

Hai Phong, May 6th 2025

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

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of organization and operation of Hai Phong Construction Joint Stock Corporation No. 3;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders No.01/2025/BB-DHCD dated May 6, 2025 of Hai Phong Construction Joint Stock Corporation No.3.

DECISION

Article 1: The General Shareholders' Meeting approves:

- + The audited Financial Statements and Consolidated Financial Statements for the year 2024 of Hai Phong Construction Joint Stock Corporation, audited by the International Auditing Company Limited (iCPA).
- + The 2024 report of the Board of Management.
- + The 2024 report of the Board of Supervisors.

Article 2: The approval of the results of production and business activities, profit distribution, and dividend payment for the year 2024, the financial targets for the year 2025, and other related matters as follows:

*** Business performance in 2024**

No	Item	Unit of measurement	Plan in 2024	Implementation in 2024	Comparison (%)
1	Revenue	billions	105	117,46	111,86%
2	Profit before tax	billionss	45	48,53	107,84%

*** 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 at the 2025 Annual General Meeting of Shareholders.

Article 3: Approve the 2024 dividend payment plan of 20% in cash (equivalent to VND 41,371,434,000).

Article 4: Approve the remuneration and allowances of the Board of Management and the Board of Supervisors in 2024 and the plan for 2025.

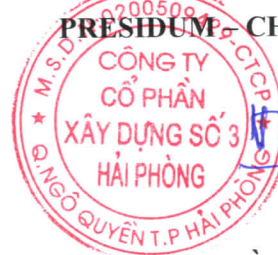
Article 5: The General Meeting of Shareholders authorizes the Board of Management to select an auditing company for the 2025 Financial Statements and assigns the General Director to sign the auditing contract.

Article 6: The issues approved by previous Meeting but have not been implemented do not need to be approved again but will continue to be implemented.

Article 7: This Resolution was approved in full by the 2025 Annual General Meeting of Shareholders of Hai Phong Construction Joint Stock Corporation No.3 at the Meeting with 100% of the votes in favor of the shareholders attending and voting at the meeting on May 06, 2025. The Board of Management, the Board of Supervisors, and the Executive Board are responsible for implementing this Resolution.

On behalf of the Annual General Meeting of Shareholders

PRESIDUM CHAIRMAN



PHẠM KỲ HƯNG

Recipients:

- Hanoi Stock Exchange
- Company website
- BOM, BOS
- Office