:

Authorizes the Company's Board of Directors to coordinate with the Board of Supervisors to select the audit firm for the 2025 Financial Statements in accordance with current regulations.

Article 9: Approves the policy:

9.1. Policy on divesting from Apartments and a part of the Office area in Ho Chi Minh City to focus resources on core business segments. Assigns the Company's Board of Directors to decide and direct specific implementation.

9.2. Continues to authorize the Company's Board of Directors to seek, select, and decide on direct or indirect investment in logistics, seaport, etc. businesses and projects, with an investment value of 35% or more of the total assets recorded in the Company's latest Financial Statements.

Article 10: Approves the ESOP share issuance plan according to the content of Proposal No. 07/2025/TT-HĐQT.

Article 11: Approves the Meeting Resolution:

11.1. The Resolution was approved at the 2025 Annual General Meeting of Shareholders.

11.2. The Resolution is effective from the date of signing. The Board of Directors of Hai Minh Corporation, the Board of Supervisors, the General Director, and relevant departments are responsible for implementing this Resolution and carrying it out according to the provisions of the Charter of Hai Minh Corporation.

**ON BEHALF OF
THE GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN**

Recipients:

- As per Article 11;
- SSC;
- HNX;
- Archive: BOD.



Trần Quang Tien