



**LIST OF DOCUMENTS SUBMITTED TO  
SHAREHOLDERS IN  
THE ANNUAL GENERAL MEETING OF  
SHAREHOLDERS 2026**

No.	Item	Statement/Report No.
1.	Agenda of the General Meeting.	
2.	Regulation on Organization of the General Meeting.	01/QC-DHDCD.2026
3.	Regulation on election of BOD members and BOS members for the term 2026 - 2031	02/QC-DHDCD.2026
4.	Report of the Board of Directors.	03/BC-DHDCD.2026
5.	Report of the Board of Supervisors.	04/BC-DHDCD.2026
6.	Report on production and business results in 2025 and submission of production and business plan for 2026 of the Board of Management.	05/BC-DHDCD.2026
7.	Statement for approval of the profit distribution in 2025 and proposal of profit distribution plan for 2026.	06/TT-DHDCD.2026
8.	Statement for the dividend payment plan for 2025 and the expected dividend payout ratio for 2026.	07/TT-DHDCD.2026
9.	Statement for payment of remuneration for the Board of Directors and the Board of Supervisors.	08/TT-DHDCD.2026
10.	The Statement for updating the registered business lines of the Company in accordance with the Prime Minister's Decision No. 36/2025/QĐ-TTg dated September 29, 2025.	09/TT-DHDCD.2026
11.	Statement for amendment of the Company's Charter.	10/TT-DHDCD.2026
12.	Statement for approval of the Audited Consolidated Financial Statements 2025.	11/TT-DHDCD.2026
13.	Draft Resolution of the General Meeting of Shareholders	.../NQ-DHDCD.2026



**HOA PHAT GROUP JOINT STOCK COMPANY**  
 Head office: Pho Noi A Industrial Park, Nguyen Van Linh Commune,  
 Hung Yen Province, Viet Nam  
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## AGENDA

### THE ANNUAL GENERAL MEETING SHAREHOLDERS 2026 OF HOA PHAT GROUP JOINT STOCK COMPANY

Location: **Melia Hanoi Hotel, 44B Ly Thuong Kiet street, Cua Nam Ward, Ha Noi, Viet Nam.**

Time: **Tuesday, 21<sup>th</sup> April 2026**

Time (AM)	Content
07:30-08:30	- Welcoming shareholders
08:30-08:45	- Opening the AGM
	- Report of Shareholder Attendance
	- Announcing AGM agenda
	- Introducing the AGM Presidium Committee
	- The Chairman of the Congress appoints the Secretariat
	- Vote to approve the agenda organizing for the General Meeting of Shareholders
	- Introducing and go through the list Vote Counting Committee
	- Vote to approve the Regulations for organizing the General Meeting of Shareholders
08:45-08:50	- Vote to approve the regulation on election of the Board of Directors, the Board of supervisors for the term 2026 - 2031
	Introducing issues to be discussed at AGM and advising shareholders to read documents available in the electronic voting system or on HPG's website
08:50-09:00	Document reading time
09:00-09:10	Voting for members of the Board of Directors, the Board of supervisors for the term 2026 - 2031
09:10-10:30	- Discuss about 2025 Financial statements - Discuss about 2026 Bussiness plan

	<ul style="list-style-type: none"> <li>- Discussion on 2025 profit distribution and proposal for 2026 profit distribution plan.</li> <li>- Discussion on remuneration of the BOMs and the Supervisory Board</li> <li>- Discussion on the 2025 dividend payment plan and the 2026 expected dividend rate</li> <li>- Discuss updating the company's business lines</li> <li>- Discussion on the amendment of the company charter</li> <li>- Discussion about other issues (if any)</li> </ul>
10:30-10:40	<ul style="list-style-type: none"> <li>-Voting on the Report of the Board of Directors and the Supervisory Board</li> <li>-Voting on 2025 Financial Statements</li> <li>-Voting on 2025 profit distribution and proposal for 2026 profit distribution plan.</li> <li>-Voting on remuneration of the BOMs and the Supervisory Board</li> <li>-Voting on 2026 Business Plan</li> <li>-Voting on the 2025 dividend payment plan and the 2026 expected dividend rate</li> <li>-Voting on updating the company's business lines and activities</li> <li>-Voting on the amendments of the company charter.</li> <li>-Voting on other issues (if any).</li> </ul>
10:40-11:00	The Vote Counting Committee counts and makes the report.
11:00-11:20	<ul style="list-style-type: none"> <li>-The AGM Secretary reads the AGM Minutes.</li> <li>-Voting on the AGM Minutes.</li> </ul>
11:20	The Chairman declares closing the AGM.

Note: The agenda can be changed according to the decision of BOMs.

No.: 01/QC – DHDCD.2026

**REGULATION  
ON ORGANIZATION OF THE ANNUAL GENERAL MEETING OF  
SHAREHOLDERS 2026**

**CHAPTER I**

**GENERAL PROVISIONS**

**Article 1. Scope of regulation and subjects of application**

1. This Regulation applies to the convening and organization of the Annual General Meeting of Shareholders 2026 of Hoa Phat Group Joint Stock Company (hereinafter referred to as “**the Company**”) in the form of physical meeting and electronic voting.
2. This Regulation specifies the working principles, order of the General Meeting; conditions for and ways to attend the General Meeting; rights and obligations of shareholders or their authorized representatives (hereinafter referred to as “**Delegates**”) and agencies managing and assisting the General Meeting; ways to conduct, vote and approve voting contents at the General Meeting.
3. Shareholders and attendees at the Annual General Meeting of Shareholders 2026 of Hoa Phat Group Joint Stock Company are responsible for complying with this Regulation, the Company’s Charter, the current Enterprise Law and Securities Law.

**Article 2. Interpretation**

To the extent of this Regulation, the following terms are construed as follows:

1. “**Company**” or “**Group**” means Hoa Phat Group Joint Stock Company.
2. “**GMS**” or “**General Meeting**” means the Annual General Meeting of Shareholders 2026 of Hoa Phat Group Joint Stock Company, held in the form of Delegates attending the General Meeting in person and using the Electronic Voting System to exercise their voting rights.
3. “**Authorized Representative of Shareholder**” or “**Authorized Representative**” means a person who is duly authorized in writing by a shareholder to attend and exercise the legal rights of such shareholder at the General Meeting in accordance with the law and the Company’s Charter.
4. “**Delegates**” means shareholders and their Authorized Representatives attending the General Meeting.
5. “**Electronic means**” means any means that operate based on electrical, electronic,

digital, magnetic, wireless transmission, optical, electromagnetic or similar technology.

6. ***“Physical GMS and electronic voting”*** means a GMS held in the form of Delegates attending the general meeting in person and using the Electronic Voting System to exercise their voting rights.
7. ***“Electronic voting”*** means that Delegates use computers or other electronic devices with Internet connection to vote through the Electronic Voting System as prescribed and notified to shareholders by the Company.
8. ***“EzGSM System”*** or ***“Electronic Voting System”*** or ***“Software”*** means a system that supports the organization of the GMS at <http://ezgsm.fpts.com.vn>, providing Delegates with documents of the General Meeting and tools to exercise related rights when attending the GMS (including voting on contents at the General Meeting).
9. ***“Identification factor”*** means necessary information to accurately identify an object in a situation.
10. ***“Access account”*** or ***“Login information”*** means necessary information such as login name, password and/or other identification factors (if any) of each Delegate, used to log in/access to the Electronic Voting System and exercise voting rights.
11. ***“Force majeure event”*** means events that occur objectively and cannot be foreseen and cannot be overcome despite application of all necessary and possible measures.

## **CHAPTER II**

### **CONDITIONS FOR CONDUCTING**

### **AND WAYS TO ATTEND THE GENERAL MEETING**

#### **Article 3. Conditions for conducting the General Meeting**

The Annual General Meeting of Shareholders 2026 is conducted when the number of attending shareholders represents at least 50% of the voting shares according to the shareholder register of Hoa Phat Group Joint Stock Company closed by the Viet Nam Securities Depository and Clearing Corporation (VSDC) on **March 18, 2026**.

#### **Article 4. Conditions for and ways to attend the General Meeting**

1. Conditions for attending

a. Attendees:

All shareholders owning shares of the Company according to the list of shareholders closed by VSDC on March 18, 2026 and their authorized representatives reserve the right to attend the GMS in person and vote electronically through the system <https://ezgsm.fpts.com.vn>.

b. Requirements for technology:

Delegates attending the GMS must use suitable electronic devices connected to the Internet to ensure electronic voting, including but not limited to: personal computers, laptops, tablets, and smartphones connected to the Internet.

2. Ways to attend

a. For shareholders:

Each shareholder receives (01) Notice of Login Information immediately after the Shareholder registers to attend the General Meeting. The Notice shall include Delegate Code, Login Name, Login Password and link to the electronic voting system. Shareholders who receive the Notice of Login Information containing information related to Access Account shall be responsible for keeping their information confidential to ensure that only such Shareholders have the right to attend and vote on the Electronic Voting System. The Company shall provide maximum support to ensure that shareholders are able to attend and vote at the GMS but shall not be responsible for any problems arising from any problems arising due to the loss/disclosure of their Access Account information by shareholders.

b. For authorized representatives of shareholders:

Shareholders who are unable to attend the GMS may authorize another person to attend the GMS in accordance with the Company's Charter and this Regulation. For Authorized Representatives, after receiving a valid written authorization, the Company shall provide login names and passwords to these Authorized Representatives so that they can perform their rights and obligations according to authorized contents. The Company shall provide login information to Authorized Representatives directly at the General Meeting. When receiving the Notice of Login Information, Authorized Representatives of Shareholders shall be responsible for keeping their information confidential to ensure that only they have the right to attend and vote on the Electronic Voting System. The Company shall provide maximum support to ensure that Authorized Representatives of Shareholders can attend and vote at the GMS but shall not be responsible for any problems arising due to the loss/disclosure of Access Account information by Authorized Representatives.

3. Provision of Login Information to the Electronic Voting System

a. Provision of Login Information:

Information on the link to the Electronic Voting System and Access Accounts will be provided in the Notice of Login Information prescribed by the Company. Delegates shall be responsible for keeping their Access Accounts granted to ensure that only such Delegates have the right to vote on the Electronic Voting System and shall be fully responsible for this registered information.

b. Provision of Login Information again:

When a Delegate requests to be provided with Login Information again, the General Meeting Organizing Committee shall notify the Delegate directly. In such case, the Delegate is obliged to re-provide personal information for identification. The Company may request the Delegate to re-provide information including at least: ID Card/Citizen Identity Card/Passport number, mobile phone number, email address, permanent or temporary residence address (contact address).

