

Hai Phong, May 6th 2025

MINUTES

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO. 3

Name of the issuing organization: HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO.3

Head office: 3rd floor, Htower II building, No. 195 Van Cao street, Dang Giang ward, Ngo Quyen district, Hai Phong city.

Tax code: 0200509429 first issued by the Department of Planning and Investment of Hai Phong city on December 25, 2002, registered for the 19th change on July 5, 2021.

Today, May 6, 2025, the 2025 Annual General Meeting of Shareholders of Hai Phong Construction Joint Stock Corporation No.3 was held in person.

Congress venue: 13th floor hall, Htower II building, 195 Van Cao, Dang Giang ward, Ngo Quyen district, Hai Phong city.

1. Participants

Members of the Board of Management, Board of Supervisors, Executive Board of Hai Phong Construction Joint Stock Corporation No.3.

Shareholders owning shares with voting rights according to the list of shareholders of the Company on the last registration date of April 10, 2025, prepared by the Vietnam Securities Depository and Clearing Corporation.

2. Legality and validity of the Meeting

The meeting listened to Ms. Chu Phuong Mai - Secretary of the General Meeting of Shareholders read the Report on shareholder qualification verification. At the time of announcement of the Report on shareholder qualification verification:

- + 25 shareholders attended the meeting in person, owning: 14,188,874 shares.
- + 65 shareholders authorized to attend the meeting, owning: 4,664,470 shares.
- + 117 shareholders did not attend the meeting, owning: 1,832,373 shares.

In total, 25 shareholders participated representing 90 shareholders and representing ownership of 18,853,344 voting shares, accounting for 91.14% of the total votes of all shareholders with voting rights.

Pursuant to the Law on Enterprises, the Charter of organization and operation of Hai Phong Construction Joint Stock Corporation No.3 (the Company), the 2025 Annual General Meeting of Shareholders (the General Meeting) of the Company is determined to be legal, valid and eligible to be held.

3. Content and progress of the Meeting

Ms. Bui Thi Ngoc Anh - Member of the Board of Management - representing the Organizing Committee announced the reason, introduced the participants of the



Meeting, approved the regulations of the 2025 Annual General Meeting of Shareholders (*according to the content of Proposal No. 01*) and approved the Meeting agenda.

The Regulations of the 2025 Annual General Meeting of Shareholders were approved with a 100% approval rate of the votes of shareholders attending and voting at the meeting (*Voting method: raising Voting card*).

3.1. The Meeting elected the Presidium and the Meeting Secretariat

- The Presidium consists of:

- + Mr. Pham Ky Hung - Chairman of the Board of Management - Chairman
- + Ms. Nguyen Thi Thuy - Member of Board of Management - General Director
- + Ms. Bui Thi Ngoc Anh - Member of Board of Management - Deputy General Director

- The Secretariat consists of:

- + Ms. Chu Phuong Mai
- + Ms. Vu Thi Van Thuong

3.2. Agenda of the Meeting

3.2.1. Board of Directors Report

Ms. Nguyen Thi Thuy - Member of the Board of Management and General Director presented the report of the Board of Management of the Company on the company's governance and management, production and business results in 2024, profit distribution plan in 2024 and production and business orientation in 2025.

3.2.2. Board of Supervisor Report

Mr. Nguyen Hoang Hiep - representative of the Board of Supervisors presented a report on controlling all aspects of operations, examining the Company's Financial Reports in 2024, including some assessments on the implementation results of the Resolution of the General Meeting of Shareholders in 2024, the Company's production and business activities in 2024; the management and operation of the Executive Board, the situation and operations of the Board of Supervisors in 2024.