4. Change of password:

The Company recommends that upon receiving Login Information (including login name and password), Delegates should access the Electronic Voting System to change their login password to ensure security.

5. Ways to recognize Delegates attending the General Meeting:

Shareholders and their authorized representatives are considered to have attended the GMS when shareholders and their authorized representatives have successfully completed the registration procedures to attend the meeting and vote electronically with the Organizing Committee on the day of the General Meeting. The Delegate Status Inspection Committee reports the results of Delegate Status Inspection publicly at the General Meeting

6. Processing of personal data:

Shareholders and their authorized representatives agree to allow the Company and related parties to process their personal data for the purpose of organizing the Annual General Meeting of Shareholders 2026 of Hoa Phat Group Joint Stock Company.

**Article 5. Authorization to attend the General Meeting**

1. Shareholders and their duly authorized representatives being organizations may directly attend the meeting or authorize one or other individuals, organizations to attend the meeting.
2. The authorization for individuals and organizations to attend the General Meeting shall be made in writing in the form approved by the Company and under civil law, in which specifying names of authorizing shareholders and authorized individuals and organizations, the number of authorized shares, authorization contents and scope of authorization, term of authorization, signatures and stamps (if any) of the authorizer and authorized party, as follows:
  - a. In case the shareholder is an individual:
    - The letter of authorization shall be signed by the authorizing shareholder and the authorized individual;
    - The letter of authorization shall be signed by the authorizing shareholder and signed, sealed (if any) by the authorized organization's representative.

- b. In case the shareholder is an organization:
  - The letter of authorization shall be signed, sealed by the legal representative of the authorizing organization under internal regulations and signed by the authorized individual;
  - The letter of authorization shall be signed, sealed by the legal representative of the authorizing organization under internal regulations and signed, sealed (if any) by the authorized organization's representative under internal regulations.
3. Authorized representative of shareholder being an organization may re-authorize and shall submit the letter of authorization when registering to attend the meeting. In case where the authorized person appoints an employee to attend the meeting, such employee shall present the written letter of appointment and the shareholder's original letter of authorization.
4. If the letter of authorization is made in writing but not in the form as specified by the Company, Chairman of the General Meeting is entitled to decide the validity of that letter of authorization at its sole discretion.
5. An individual/organization may act as an authorized representative for one or more shareholders.
6. Shareholders and their authorized representatives shall be responsible for their rights and obligations, validity of the letter of authorization and letter of introduction for attendees. The Company shall not be responsible for any complaint or appeal related to the shareholder's authorization.

### **CHAPTER III**

#### **RIGHTS AND OBLIGATIONS OF DELEGATES, SECRETARIAT, VOTE COUNTING COMMITTEE**

##### **Article 6. Rights and obligations of Delegates attending the General Meeting**

###### **1. Rights of Delegates attending the General Meeting**

- Attend the General Meeting in person;
- When registering to attend the General Meeting, each Delegate is provided with one (01) login name and corresponding password to attend the GMS in person and vote electronically;
- Discuss and vote on all contents within their authority prescribed by law and the Organizational and Operational Charter of the Company in the form of electronic voting;
- Ask questions to Chairman according to provisions of this Regulation.
- Be informed by the Organizing Committee of the content, agenda of the General Meeting, documents related to the contents of the General Meeting, review the General Meeting documents posted on the Company's website;

- Delegates arriving late to the General Meeting have the right to register immediately and then have the right to attend and vote immediately at the General Meeting, but Chairman is not responsible for stopping the General Meeting for Delegates to register and the validity of votes that have been conducted will not be affected.

## **2. Obligations of Delegates attending the General Meeting**

- Strictly comply with the Enterprise Law, the Company's Charter and this Regulation;
- When Delegates attend the General Meeting, they must complete the registration procedures with the Organizing Committee of the General Meeting and present the following documents:
  - + Invitation to attend the General Meeting (if any).
  - + ID Card/Citizen Identity Card/Passport and/or Business Registration Certificate.
  - + Valid letter of authorization (if authorized to attend the General Meeting).
  - + Letter of introduction (for an organization being authorized to attend the General Meeting).
- Strictly comply with the internal regulations at the General Meeting, respect the work results at the General Meeting. Delegates shall be responsible for reviewing documents posted on the Company's official website, complying with instructions in this Regulation to ensure that the organization of the physical GMS and electronic voting takes place in an orderly, stable and valid manner;
- Speak directly under the direction of Chairman of the meeting, vote in accordance with instructions of the Organizing Committee and respect the direction of the General Meeting by Chairman. The content of the speech should be concise, succinct, without duplication, focus on the key contents that need to be discussed in accordance with the agenda content approved by the General Meeting;
- Keep confidential, use and preserve documents according to regulations, do not copy, record audio and give them to people outside the General Meeting without permission from the Presidium. Recording and filming at the General Meeting must be publicly announced and approved by Chairman of the General Meeting;
- Prepare and use appropriate electronic devices connected to the internet to ensure participation in voting on the contents of the General Meeting by electronic means;
- Bear all costs of attending the General Meeting (such as traveling, food, rest, etc.);

- Keep the Login Information confidential to ensure that only Delegates have the right to vote on the Electronic Voting System. Delegates' voting results on the Electronic Voting System are considered their final decision. Delegates are fully responsible before the law and the Company for the results of the electronic voting performed by Delegates on the Electronic Voting System;
- Immediately notify the Company for timely handling when discovering that login name, password and/or other identification factors are lost, stolen, disclosed, or suspected of being disclosed by contacting the Company to lock the access account. Delegates shall be responsible for any damages, losses and other risks that occur before the Company receives Delegates' notification if it is caused by Delegates;
- In case where a shareholder authorizes another individual/organization to attend the General Meeting, the contents as stated in the Invitation to the Meeting and this Regulation must be complied with. The Company is exempted from all responsibilities related to fraud, forgery, and falsification of information in the Letter of Authorization. Shareholders and their authorized representatives shall be responsible for the authorization and the results of electronic voting according to granted/announced Access Account. All electronic voting results of Delegates are considered the final will and decision of Delegates;
- Be responsible for intentionally using technology to disrupt the General Meeting of Shareholders or change the results of electronic voting;
- Comply with provisions of this Regulation, comply with the direction of Chairman and the Organizing Committee of the General Meeting, respect the work results at the General Meeting, and do not obstruct, disrupt or cause disorder to the General Meeting.

**Article 7. Rights and obligations of Chairman of the General Meeting and Secretariat**

**1. Rights and obligations of Chairman**

- The General Meeting of Shareholders shall be presided over by Chairman of Board of Directors;
- Decisions made by Chairman on the order, procedures or events arising out of the General Meeting agenda shall be the highest judgment;
- Chairman has the right to require all attendees to be subject to inspection or other lawful and reasonable security measures;
- Chairman has the right to request the competent authority to maintain the order of the meeting; expel those who fail to comply with Chairman's executive authority, intentionally disrupt order, prevent the normal progress of the meeting or fail to comply with the requirements of security checks from the General Meeting;

- Chairman may refuse to answer or only recognize contributions of shareholders if such contribution contents, proposals are out of the General Meeting agenda;
- Chairman appoints the Secretariat for the General Meeting;
- Chairman may postpone the General Meeting with a sufficient number of registered attendees for no more than 03 working days since the meeting is intended to open and may only postpone the meeting or change the meeting location in the following case:
  - + The meeting location fails to provide enough convenient seats for all attendees;
  - + The media at the meeting place fails to guarantee attendees to attend, discuss and vote;
  - + An attendee obstructs, disrupts order, and threatens to prevent the meeting from being conducted in a fair and lawful manner.

## **2. Rights and obligations of the Secretariat**

- Chairman appoints a number of people to participate in the Secretariat. The Secretariat is a department that assists Chairman and works under the direction of Chairman.
- Fully and honestly record all contents of the General Meeting and issues approved by the GMS.
- Draw up Draft Minutes and Draft Resolution of the General Meeting.
- Receive and forward questions from Delegates to Chairman.
- Collect, summarize and send opinions of Delegates at the General Meeting to the Company's Board of Directors.

## **Article 8. Vote Counting Committee**

1. The Vote Counting Committee consists of 01 head and members nominated by Chairman and approved by the General Meeting. Members of the Vote Counting Committee may not be the Company's shareholder.
2. The Vote Counting Committee is responsible for disseminating and guiding regulations and rules related to voting at the General Meeting.
3. The Vote Counting Committee is responsible for checking and supervising the voting of shareholders and organizing the vote counting; Recording voting results from software.
4. The Vote Counting Committee is responsible for preparing minutes of vote counting result and announcing it at the General Meeting; handing over such minutes and all votes to Chairman.
5. The Vote Counting Committee shall check, prepare the minutes and announce the

vote counting result honestly and accurately and take responsibility for such results.

## **CHAPTER IV**

### **CONDUCTING AND VOTING AT THE` GENERAL MEETING**

#### **Article 9. Contents of the General Meeting**

The General Meeting shall discuss in order and approve the following contents:

1. Approval of the Regulation on organization of the GMS.
2. Approval of the Regulation on election of BOD members and BOS members for the term 2026 - 2031.
3. Approval of the GMS agenda.
4. Approval of the list of members of the Vote Counting Committee.
5. Report on production and business results in 2025 and production and business plan for 2026.
6. Report of the Board of Directors.
7. Report of the Board of Supervisors.
8. Approval of the profit distribution in 2025 and proposal of profit distribution plan for 2026.
9. Approval of the dividend payment plan for 2025 and the expected dividend payout ratio for 2026.
10. Approval of remuneration for the Board of Directors and Board of Supervisors.
11. Approval of the updating of the registered business lines of the Company in accordance with the Prime Minister's Decision No. 36/2025/QD-TTg dated September 29, 2025.
12. Approval of amendment of the Company's Charter.
13. Approval of the Audited Consolidated Financial Statements 2025 audited by Deloitte Vietnam Audit Co., Ltd.
14. Other contents (if any).

#### **Article 10. Voting procedures for passing decisions at the General Meeting**

##### **1. Form of voting**

The voting of the General Meeting's contents is conducted by electronic voting. The ballots have been pre-installed on the Electronic Voting System. Delegates prepare their own electronic devices connected to the internet as prescribed in Point b, Clause 1, Article 4 hereof to vote. Delegates use their login name and password or other identification factors provided in the Notice of Login Information to log in to the Electronic Voting System and vote.

## 2. Time of voting

Shareholders can start accessing the Electronic Voting System to exercise their voting rights immediately after successfully registering to attend and being provided with the Notice of Login Information until Chairman announces the end of voting for each voting content. After the time of voting for a content ends, the Electronic Voting System will not record any more electronic voting results corresponding to such voting content from Delegates.

## 3. Principles of voting

- One (01) common share is equivalent to one (01) voting right;
- All issues in the agenda of the General Meeting are approved by obtaining the votes of all Delegates attending the meeting using electronic voting on the “**Voting - Election**” interface of the Electronic Voting System;

## 4. Ways to vote

- a. Delegates shall register to attend the GMS directly with the Organizing Committee before logging into the Electronic Voting System according to the instructions in the Notice of Login Information provided to each delegate and vote at the “**Voting – Election**” interface of the Electronic Voting System at the link address: <https://ezgsm.fpts.com.vn>.
- b. The General Meeting shall vote on each issue in the agenda. When voting using electronic means, for each issue, Delegates shall select one (01) of the three (03) options “**Agree**”, “**Disagree**”, “**Abstain**” on Ballots installed in the Electronic Voting System. After completing all voting contents at one time, Delegates shall click “**Vote**” to send voting results to the Electronic Voting System. At the end of the voting time of each vote, if a Delegate does not press the “**Vote**” confirmation button on the Electronic Voting System, the Delegate’s ballot will be considered as a non-returnable ballot for contents that need to be voted on at this voting session.
- c. In case where the agenda is supplemented with contents proposed by shareholders/groups of shareholders according to the Charter and has been approved by the GMS, Delegates can vote to supplement such contents on the interface of the Electronic Voting System. If Delegates do not vote to supplement new contents, their ballots will be considered as a non-returnable ballot for these contents.
- d. Recording method of the electronic voting system: Delegates may change voting results many times but cannot cancel voting results. The electronic voting system only records the final voting results at the end of the voting time of each vote according to the direction of Chairman.
- e. In case where Delegates have registered to attend the GMS but cannot attend continuously until the end of the agenda, they may vote on contents that require shareholders’ opinions before logging out of the Electronic Voting System. If Delegates do not vote on remaining contents of the General Meeting, their ballots

will be considered as a non-returnable vote for these contents.

## **5. Validity of voting contents and ballots**

- a. On ballots, the voting content is valid when Delegates tick one (01) out of three (03) voting options for such content. Invalid voting content is the content in which Delegates tick more than one voting option box for the same voting content or leaves any voting option box blank for certain voting content.

For ballots with invalid voting content, the electronic voting system will send a warning to Delegates attending the General Meeting of Shareholders in the form of electronic voting. Delegates shall be responsible for adjusting their voting ballot to make them valid and clicking “**Vote**” to send voting results to the system. The system will not record any ballot with invalid voting content and Delegates are considered not to have participated in voting through the electronic voting system if their ballots are not adjusted to be valid.

- b. A valid ballot is a ballot that contains all valid voting content and the submission (clicking “**Vote**”) is completed on the Electronic Voting System before the end of the voting time for each voting session as directed by Chairman.
- c. In case where a Delegate has successfully registered to attend in person and logged into the Electronic Voting System but does not check any voting option box on the ballot at the “**Voting – Election**” interface on the Electronic Voting System, it will be understood that such Delegate refuses the right and does not vote on that content. The Delegate’s ballot in this case is considered a Non-Returnable Ballot.

## **Article 11. Ways to count votes**

1. Ballots of each Delegate are recorded by the system by: Total number of ballots for each issue, total number of valid, invalid, agree, disagree and abstain ballots; corresponding percentage of the total number of ballots of Delegates attending the meeting/attending and voting. Voting results are compiled by the software and calculated according to the percentage.
2. In case where Delegates have questions about voting results, Chairman shall consider and decide immediately at the General Meeting.
3. Announcement of vote counting results
  - After the vote counting process is completed, the Vote Counting Committee shall prepare a vote counting minutes with the signatures of all members of the Vote Counting Committee.
  - Head of the Vote Counting Committee shall, on behalf of the Vote Counting Committee, read the vote counting minutes before the General Meeting.

## **Article 12. Speaking at the General Meeting**

When discussing issues in the agenda of the General Meeting, Delegates must comply

with the following regulations:

1. Principle:

The discussion at the General Meeting is coordinated by Chairman or a representative in the Organizing Committee of the General Meeting in compliance with the Company's Charter. The discussion is only conducted within the prescribed time and within the scope of issues presented in the agenda approved by the GMS, and the content does not violate the law, is related to personal issues or exceeds the authority of the company.

2. Ways to submit questions for discussion:

Delegates attending the GMS can ask questions by speaking directly at the General Meeting. When Delegates need to speak or debate, they must raise their hands, and can only speak when Chairman agrees. Each Delegate shall speak for no more than 03 minutes and the content must be concise and avoid duplication.

3. Responding to Delegates' opinions:

- Based on discussion contents of Delegates, Chairman or a member designated by Chairman shall respond to Delegates' opinions.
- Contributions or questions will be collected and answered sequentially and can only be given during the discussion session of the General Meeting. In case where many shareholders have the same opinions, Chairman will select and respond to all shareholders once.
- Chairman of the General Meeting shall only directly answer key questions and questions related to the contents of the General Meeting agenda and representing many shareholders, not directly answer and explain in detail the contents that have been announced, have been stipulated in legal documents, or the contents of a specialized, detailed explanation nature serving the specific requirements of shareholders.
- In case of time constraints, questions that have not been directly answered at the General Meeting will be considered by the Company and answered to shareholders in an appropriate manner.

**Article 13. Force majeure events**

1. During the General Meeting takes place, there may be force majeure events such as natural disasters, fires, power outages, loss of Internet connection or other technical problems, requests or instructions from the Government and other state agencies, competent persons, etc. The Company shall mobilize all resources to overcome the problems and the General Meeting can continue, but not more than 60 minutes from the time of the problems.
2. In case where force majeure events cannot be overcome so that the General Meeting can continue within 60 minutes, Chairman shall declare a temporary suspension of

the General Meeting, all issues that have been voted on and passed before the suspension (if any) will be canceled. These issues will be voted on again at the nearest General Meeting of Shareholders.

## **CHAPTER V**

### **CLOSURE OF THE GENERAL MEETING**

#### **Article 14. Minutes of the General Meeting of Shareholders**

All contents of the GMS are made in writing by Secretary. The Meeting Minutes are read and approved before the closure of the Meeting and kept in General Meeting of Shareholders documents of the Company.

#### **Article 15. Resolutions of the General Meeting of Shareholders**

Based on the results of the General Meeting, Chairman shall issue the GMS resolution for issues approved by the General Meeting.

Shareholders, members of the Board of Directors, Board of Supervisors and General Director have the right to request a Court or Arbitration to review and cancel part or all of decisions of the General Meeting in accordance with the Enterprise Law.

#### **Article 16. Cases of unsuccessful organization of the General Meeting of Shareholders**

1. If the first meeting is not eligible to organize according to Article 3 of this Regulation, the second meeting shall be convened within 30 days from the date the first meeting is expected to open. The second meeting of the General Meeting of Shareholders shall be organized when the number of attending shareholders represents at least 33% of the voting shares.
2. In the case that the second meeting is not eligible to organize according to Clause 1 of this Article, the third meeting shall be convened within 20 days from the date the second meeting is expected to open. In this case, the meeting of the General Meeting of Shareholders is conducted regardless of the number of attending shareholders.

#### **Article 17. Some other provisions**

After the meeting, Chairman of the Board of Directors undertakes to successfully implement production and business plans and other issues approved at the General Meeting and declares the General Meeting closed.

## **CHAPTER VI**

### **EXECUTIVE PROVISIONS**

#### **Article 18. Validity**

1. This Regulation consists of 6 chapters and 18 articles, becomes effective immediately upon approval at the Annual General Meeting of Shareholders on April

21, 2026 and applies to all issues voted on at the opening session of the General Meeting.

2. Other relevant contents not mentioned herein shall be applied according to the Charter and Internal Regulations on corporate governance.
3. Chairman, the Secretariat, the Delegate Status Inspection Committee, the Vote Counting Committee and Delegates are responsible for implementation./.

**FOR AND ON BEHALF OF  
THE BOARD OF DIRECTORS**

**(Signed)**

**TRAN DINH LONG**

No.: 02/QC – DHDCD.2026

**REGULATION ON ELECTION OF  
MEMBERS OF THE BOARD OF DIRECTORS AND  
THE BOARD OF SUPERVISORS FOR THE TERM 2026 - 2031**

- Pursuant to the Enterprise Law 2020, as amended and supplemented in 2025, and its guidance documents;
- Pursuant to the Securities Law 2019, as amended and supplemented in 2024, and its guidance documents;
- Pursuant to the current Charter of Hoa Phat Group Joint Stock Company.

The General Meeting of Shareholders (“GMS”) of Hoa Phat Group Joint Stock Company (“Company”) elects members of the Board of Directors (“BOD”) and the Board of Supervisors (“BOS”) for the term 2026 – 2031 according to the following regulations:

**Article 1. Principles and electors**

1. **Principles**
  - The election must comply with legislation and practices in Vietnam;
  - The election must comply with the Charter and be consistent with this Regulation;
  - The election must ensure transparency, democracy and legitimate rights of all shareholders;
  - The election must ensure the organizational stability of the Annual General Meeting of Shareholders.
2. **Electors:** Shareholders owning shares with voting rights (*according to the company’s list of shareholders as of March 18, 2026*) or their representatives duly authorized in accordance with the Regulation on organization of the Annual GMS 2026 being present at the GMS.