3.2.3. Shareholders' comments and responses of the Board of Management at the General Meeting

Mr. Pham Ky Hung - Chairman of the Board of Management, Chairman of the Meeting conducted the discussion. Some of the main contents discussed are as follows:

No	Questions	Answers
1	Shareholder Doan Van Minh 1. The company has been operating stably for many years. The shareholder acknowledges the great efforts of the management team in maintaining a 20% dividend payout over the years, sympathizes with the difficulties the company has faced, and wishes to continue supporting the company in the long term. He hopes the company will commit to maintaining a minimum dividend payout of 20% for at least the next 5 years.	Mr. Pham Ky Hung – Presidium 1. Regarding dividends, the company cannot guarantee maintaining the 20% rate in the long term as it depends heavily on domestic and international conditions. However, the company will strive to maintain the 20% dividend payout in 2025.

	<p>2. He agrees with the Chairman of the General Meeting on the general economic difficulties; however, the company should not be overly pessimistic. In line with the country's GDP growth plans, the company should set a higher business target for 2025 to strive for better performance.</p> <p>3. The shareholder recognizes that the company's financial investment results have been very positive in recent years. However, financial investment carries many risks due to global and domestic influences. Therefore, he proposes that the company focus more on developing services, projects, infrastructure investment, and restructuring its business allocation plans for the next 5 years.</p> <p>4. Mr. Minh hopes the company will consider organizing the Annual General Meeting at a different location in the future.</p>	<p>2. The company will seize opportunities for development but will base its actions on the company's strengths and experience.</p> <p>Regarding investments in the service sector and project development, the company continues to seek out potential projects and participate in surveys with foreign partners. However, due to ongoing uncertainties, these foreign partners are not yet ready to engage. The company will carefully evaluate all investment opportunities to ensure the highest possible efficiency and effectiveness</p> <p>Shareholders can rest assured that the company manages its finances very prudently to maximize benefits for shareholders.</p>
2	<p>Shareholder Pham Van Linh</p> <p>1. He fully agrees with the Report of Board of Management.</p> <p>2. The company has performed well, especially during the difficult Covid period, yet still ensured dividend payments to shareholders. This has further strengthened shareholders' trust in the company.</p> <p>3. The divestment from Thành Hưng Joint Stock Company and maintaining the current business areas are wise decisions made by the management team.</p>	<p>Mr. Pham Ky Hung - Presidium</p> <p>The Chairman thanked Mr. Pham Van Linh for his trust and sharing.</p>

3.3. Approve the content of the Presentation and Report discussed at the Meeting

In the Meeting, the Presidium presented the proposals for approval.

- General principle: Each common share will correspond to (01) one vote.
- Voting method: Raise voting card
- **Content No. 01:** Proposal on the approval of the audited Financial Statements and Consolidated Financial Statements for 2024 of Hai Phong Construction Joint Stock Corporation No.3 audited by International Auditing Company Limited (iCPA) *(according to the content of Proposal No.02).*

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- **Content No. 02:** Report of the Board of Management on the implementation of the 2024 production and business plan and the 2025 operating direction.
- **Content No. 03:** Report of the Board of Supervisors in 2024.
- **Content No. 04:** Approval of production and business results, profit distribution and dividend payment for 2024, financial targets for 2025 and other issues *(according to the content of Proposal No.03)*.

*** Business performance in 2024**

No	Items	Unit of measurements	Plan in 2024	Implementation 2024	Comparison (%)
1	Revenue	billions	105	117,46	111,86%
2	Profit before tax	billions	45	48,53	107,84%
3	Dividends	%	≥ 15%	10% advance payment	

*** Profit distribution and dividend payment in 2024**

2.1. Profit before corporate income tax:	48.531.725.868 vnd
2.2. Profit after corporate income tax:	38.257.371.529 vnd
2.3. 10% cash dividend for 2024 has been paid:	20.685.717.000 vnd
2.4. Remaining profit after 10% dividend advance:	17.571.654.529 vnd
2.5. 5% development investment fund:	1.912.868.576 vnd
2.6. Remaining profit accumulated from previous years:	276.377.160.829 vnd
2.7. Pay 10% cash dividend after the General Meeting:	20.685.717.000 vnd
2.8. Expected accumulated profit remaining after fund allocation and 20% dividend distribution:	271.350.229.782 vnd

*** Financial indicators for 2025**

- Revenue:	105 billions dong
- Profit before tax:	45 billions dong
- Dividends:	≥ 15 %

* Approve the orientations in the fields of production and business activities of the Company in 2025 in Section II, Part II of the Report of the Board of Management of the Company submitted to the 2025 Annual General Meeting of Shareholders.