**Article 2. Number, conditions and standards for BOD members**

1. **Number of BOD members:** 10 members or another number if the Annual GMS decides otherwise, but ensuring that the number of BOD members is at least 05 and at most 11 as stipulated in the Company’s Charter.
2. **Conditions and standards for BOD members:**

- Having full legal capacity and not being subject to prohibitions on managing enterprises as prescribed by the Enterprise Law;
- Having professional qualifications and experience in business management or in main business lines of the Company. BOD members do not necessarily have to be the Company's shareholders;
- Members of the Company's Board of Directors may not simultaneously be members of the Board of Directors or Board of Members of more than 5 other companies;
- At the beginning of their term, all members of the Board of Directors must fully meet the requirements stipulated by Law, the Company's Charter, the Company's governance regulations and internal rules. Members of the Board of Directors must notify Chairman of the Board of Directors if there are any changes during their term.

### 3. **Nomination and candidacy of BOD members**

- Shareholders have the right to accumulate their voting rights to nominate candidates for the BOD. Shareholders or groups of shareholders holding a certain number of voting shares may nominate a number of candidates for the BOD according to the following ratios:
  - + Holding from 10% to less than 15% may nominate a maximum of 03 candidates.
  - + Holding from 15% to less than 20% may nominate a maximum of 04 candidates.
  - + Holding from 20% to less than 25% may nominate a maximum of 05 candidates.
  - + Holding from 25% to less than 30% may nominate a maximum of 06 candidates.
  - + Holding from 35% to less than 40% may nominate a maximum of 07 candidates.
  - + Holding from 40% to less than 45% may nominate a maximum of 08 candidates.
  - + Holding from 45% or more may nominate a maximum of 10 candidates.
- In case where the number of candidates for the BOD, both through nomination and candidacy, is still insufficient, the incumbent BOD may nominate additional candidates or organize nomination according to a mechanism stipulated by the Company. The nomination mechanism or way for the incumbent BOD to nominate candidates for the BOD must be clearly announced and approved by the

GMS before starting nomination.

**Article 3. Number, conditions and standards for BOS members**

1. **Number of BOS members:** 03 members or another number if the Annual GMS decides otherwise, but ensuring that the number of BOS members is at least 03 and at most 05 as stipulated in the Company's Charter.
2. **Conditions and standards for BOS members:**
  - Holding a university degree or higher in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business activities of the company, and having at least 03 years of work experience; Head of the Board of Supervisors must have at least 05 years of work experience;
  - Having full legal capacity and not being subject to prohibitions on establishing and managing enterprises as prescribed by the Enterprise Law;
  - Not being a person who was or is currently being criminally prosecuted, sentenced to imprisonment or whose right to practice a profession has been revoked by a court as prescribed by law;
  - At the time of election or appointment, not being directly involved in any case under investigation or verification by competent authorities;
  - Not being spouse, father, adoptive father, mother, adoptive mother, child, adopted child, sibling of a member of the Board of Directors, General Director, or other managers;
  - Not being a company manager;
  - Members of the Board of Supervisors are not necessarily the Company's shareholders or employees.
3. **Nomination and candidacy of BOS members**
  - Shareholders have the right to accumulate their voting rights to nominate candidates for the BOS. Shareholders or groups of shareholders holding a certain number of voting shares may nominate a number of candidates for the BOD according to the following ratios:
    - + Holding from 10% to less than 15% may nominate 03 members.
  - In case where the number of candidates for the BOS, both through nomination and candidacy, is still insufficient, the BOS may nominate additional candidates according to a mechanism stipulated by the Company. The nomination mechanism or way for the incumbent BOS to nominate candidates for the BOS must be clearly announced and approved by the GMS before starting nomination.

**Article 4. Applications and deadlines for receiving applications for candidacy and nomination to elect members to the BOD and the BOS**

1. **Applications for candidacy and nomination to the BOD and the BOS include:**
  - Candidacy (nomination) form for members of the BOD or the BOS (using the template);
  - Curriculum vitae filled out by the candidate (using the template);
  - Notarized copies of: Citizen Identity Card/Passport, educational and professional qualifications.
  - Minutes of group meeting + List of groups of shareholders (where the candidate is nominated by a group of shareholders);
  - Documents confirming the ownership percentage of a shareholder/group of shareholders meeting the nomination requirements as stipulated herein.

2. **Deadline for receiving applications:**

Applications for nomination or candidacy can be submitted directly or sent by registered mail, provided that the GMS Organizing Committee receives the applications before 5:00 PM on April 09, 2026.

Place to receive applications: Hoa Phat Group Joint Stock Company

Address: 6<sup>th</sup> Floor, Hoa Phat Building, 66 Nguyen Du Street, Cua Nam Ward, Hanoi City.

Telephone: 024 6284 8666

Fax: 024 6283 3456

3. Nominees/candidates for the BOD and the BOS shall be legally responsible to the General Meeting of Shareholders for the accuracy and truthfulness of the content in their applications. Only nomination or candidacy applications that meet the requirements and candidates who meet the standards for members of the BOD and the BOS will be included in the list announced at the General Meeting.

**Article 5. Election method**

1. Voting for members of the BOD and the BOS shall be conducted by electronic voting and cumulative voting;
2. Each shareholder or his/her authorized representative attending the meeting shall have a total number of votes corresponding to the total number of voting shares (including ownership and proxy) multiplied by the number of members to be elected to the BOD or the BOS;
3. Shareholders or their authorized representatives attending the meeting may accumulate all their votes to vote for one candidate or divide their votes among selected candidates. However, shareholders or their authorized representatives

attending the meeting may only vote for a maximum of 10 candidates for the BOD and 03 candidates for the BOS (or other numbers if the General Meeting of Shareholders decides otherwise as stipulated in clause 1, Article 2 and clause 1, Article 3 above) out of the total number of nominated candidates for the BOD and the BOS.

**For example:** The GMS votes to elect 3 BOS members from a total of 7 candidates. Shareholder Nguyen Van A holds (*including ownership and proxy*) 100,000 voting shares. Therefore, the total number of voting rights held by shareholder Nguyen Van A is:  $(100,000 \times 3) = 300,000$  votes. Shareholder Nguyen Van A can cast cumulative votes using the following methods:

- a. Accumulate all 300,000 votes to 01 candidate for BOS member.
- b. Divide 300,000 votes equally among 03 candidates for BOS members (*equivalent to each candidate receiving 100,000 votes from shareholder Nguyen Van A*).
- c. Divide 300,000 votes among several candidates for BOS members by subdividing 300,000 voting rights among each candidate. Shareholder Nguyen Van A can accumulate his 300,000 votes to 3 candidates at different voting right ratios, but the total number of votes for those candidates cannot exceed 300,000.

#### **Article 6. Way to conduct election**

1. Election Papers have been pre-installed on the electronic voting system. Some terms used in Election Papers are interpreted and construed as follows:
  - “Total number of representative voting papers”: Means the number of voting papers, including the number of voting papers owned by delegates and/or authorized by one or more other delegates;
  - “Total number of election papers for BOD members”: Means the Total number of representative voting papers multiplied by (x) the number of members to be elected to the BOD for the term 2026-2031, as approved by the General Meeting of Shareholders.
  - “Total number of election papers for BOS members”: Means the Total number of representative voting papers multiplied by (x) the number of members to be elected to the BOS for the term 2026-2031, as approved by the General Meeting of Shareholders.
  - Delegates must prepare their own internet-connected electronic devices (e.g., computers, tablets, mobile phones, etc.) to log into the electronic voting system and cast their votes.
2. How to fill out Election Papers

Each Election Paper for the BOD and the BOS can elect a maximum number of members for the BOD and the BOS for the term 2026-2031 as approved by the General Meeting of Shareholders.

Delegates should cast their votes according to the following instructions:

- **Case 1: Delegates cast all their votes for one or more candidates**

Delegates tick the box in the “Equally accumulative voting” column for corresponding candidates.

In this case, the system will automatically divide votes among selected candidates. If the number of votes divided among the candidates is odd, the system will automatically cancel the odd portion, and the recorded number of votes will be rounded down.

- **Case 2: Delegates cast unequal votes for multiple candidates**

Delegates fill out the number of votes in the “Number of votes” box for corresponding candidates.

3. Way to elect

Delegates, immediately after successfully registering to attend the meeting and casting their electronic votes with the Organizing Committee on the day of the General Meeting, have the right to use the login username and password provided on the Notice of Login Information to log into the Electronic Voting System and cast their votes. Voting will take place until Chairman of the General Meeting or the Vote Counting Committee signals the end of the voting period. After the end of the voting period, the system will not record any further electronic voting results from Delegates.

After completing votes, delegates click “Vote” to submit their voting results to the system. Delegates reserve the right to change their voting results until the end of the electronic voting period. The recorded voting result is the final submitted by delegates to the system at the end of the electronic voting as stipulated.

4. Invalid Election Papers

The following votes are considered invalid by the system and will be counted as non-returnable votes:

- The number of candidates voted for by delegates is greater than the number of members to be elected to the BOD, BOS for the term 2026-2031 as approved by the General Meeting of Shareholders;
- Election Papers where the total number of votes for candidates does not equal the Total number of votes for the BOD/ BOS members represented by such shareholder;
- Election Papers submitted by Delegates after the end of the voting period as stipulated.

For invalid votes, the electronic voting system will issue a warning to delegates attending the General Meeting of Shareholders on the electronic voting system. Delegates are responsible for adjusting their votes to be valid. The system does not record invalid votes, and delegates are considered as not participating in the election through the electronic voting system.

**Article 7. Vote Counting Committee and vote counting**

1. The Vote Counting Committee recognizes the vote counting results truthfully, accurately, and completely, and takes responsibility to Chairman of the meeting and the entire General Meeting of Shareholders. The vote counting must be conducted immediately after the end of the voting.
2. The Vote Counting Committee is responsible for preparing vote counting minutes and announcing vote counting results to the General Meeting of Shareholders. The Minutes and all Election Papers must be returned to Chairman of the meeting.

**Article 8. Principles for determining elected members of the BOD and the BOS**

1. The number of elected members of the BOD and the BOS is determined by the number of votes received, from highest to lowest, starting with candidate with the highest number of votes until number of members stipulated in this Regulation is reached. In the case of two or more candidates receiving the same number of votes, priority will be given to those who have worked and been associated with the Company for a long time, and who do not hold concurrent positions in other organizations outside the Company or its affiliated units. If such candidates' status remains the same, the General Meeting will conduct a re-election among candidates with the equal number of votes. The winner will be candidates with the higher number of votes.
2. If after the first election, the number of members of the BOD and the BOS is insufficient, the General Meeting will conduct a second election among the remaining nominees/candidates; if after the second election the number is still insufficient, the General Meeting and Chairman will decide whether to continue the election.

**Article 9. Resolution of complaints regarding elections and vote counting**

1. In case of shareholder complaints or a need for a review of election results, the BOS will carry out a re-examination directly.
2. Complaints regarding elections and vote counting will be resolved by Chairman of the General Meeting and recorded in the GMS Minutes.

**Article 10. Validity**

1. This Election Regulation comes into full force immediately upon being approved by the General Meeting of Shareholders and becomes invalid upon the conclusion of

the Annual General Meeting of Shareholders 2026 of Hoa Phat Group Joint Stock Company.

2. Delegates and parties attending the General Meeting are responsible for complying with this Regulation./.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**(Signed)**

**TRAN DINH LONG**



**HOA PHAT GROUP JOINT STOCK COMPANY**

Head office: Pho Noi A IP – Nguyen Van Linh Street - Hung Yen - Vietnam

Hanoi, ... .., 2026

**NOMINATION FORM FOR  
MEMBERS OF THE BOARD OF DIRECTORS FOR TERM 2026 - 2031  
HOA PHAT GROUP JOINT STOCK COMPANY**

To the General Meeting of Shareholders,

I (am)/We (are) a Shareholder/Group of Shareholders of Hoa Phat Group Joint Stock Company, comprising:

No.	Shareholder's name	Citizen ID Card/Business Registration number, date and place of issue	Number of shares held	Signature, seal <sup>1</sup>

Pursuant to the Enterprise Law and the current Charter of the Company, we respectfully nominate:

- Mr/Ms: .....  
Sex:            Male                    Female          
Date of birth: .....  
Nationality: .....  
Identification number: ..... Date of issue: .....  
Place of issue: .....  
Contact address: .....  
Educational level: .....  
Qualifications: .....
- Mr/Ms: .....  
*(Please provide similar information as above)*

<sup>1</sup> For institutional shareholders, their legal representative will sign and affix the organization's seal.



## HOA PHAT GROUP JOINT STOCK COMPANY

Head office: Pho Noi A IP – Nguyen Van Linh Street - Hung Yen - Vietnam

To the following position:

Member of the Board of Directors

Independent Member of the Board of Directors

of Hoa Phat Group Joint Stock Company for the term 2026 – 2031 at the Annual General Meeting of Shareholders 2026.

I/We declare that the nominated candidate is qualified for the position of Member of the Board of Directors as specified in the Charter and the Regulation on election of Members of the Board of Directors and the Board of Supervisors for the term 2026 – 2031 at Hoa Phat Group Joint Stock Company's Annual General Meeting of Shareholders 2026.

Sincere thanks!

***Attached documents<sup>2</sup>:***

- a. Curriculum Vitae declared by the candidate.*
- b. Certificate of the number of shares owned by Shareholder/group of Shareholders or equivalent documents from Securities Company where the Shareholder has an account or from Viet Nam Securities Depository and Clearing Corporation (VSDC) (as of March 18, 2026 – the date of confirming shareholders to attend the annual GMS 2026).*
- c. Valid power of attorney (if the shareholder authorizes another person to nominate).*
- d. Notarized copies of the candidate's Citizen Identity Card and qualifications.*

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<sup>2</sup> Nomination and candidacy documents for BOD members must be submitted to Hoa Phat Group Joint Stock Company before 5:00 PM on April 09, 2026.



HOA PHAT GROUP JOINT STOCK COMPANY  
Head office: Pho Noi A IP – Nguyen Van Linh Street - Hung Yen - Vietnam

Hanoi, ... .., 2026

**CANDIDACY FORM FOR  
MEMBERS OF THE BOARD OF DIRECTORS FOR TERM 2026 - 2031  
HOA PHAT GROUP JOINT STOCK COMPANY**

To the General Meeting of Shareholders,

I am: .....

Sex: Male  Female

Date of birth: .....

Nationality: .....

Identification number: ..... Date of issue: .....

Place of issue: .....

Contact address: .....

Educational level: .....

Qualifications: .....

Number of shares currently owed is .....  
shares, corresponding to.....% of the Registered Capital of Hoa Phat Group  
Joint Stock Company.

Pursuant to the Enterprise Law and the current Charter of the Company, I nominate  
myself for the position of:

Member of the Board of Directors

Independent Member of the Board of Directors

I declare that I am qualified for the position of Member of the Board of Directors as  
specified in the Charter and the Regulation on election of Members of the Board of  
Directors and the Board of Supervisors for the term 2026 – 2031 at Hoa Phat Group Joint  
Stock Company’s Annual General Meeting of Shareholders 2026.

Sincere thanks!

**Shareholder**  
(Signature, full name)



## HOA PHAT GROUP JOINT STOCK COMPANY

Head office: Pho Noi A IP – Nguyen Van Linh Street - Hung Yen - Vietnam

### *Attached documents <sup>1</sup>:*

- a. *Curriculum Vitae declared by the candidate.*
- b. *Certificate of the number of shares owned by Shareholder or equivalent documents from Securities Company where the Shareholder has an account or from Viet Nam Securities Depository and Clearing Corporation (VSDC) (as of March 18, 2026 – the date of confirming shareholders to attend the Annual GMS 2026).*
- c. *Notarized copies of the candidate's Citizen Identity Card and qualifications.*

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<sup>1</sup> Nomination and candidacy documents for BOD members must be submitted to Hoa Phat Group Joint Stock Company before 5:00 PM on April 09, 2026.



*Hanoi, ... .., 2026*

**NOMINATION FORM FOR  
 MEMBERS OF THE BOARD OF SUPERVISORS FOR TERM 2026 - 2031  
 HOA PHAT GROUP JOINT STOCK COMPANY**

To the General Meeting of Shareholders,

I (am)/We (are) a Shareholder/Group of Shareholders of Hoa Phat Group Joint Stock Company, comprising:

No.	Shareholder's name	Citizen ID Card/Business Registration number, date and place of issue	Number of shares held	Signature, seal <sup>1</sup>

Pursuant to the Enterprise Law and the current Charter of the Company, we respectfully nominate:

- Mr/Ms: .....  
 Sex:                      Male                       Female   
 Date of birth: .....  
 Nationality: .....  
 Identification number: .....Date of issue: .....  
 Place of issue: .....  
 Contact address: .....  
 Educational level: .....  
 Qualifications: .....
- Mr/Ms: .....

<sup>1</sup> For institutional shareholders, their legal representative will sign and affix the organization's seal.

*(Please provide similar information as above)*

To the position of member of the Board of Supervisors of Hoa Phat Group Joint Stock Company for the term 2026 – 2031 at the Annual General Meeting of Shareholders 2026.

I/We declare that the nominated candidate is qualified for the position of Member of the Board of Supervisors as specified in the Charter and the Regulation on election of Members of the Board of Management and the Board of Supervisors for the term 2026 – 2031 at Hoa Phat Group Joint Stock Company's Annual General Meeting of Shareholders 2026.

Sincere thanks!

***Attached documents***<sup>2</sup>:

- a. *Curriculum Vitae declared by the candidate.*
- b. *Certificate of the number of shares owned by Shareholder/group of Shareholders or equivalent documents from Securities Company where the Shareholder has an account or from Viet Nam Securities Depository and Clearing Corporation (VSDC) (as of March 18, 2026 – the date of confirming shareholders to attend the Annual GMS 2026).*
- c. *Valid power of attorney (if the shareholder authorizes another person to nominate).*
- d. *Notarized copies of the candidate's Citizen Identity Card and qualifications.*

<sup>2</sup> Nomination and candidacy documents for BOS members must be submitted to Hoa Phat Group Joint Stock Company before 5:00 PM on April 09, 2026.



**HOA PHAT GROUP JOINT STOCK COMPANY**

Head office: Pho Noi A IP – Nguyen Van Linh Street - Hung Yen - Vietnam

Hanoi, ... .., 2026

**CANDIDACY FORM FOR  
MEMBERS OF THE BOARD OF SUPERVISORS FOR TERM 2026 - 2031  
HOA PHAT GROUP JOINT STOCK COMPANY**

To the General Meeting of Shareholders,

I am: .....

Sex: Male  Female

Date of birth: .....

Nationality: .....

Identification number: ..... Date of issue: .....

Place of issue: .....

Contact address: .....

Educational level: .....

Qualifications: .....

Number of shares currently owed is .....  
shares, corresponding to.....% of the Registered Capital of Hoa Phat Group  
Joint Stock Company.

Pursuant to the Enterprise Law and the current Charter of the Company, I nominate  
myself for the position of member of the Board of Supervisors for the term 2026 – 2031.

I declare that I am qualified for the position of Member of the Board of Supervisors as  
specified in the Charter and the Regulation on election of Members of the Board of  
Directors and the Board of Supervisors for the term 2026 – 2031 at Hoa Phat Group Joint  
Stock Company’s Annual General Meeting of Shareholders 2026.

Sincere thanks!

**Shareholder**

*(Signature, full name)*



## HOA PHAT GROUP JOINT STOCK COMPANY

Head office: Pho Noi A IP – Nguyen Van Linh Street - Hung Yen - Vietnam

### *Attached documents<sup>1</sup>:*

- a. Curriculum Vitae declared by the candidate.*
- b. Certificate of the number of shares owned by Shareholder or equivalent documents from Securities Company where the Shareholder has an account or from Viet Nam Securities Depository and Clearing Corporation (VSDC) (as of March 18, 2026 – the date of confirming shareholders to attend the Annual GMS 2026)).*
- c. Notarized copies of the candidate's Citizen Identity Card and qualifications.*

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<sup>1</sup> Nomination and candidacy documents for BOS members must be submitted to Hoa Phat Group Joint Stock Company before 5:00 PM on April 09, 2026.

## CURRICULUM VITAE

*(Participating in nomination to the position of members of the Board of Directors and the Board of Supervisors of Hoa Phat Group Joint Stock Company)*

1. Full name: .....
2. Sex:                      Male                       Female
3. Date of birth: .....
4. Nationality: .....
5. Identification number: ..... Date of issue: .....  
Place of issue: .....
6. Contact address: .....
7. Educational level: .....
8. Qualifications:

Qualification*	Major	Year of graduation	Length of study	Institution

*\* Please attach notarized copies of qualifications.*

9. Working history:

Period	Unit	Position

10. Other management positions (Including BOD positions in other Companies):

No.	Company name	Management position

I declare that the above statements are completely true. If there is anything false, I will be held legally liable. I commit to performing my duties honestly, diligently, and in the best interests of the company if elected as a member of the Board of Directors and a member of the Board of Supervisors of Hoa Phat Group Joint Stock Company for the term 2026 - 2031.