* Issues approved by previous Meeting but have not been implemented do not need to be approved again but will continue to be implemented.

- **Content No.05:** Approval of remuneration and allowances of the Board of Management and Board of Supervisors in 2024 and the plan for 2025 *(according to the content of Proposal No.04)*.
- **Content No. 06:** Approval of the selection of an Auditing Company to audit the 2025 Financial Statements. The General Meeting of Shareholders authorizes the Board of Management to select an Auditing Company in accordance with the provisions of law and the Company, and authorizes the General Director to sign the audit contract *(according to the content of Proposal No. 05)*.

- The total number of shareholders attending and voting at the Meeting was 25 shareholders, representing 18.853.344 voting shares.

No	Content	Total votes for each issue	Total valid votes	Total invalid votes	Agree		Disagree		No comments	
					Total	Rate (*)	Total	Rate (*)	Total	Rate (*)
1	Content No 1	18,853,344	18,853,344	0	18,853,344	100%	0	0%	0	0%
2	Content No 2	18,853,344	18,853,344	0	18,853,344	100%	0	0%	0	0%
3	Content No 3	18,853,344	18,853,344	0	18,853,344	100%	0	0%	0	0%
4	Content No 4	18,853,344	18,853,344	0	18,853,344	100%	0	0%	0	0%
5	Content No 5	18,853,344	18,853,344	0	18,853,344	100%	0	0%	0	0%
6	Content No 6	18,853,344	18,853,344	0	18,853,344	100%	0	0%	0	0%

(*) calculated on the total number of votes of shareholders attending and voting.

- With the above voting results, according to the provisions of the Company Charter, the following contents were approved by the 2025 Annual General Meeting of Shareholders:

No	Approved content	Approval rate (*)
1	Audited Separate Financial Statements and Consolidated Financial Statements for 2024	100%
2	Report of the Board of Management on the implementation of the 2024 production and business plan and the direction of operation in 2025	100%
3	Board of Supervisors Report in 2024	100%
4	Production and business results, profit distribution and dividend payment in 2024, financial targets in 2025 and other issues	100%
5	Remuneration and allowances of the Board of Management and Board of Supervisors in 2024 and plan for 2025	100%
6	The General Meeting of Shareholders authorizes the Board of Management to select an Auditing Company to audit the 2025 Financial Statements. Authorizes the General Director to sign the audit contract.	100%

(*) calculated on the total number of votes of shareholders attending and voting.



4. Approval of the Minutes and Resolutions of the Meeting

The Congress listened to Ms. Chu Phuong Mai - Congress Secretary present the full text of the draft Minutes and Resolution of the Meeting.

The Presidium asked for votes to approve the Minutes and Resolution of the Meeting.

No	Content	Total votes for each issue	Total valid votes	Total invalid votes	Agree		Disagree		No comments		Approval rate (*)
					Total	Rate (*)	Total	Rate (*)	Total	Rate (*)	
1	Minutes of the General Meeting of Shareholders	18,853,344	18,853,344	0	18,853,344	100%	0	0%	0	0%	100%
2	Resolution of the General Meeting of Shareholders	18,853,344	18,853,344	0	18,853,344	100%	0	0%	0	0%	100%

Thus, the 2025 Annual General Meeting of Shareholders has completed all the contents according to the Program that the General Meeting initially approved and was conducted in accordance with the provisions of the Law and the Company's Charter. With 100% of the votes in favor, the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders were approved. The General Meeting ended at 11:00 a.m. on May 6, 2025.

On behalf of the 2025 Annual General Meeting of Shareholders



SECRETARIAT

Chu Phuong Mai

Vũ Thị Vân Thường

PHẠM KỲ HÙNG