Hanoi, ... .., 2026  
**Declarant**  
*(Signature, full name)*

No.: 03.1/BC-DHDCD.2026

*Hanoi, March 27, 2026*

## **REPORT OF THE BOARD OF DIRECTORS**

*Respectfully to the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company,*

*Pursuant to the Enterprise Law 2020, as amended and supplemented in 2025;*

*Pursuant to the current Charter of Hoa Phat Group Joint Stock Company;*

The Board of Directors would like to send to Shareholders the report on operations in 2025 as follows:

### **1. Assessment of the Board of Directors on operations**

*Overcoming the challenges of the domestic and international economies, Hoa Phat Group experienced 2025 with many highlights.*

#### **Iron and Steel sector**

The biggest highlight of the year is the completion of the Hoa Phat Dung Quat 2 Iron and Steel Production Complex. The project was commenced in the first quarter of 2022, covering an area of 280 hectares with a total investment of approximately VND 85,000 billion. Its designed capacity is 6 million tons of steel per year, focusing on high-quality hot-rolled steel coils for manufacturing, mechanical, automotive, shipbuilding, and household appliance industries. The complex's production lines utilize a synchronized technology system from Europe, aiming for high-tech product lines.

In September 2025, blast furnace No. 2 was put into official operation, marking the completion of the entire project on schedule. Hoa Phat's crude steel production capacity will increase to 16 million tons per year from the end of 2026, placing it in the Top 30 globally. Of which, the Hoa Phat Dung Quat Iron and Steel Production Complex alone contributes approximately 12 million tons. This is the basis for the company to record a crude steel output of 11 million tons for the first time in 2025, an increase of approximately 26% compared to the previous year. Also in 2025, Hoa Phat and Primetals signed a contract for the supply of a high-quality steel casting and rolling line with a capacity of 500,000 tons/year. With this line, Hoa Phat Group will boost the production of high-quality steel products. The rolling line is planned to supply the first products in the third quarter of 2026 and the casting line will be put into operation in the fourth quarter of 2026.

On December 19, 2025, Hoa Phat commenced construction of the Hoa Phat Dung

Quat Railway Rail and Special Steel Plant with a total investment of over VND 10 trillion and a designed capacity of 700,000 tons/year. The plant is equipped with state-of-the-art technology from SMS Group (Germany) and Primetals (UK), utilizing a highly flexible and precise four-high mill stand system.

The first high-speed railway rail product is expected to be launched in 2027, making Hoa Phat the first and only enterprise in Southeast Asia to produce this type of steel, ready to supply key railway projects. The product complies with the world's strictest standards, including EN 3674 (Europe), JIS E1120 (Japan), and TB/T2344 (China).

In terms of exports, in 2025, the Group's HRC products continued to maintain their advantage in the EU, the US and India thanks to the decision not to impose anti-dumping duties from these countries. This is a crucial driving force for the Group to boost export volume to international markets. In the Australian market, the Anti-Dumping Commission (ADC) concluded that the price deviation of Hoa Phat's reinforcing steel was below the regulated threshold (less than 2%), so it ended the investigation and did not impose anti-dumping duties on this product, opening up export opportunities in the Australia - Pacific region.

### **Steel Products sector**

In 2024, the Group officially commenced the Hoa Phat Long An Steel Pipe Plant project with a total investment of VND 2,500 billion on an area of nearly 15 hectares. After more than two years of implementation, the entire plant system has completed phase 1 and begun partial operation since January 2025. From January 2026, the Plant starts operating synchronously and stably in all workshops and production lines, ready to supply high-quality products to the market.

The Hoa Phat Long An Steel Pipe Plant possesses a modern and advanced production line system. A highlight is the hot-dip galvanized pipe line capable of galvanizing 03 pipes per draw, significantly increasing productivity compared to older technologies. The new plant's operation helps the Company better serve the market and customers in the Southern region where numerous infrastructure projects are being strengthened.

Throughout the year, deeply processed steel products continued to be present in major infrastructure projects. Steel pipes were used at Terminal 3 of Tan Son Nhat International Airport, the National Exhibition and Convention Center, the APEC 2027 Convention Center, and other civil and industrial works. Pre-stressed steel was supplied to expressways and key transportation projects while galvanized steel sheet maintained its market share at coastal works where high corrosion resistance and durability are required.

Hoa Phat's container products made its mark by continuously signing contracts and delivering products to major shipping and logistics companies worldwide such as Hapag

Lloyd, CMA CMG, SeaCub and many large domestic transport companies such as VIMC Lines, Vinafco and Tan Cang Saigon Corporation.

Particularly in 2025, Hoa Phat Group obtained many positive results in anti-dumping and trade review cases regarding its steel products in export markets. In the European Union (EU), the US and India, Hoa Phat Group's steel pipe products are not subject to anti-dumping duties, helping Hoa Phat maintain its competitive advantage and support its global export chain. In early December, the Canada Border Services Agency (CBSA) announced that HoaPhat Steel Wire Co., Ltd.'s galvanized steel wire is subject to an anti-dumping duty of only 5.7% – the lowest among investigated enterprises and potentially zero if the export price is higher than or equal to the normal value.

### **Agriculture sector**

2025 marks the 10<sup>th</sup> anniversary of Hoa Phat Group's entry into the Agriculture sector. Revenue reaching VND 8,326 billion, up 18% compared to 2024; after-tax profit reaching VND 1,600 billion, an increase of 55% compared to the same period; and a system of plants and farms stretching from North to South, are the figures Hoa Phat Agriculture has achieved after a decade of "Style Building".

Hoa Phat Agriculture is among Top 13 in animal feed, takes the lead in supplying whole Australian cattle, and ranks 1<sup>st</sup> in the clean chicken egg market in the Northern region with 336 million eggs per year. Pig farming productivity reaches 32-34 weaned piglets per sow per year, 1.5 times higher than the average of Vietnam. This position is secured by selecting high-yield purebred breeds, applying a three-zone biosecurity system and operating according to an industrial model.

IPO of Hoa Phat Agriculture (HPA) concluded in mid-December with a total deposit of over 35.7 million stocks, exceeding the planned issuance of 30 million stocks by 19%. HPA offered stocks at VND 41,900 per share, committing to a minimum dividend of VND 3,000 per stock annually from 2026 to 2030. By 2030, HPA aims to hit over VND 12,000 billion in revenue, approximately VND 1,750 billion in after-tax profit with ROE of above 25%.

### **Real Estate sector**

2025 marks a turning point for the real estate segment within the Hoa Phat ecosystem. With a sustainable and prudent development strategy, the Board of Directors has directed to successfully accomplish key objectives regarding the expansion of industrial land reserves and implement large-scale social housing projects.

Throughout the year, Hoa Phat continuously developed industrial parks in strategic locations in the Northern region. In Hung Yen, the Group invested in two more industrial parks: Ly Thuong Kiet IP with a scale of 235 hectares (phase 1) and IP No. 6 with a scale of 230 hectares (phase 1), with a total investment of over VND 5,500 billion. The Hoang

Dieu IP project in Hai Phong has a scale of 245 hectares, with a total investment of nearly VND 3,400 billion. The Dong Phuc IP project in Bac Ninh has a scale of 354.6 hectares, with a total investment of over VND 3,700 billion.

In parallel with its industrial park development strategy, and with a focus on sustainable development and social welfare, Hoa Phat has commenced the construction of an affordable housing project in Yen My II IP, Hung Yen province. Spanning 31 hectares and with approximately 9,000 apartments and 242 townhouses, the project will help address the housing needs of tens of thousands of workers in industrial parks and clusters in Hung Yen province and local residents.

### **Home Appliances sector**

The Home Appliance sector (including refrigeration and home electrical appliance products) achieved revenue five times higher than in 2021, when Hoa Phat Home Appliances Corporation was established.

Despite being considered a “rookie” in the home appliances sector, Hoa Phat has made its mark only after a few years of entering the market. Inheriting the solid foundation of production, management and supply chain from the Group, the subsidiary companies of Hoa Phat Home Appliances Corporation have gradually expanded into home appliances with a diverse range of products, from water purifiers, air coolers, induction cookers to household appliances serving essential family needs.

It is the unique strategic direction which enables Hoa Phat to achieve rapid growth in the home appliances sector: Instead of relying entirely on existing OEM options, Hoa Phat chooses self-sufficient production as the foundation for sustainable development. This approach allows Hoa Phat to be more proactive in controlling quality, technology and product development roadmap. A proactive production platform also optimizes costs, shortens time to launch products to the market and maintains reasonable prices and stable supply; while supporting design improvements, feature upgrades and user experience enhancements.

Besides large-scale production investment, the Board of Directors believes Hoa Phat’s success in the home appliances sector stems from its product orientation towards the mass market, while still ensuring diversity and full features. Furthermore, from a market perspective, changing consumer tastes create favorable opportunities for Hoa Phat’s products. Many consumers today prefer technology and design, and are willing to change household products more quickly than before.

## **2. Assessment of the Board of Directors on operations of the Board of Management**

Over the past year, the BOD has strictly fulfilled its supervisory and strategic guidance role through a system of scheduled and unscheduled reports, ensuring that all

operations of the BOM closely adhere to the resolutions of the GMS and the BOD. The smooth and decisive coordination between the two sides has helped the Group maintain stability and make timely decisions. The BOD acknowledges and highly appreciates the proactive spirit and flexibility of the BOM in the face of market fluctuations, enabling the Group to successfully complete its business plan 2025. In particular, the BOM has always upheld the law, performed its duties honestly and transparently, and ensured the maximum benefit for shareholders in accordance with the Company's Charter.

### **3. Main operations of the Board of Directors during the year**

In 2025, the Board of Directors issued 15 Resolutions and approved many important contents:

- Approval of the capital increase at Hoa Phat Iron and Steel Joint Stock Company; Hoa Phat Steel Products Joint Stock Company; Hoa Phat Real Estate Development Joint Stock Company; Hoa Phat Home Appliances Joint Stock Company;
- Approval of the production and business plan, amendments to the Group's registered business lines, amendments to the Company's Charter, approval of the dividend payment plan for 2024 and the expected dividend payout ratio for 2025, etc. to be submitted to the GMS for decision;
- And other important decisions.

In addition, transactions between the Company, its subsidiary companies and BOD members and related parties comply with relevant regulations on authority to approve. These transactions have been disclosed in the Corporate Governance Report posted on the Group's website at [www.hoaphat.com.vn](http://www.hoaphat.com.vn).

### **4. Plan and direction**

2025 has closed with impressive figures, affirming the Group's capabilities and sound management. However, the journey ahead demands a more far-sighted and decisive vision. With that mindset, the Group's Board of Directors has set the following directions for 2026:

- Continue researching and producing high-quality steel products such as railway steel, steel for train and high-speed rail wheelbase and high-quality steel wire for mechanical engineering to serve key national projects and for export to the world;
- Explore and diversify sources of raw materials for steel production and research investment opportunities in mineral projects domestically and internationally;
- Continue closely monitoring market developments and changes in international trade policies in countries to adapt to price and supply chain risks while diversifying sales markets;
- Allocate resources and manpower on the Group's key projects in 2026, with a focus

on steel production and real estate projects.

*The above is the report of the Board of Directors.*

*We kindly submit it to the General Meeting of Shareholders for consideration and approval.*

**FOR AND ON BEHALF OF  
THE BOARD OF DIRECTORS**

**(Signed)**

**TRAN DINH LONG**

No.: 03.2/BC-DHDCD.2026

*Hanoi, March 27, 2026*

**REPORT OF INDEPENDENT MEMBERS OF THE BOARD OF  
DIRECTORS**

*Respectfully to the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company,*

*Pursuant to the Enterprise Law 2020, as amended and supplemented in 2025;*

*Pursuant to the current Charter of Hoa Phat Group Joint Stock Company;*

Independent Members of the Board of Directors would like to send to Shareholders the report on operations in 2025 as follows:

**1. List of independent members of the Board of Directors**

In 2025, the Board of Directors has 09 members, including 02 independent members of the Board of Directors who are Mr. Chu Quang Vu and Mr. Dang Ngoc Khanh.

**2. Assessment of operations of the Board of Directors**

The independent members of the BOD have maintained regular operations and fully participated in all BOD meetings. In assessing the BOD performance in 2025, the independent members of the BOD noted that:

- Overall, the BOD has effectively fulfilled its role in implementing the plans, policies and strategic directions set forth by the GMS. The BOD members have performed their functions and roles proactively and with a high sense of responsibility.

- In addition to managing and supervising the work of the Board of Management, the BOD has also closely coordinated with the Board of Management to implement the contents approved by the GMS and the BOD, ensuring compliance with the law while harmonizing the interests of the Company and shareholders.

- BOD meetings were convened promptly to address matters without interruptions while the procedures of each BOD meeting were still completed in accordance with the Company's Charter. The contents of the meetings were reported, discussed and assessed thoroughly in an open, transparent and careful manner to arrive at the best directions and solutions.

- Issues related to business strategy, technology investment and the development of management systems are regularly reviewed and evaluated by the BOD in its meetings.

- Decisions by the BOD at meetings were approved in principle of majority, and meeting minutes were fully prepared and signed by all attending BOD members.

### **3. Assessment of operations of the Board of Management**

The BOD has effectively supervised the company's operations and management, with General Director also serving as a BOD member. The Board of Management regularly attends meetings and continuously reports updates on production and business operations, and notifies the BOD of any unusual issues that arise in order to hold meetings to discuss and make right decisions and policies, ensuring stable business operations and maximizing benefits for the company and shareholders.

The Board of Management proactively reports on business performance and seeks advice from BOD members, striving to fulfill tasks assigned by the BOD. BOD members also wholeheartedly share valuable experiences and provide orientation and advice to the Board of Management when asked for their opinions.

BOD members also hold key positions in the company's main business areas. Generally, the current management mechanism allows the BOD to closely and thoroughly monitor every day-to-day operation to ensure the Company operates stably and safely and complies with the law.

*The above is the report of independent members of the Board of Directors.*

*We kindly submit it to the General Meeting of Shareholders for consideration and approval.*

**INDEPENDENT MEMBER OF THE  
BOD**

**(Signed)**

**INDEPENDENT MEMBER OF THE  
BOD**

**(Signed)**

**DANG NGOC KHANH**

**CHU QUANG VU**

No.: 04/BC-DHDCCD.2026

*Hanoi, March 27, 2026*

## **REPORT OF THE BOARD OF SUPERVISORS**

*Respectfully to the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company,*

*Pursuant to the Charter of Hoa Phat Group Joint Stock Company;*

*Pursuant to the Resolution of the Annual General Meeting of Shareholders 2025;*

*Pursuant to the Company's Consolidated Financial Statements 2024;*

*Pursuant to the inspection and supervision results of the Board of Supervisors in 2024.*

The Board of Supervisors of Hoa Phat Group Joint Stock Company would like to send to Shareholders the report with the following contents:

### **1. Operations of the Board of Supervisors in 2025**

#### **1.1 Members of Board of Supervisors**

In 2025, the personnel structure of the Board of Supervisors (BOS) remains stable with three members, including:

<b>No.</b>	<b>Members</b>	
1	Bui Thi Hai Van	Head
2	Ngo Lan Anh	Member
3	Thai Thi Loc	Member

Remuneration of members in 2025 is 807,379,130 VND/year.

#### **1.2 Meetings of the Board of Supervisors**

In 2025, the Board of Supervisors held 06 meetings with the following contents:

- Summarizing the supervision of the implementation of the Resolutions issued by the GMS and the BOD.
- Discussing the supervision of the Group's compliance with the law; the Company's Charter and the Company's internal management regulations; attending meetings of the BOD, the Board of Management, and making appropriate recommendations within its scope of functions and powers.
- Unanimously agreeing to select Deloitte Vietnam as the auditing firm for the period 2025–2027.

- Reviewing the Financial Statements 2025; reviewing the legality, reasonableness, honesty and level of prudence in the organization of accounting and presentation of financial statements.
- Monitoring transactions with related parties, affiliated companies and disclosure in accordance with the Securities Law.

The members of the Board of Supervisors fully attended meetings as planned.

### **1.3 Operations of the Board of Supervisors in 2025**

The Board of Supervisors has implemented supervision and inspection activities as follows:

- Supervising the implementation of the Resolutions issued by the GMS;
- Attending and discussing at meetings of the BOD and other meetings of the Board of Management to understand the production, business and investment. Giving opinions and recommendations on risks to the BOD and the Board of Management;
- The Board of Supervisors coordinates with the Internal Audit Board to perform the role of supervising the implementation of production and business plan objectives and controlling and evaluating the compliance with the law and internal regulations by subsidiary companies;
- Reviewing quarterly, interim and 2025 financial statements prepared by an independent auditing organization; assessing the accuracy, reasonableness and compliance with current regulations.
- Supervising the implementation of performance management projects throughout the Group/Company, assessing the effectiveness, and giving recommendations to improve management efficiency.
- Conducting audits, reviews and assessments of greenhouse gas inventory reports; supervising compliance with environmental and sustainable development regulations
- Conducting checks on the legality, reasonableness, honesty and level of prudence in financial management, investment and business operations.

## **2. Operational and financial position of the Company**

After reviewing the Financial Statements 2025, the Board of Supervisors found that:

- The Financial Statements fairly and accurately reflect the Company's financial position as of December 31, 2025.

- Accounting practices were carried out in accordance with current standards and regulations.
- No material errors affecting the Financial Statements were detected.

The Board of Supervisors unanimously confirms that the Financial Statements 2025 have been audited and submits them to the General Meeting of Shareholders for consideration and approval.

### **3. Comments on the management by the Board of Directors, the Board of Management and managers in 2025**

The Board of Supervisors gives comments as follows:

- Management and operations in 2025 were conducted in strict compliance with the law, the Company's Charter and Resolutions of the General Meeting of Shareholders.
- The Board of Directors and the Board of Management actively implemented performance management projects to improve operational efficiency and management capacity.
- The Company implemented the inventory and management of greenhouse gas emission in line with sustainable development policies and legal regulations.
- The internal control and risk management systems continued to be maintained and gradually improved.
- The Board of Supervisors acknowledged the close coordination and active support of the Board of Directors and the Board of Management in carrying out its inspection and supervision duties.

### **4. Directions and tasks of the Board of Supervisors in 2026**

In 2026, the Board of Supervisors will focus on the following key tasks:

- Maintain the independent supervision of corporate governance, risk management and risk-oriented internal control system.
- Supervise the implementation of the Group's performance management projects and governance transformation programs.
- Review the Group's quarterly, interim and annual Financial Statements.
- Supervise the inventory and management of greenhouse gas emissions, ensuring compliance with legal regulations and sustainable development policies.
- Participate in the development and standardization of the Group's governance framework, including regulations, procedures and control mechanisms oriented towards risk management.

- Strengthen supervision of risky areas such as investment, finance, procurement, cost management, transactions with related parties and information disclosure.
- Other tasks as prescribed by the Enterprise Law, the Company's Charter, and the Resolutions of the General Meeting of Shareholders.

## **5. Recommendations**

The Board of Supervisors recommends:

- Continue to improve and standardize the corporate governance system and internal control system to enhance governance efficiency and transparency in operations.
- Strengthen risk management, especially for investment projects and governance transformation programs.
- Perfect the greenhouse gas emission management and reporting system in accordance with legal regulations and sustainable development policies.
- Facilitate the Board of Supervisors in performing its supervision tasks in accordance with regulations.

*The above is the Report of the Board of Supervisors.*

*We kindly submit it to the General Meeting of Shareholders for consideration and approval.*

**ON BEHALF OF  
THE BOARD OF SUPERVISORS  
Head of the Board  
Signed**

**BUI THI HAI VAN**

No.: 05/BC-DHDCD.2026

*Hanoi, March 27, 2026*

**REPORT ON PRODUCTION AND BUSINESS RESULTS IN 2025  
AND PLAN FOR 2026**

*Respectfully to the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company,*

The Board of Management would like to report to Shareholders the production and business results in 2025 and the plan for 2026.

**I. Summary of the production and business situation in 2025**

In 2025, the global economy continued to operate amidst geopolitical volatility and restructuring of global supply chains. The prolonged tariff war; armed conflicts between Russia and Ukraine, between the US, Israel and Iran causing tensions across the Middle East; potential conflict risks in South America and the Asia-Pacific; along with climate change and natural disasters – all these factors resulted in a slowdown in global economic growth. Short-term favorable factors such as fiscal stimulus policies or interest rate lowering policies in some countries could offset the long-term risks from high debt, inflation, and geopolitical instability. Global growth in 2025 stabilized at 3.0-3.1%, lower than the rate of 3.2% in 2024 and uneven across regions (*IMF, 2025*).

The socio-economic situation in Vietnam in 2025 underwent significant changes. The institutional revolution, streamlining of organizational structures and the operation of the two-tier local government system which have been implemented synchronously and decisively; along with the prevention and mitigation of unusual natural disasters, ensuring order, security, and social welfare, etc. Furthermore, the Party and the State have issued and directed the implementation of 9 strategic policies, 99 Laws and Resolutions, 377 Decrees, and many other guiding documents – the most ever – creating breakthroughs in institutions, prioritizing the development of science and technology, digital transformation, the development of the private and state-owned economies, and gradually perfecting the legal framework for new economic models. The coordinated implementation of monetary, fiscal and other macroeconomic policies has significantly contributed to achieving high growth targets, controlling inflation, stabilizing the macroeconomy, and ensuring social welfare. In that context, Vietnam's economy in 2025 has achieved impressive growth rate, with GDP estimated at 8.02%, placing it among the leading economies in the world. The GDP in 2025 is estimated at US\$514 billion, up 5 places to 32<sup>nd</sup> place globally; GDP per capita reached approximately US\$5,026, 1.4 times

higher than in 2020, placing Vietnam in the group of upper middle-income countries, exceeding the set target. In the increase in the total added value of the economy, the agriculture, forestry and fisheries sector grew by 3.48%, contributing 3.59%; the industry and construction sector by 8.8%, contributing 35.15%; and the service sector by 8.62%. Industrial production in 2025 continued its positive growth trend, with businesses boosting production compared to the same period of the previous year. Within the industry and construction sector, the processing and manufacturing industry grew by 9.97% which is the highest growth rate in the period 2019-2025, continuing to be the driving force of economic growth, contributing 31.49%. (Source: nso.gov.vn)

With the strength of domestic economic growth, the Vietnamese steel market was also gradually recovered with positive results in 2025. Crude steel production for the whole year of 2025 reached a record high in the last 05 years, surpassing the milestone of 24.7 million tons in 2020, up 12% compared to the same period in 2024; Consumption hit 24.1 million tons, an increase of 12.9% compared to the same period; Exports reached 3.15 million tons, up 12.8% compared to the same period in 2024. This shows the trend of Vietnam's steel industry becoming modern and integrated with closed-loop metallurgical complexes from upstream to downstream. Total finished steel production reached 32.3 million tons, up 9.6% compared to the same period in 2024. Total finished steel sales volume reached 31.6 million tons, up 8.7% compared to the same period, with hot-rolled coil (HRC) achieving the highest increase at 28.5%, construction steel at 11.6%, and steel pipes at 6.5%. Cold-rolled coil (CRC) and galvanized steel sheets & SPM decreased by 7.9% and 12.5% respectively compared to the same period. Exports of finished steel products reached nearly 5 million tons, a significant decrease of 37.9% compared to the same period last year.

Prices of raw materials for steel production in 2025 are generally stable, with a slight decrease compared to last year. Domestic steel demand has shown positive signs, growing compared to the previous year; however, the efficiency achieved by plants is not as high as expected. Exports have decreased sharply due to widespread global trade protection measures. Manufacturers maintain export volumes to balance production and business plans. In 2025, the steel industry in the country in general and at Hoa Phat Group in particular recorded positive growth signals. Hoa Phat Group achieved VND 158,332 billion in revenue and VND 15,515 billion in net profit, up 13% and 29% respectively compared to 2024. Total contributions to the State budget in the year reached VND 12,954 billion. Of which, Hoa Phat contributed the most to the budget in Quang Ngai, Hung Yen and Hai Duong provinces. Hoa Phat Group continues to maintain its high position in the Top 10 largest private enterprises in Vietnam and is the 2<sup>nd</sup> largest private enterprise in the country. This is the 18<sup>th</sup> consecutive year that Hoa Phat has been honored in the ranking of the largest companies in Vietnam (VNR 500).

### ***1. Details of operations of each sector***

**The Steel sector (including Iron and Steel and Steel Products)** continues to play a key role as the core business of the Group. Revenue and after-tax profit from this sector accounted for 93% and 83% respectively of the whole Group. In 2025, the sales volume of HRC, construction steel, high-quality steel, and steel billets reached 10.6 million tons, an increase of 31% compared to 2024. Of which, Hoa Phat supplied more than 5 million tons of HRC to the market, up 73% compared to 2024. The highest HRC consumption in 2025 is thanks to the contribution of the Dung Quat 2 project which has been completed and has made products since September 2025.

Construction steel, high-quality steel and steel billets reached 5.52 million tons, up 6% compared to the same period last year. Hoa Phat's long steel market share consolidated its No. 1 position with 36.5%. In addition, Hoa Phat supplied nearly 850,000 tons of steel pipes, up 20% compared to 2024. Galvanized steel sheet of all kinds reached 423,486 tons, down 5% compared to 2024. Steel pipe market share continued to be No. 1 with 31.21% at the end of 2025. Hoa Phat Steel Sheet is in the Top 5 businesses with the largest market share.

In 2025, steel exports faced difficulties due to tariff and technical barriers, trade protection measures, regional political conflicts, and the instability in the global steel market. Despite the slow recovery of global steel demand, Hoa Phat's exports of steel billets, construction steel and HRC still reached 1.85 million tons, a slight decrease compared to 2024. Net revenue from exports reached VND 24,644 billion, accounting for 16% of the Group's total revenue in 2025. Hoa Phat's export markets are very diverse, cover with over 40 countries and territories such as Southeast Asia, Japan, Korea, the US, Canada, and European countries, etc. Exports of steel pipe, galvanized steel sheet and prestressed steel reached 222,589 tons, contributing 15% the total volume of Hoa Phat steel products supplied to the market. Hoa Phat has achieved positive results in anti-dumping cases and trade reviews against steel products in export markets such as the EU, Canada, Australia, India, etc. This helps Hoa Phat maintain its competitive advantage and stable number of orders in these demanding markets, while demonstrating the Group's large production capacity, good cost management and transparent accounting system. Despite numerous barriers in global steel trade, the Group maintains a significant export share to diversify its markets, contributing to foreign exchange earnings and balancing Vietnam's trade balance.

**The Agriculture sector** has just completed its listing on the Ho Chi Minh Stock Exchange under the ticker symbol HPA – Hoa Phat Agriculture Development Joint Stock Company. This sector contributes 5% and 10% respectively to the Group's consolidated revenue and after-tax profit. Profits hit VND 1,600 billion, an increase of 56% compared to 2024, thanks to increased sales volume and improved profit margins. After 10 years of operation in the agriculture sector, Hoa Phat has affirmed its leading position in the industry and continuously optimized its operational efficiency. Pig farming continues to

be the largest contributor, accounting for approximately 44% of total revenue. HPA's sow herd productivity reached 33-34 weaned piglets per sow per year, 1.5 times the Vietnamese average, thanks to the use of DanBred pigs from Denmark and a systematic farming process. The production of commercial pigs weighing 100kg hit over 380,000 head, up 5.9% compared to 2024. The production of piglets weighing 10kg hit nearly 280,000 head, up 39.5% compared to the same period. The animal feed sector recorded the highest output growth rate in 10 years, reaching 5.5%, placing Hoa Phat among the top 13 largest animal feed suppliers in Vietnam. For the poultry farming sector, Hoa Phat sold over 337 million eggs, an increase of 7 million eggs compared to the same period last year. Hoa Phat Group currently holds the No. 1 market share for clean chicken eggs in the Northern region, with nearly 1 million eggs per day.

In early 2026, Hoa Phat Agriculture successfully listed 285 million common stocks. On December 15, 2025 when the subscription period ended, HPA recorded a total subscription volume of 35,739,000 stocks, exceeding the offered amount by 19%. On January 06, 2026, HPA successfully completed its IPO, issuing 30 million stocks at a price of VND 41,900 per share, earning VND 1,257 billion. The company's registered capital increased from VND 2,550 billion to VND 2,850 billion after the issuance. On January 29, 2026, HPA received approval from HOSE to list 285 million common stocks with a par value of VND 10,000 per stock. On February 06, 2026, Hoa Phat Agriculture's ticker symbol HPA officially began trading on the Ho Chi Minh City Stock Exchange. The total value of listed securities at par value is VND 2,850 billion.

**The Real Estate sector** contributed 6% of the Group's total after-tax profit. The real estate sector achieved its revenue and after-tax profit targets as planned. In 2025, revenue from the real estate sector decreased by 19%, while after-tax profit increased by 48% compared to 2024. In 2025, Hoa Phat's industrial parks handed over an additional 42.6 hectares of land, filling almost all of the area invested in technical infrastructure. The total planned land fund of Hoa Phat's industrial parks (IP) is over 2,200 hectares, mainly in Hung Yen, Ninh Binh, Bac Ninh provinces and Hai Phong city. The Group owns and operates 7 IPs, including: Pho Noi A IP with an area of over 689 hectares (Hung Yen), Hoa Mac IP with 131 hectares (Ninh Binh), Yen My II IP with 313.5 hectares (Hung Yen), Dong Phuc IP with 354.6 hectares (Bac Ninh), Hoang Dieu IP with 247 hectares (Hai Phong City), IP No. 6 Phase 1 with an area of 230 hectares (Hung Yen), and Ly Thuong Kiet IP with 235 hectares (Hung Yen). Of which, Yen My II IP Phase 1 has an occupancy rate of 99%, Hoa Mac IP with rate of 96%, and Pho Noi A IP with rate of approximately 90%. Hoa Phat plans to develop more industrial parks in the coming time, increasing clean land and technical infrastructure to serve the investment

and business needs of domestic and foreign enterprises. In the next 10 years, the Group plans to develop 10 industrial parks, including existing ones.

**The Home Appliances sector** recorded an increase of 60% in revenue and an increase of 139% in after-tax profit compared to the same period in 2024, thanks to the development of a series of new products. Revenue in 2025 hit nearly US\$250 million. The refrigeration segment is continuously diversifying its products and distribution channels, aiming for export. The complex of home appliance plants, covering nearly 15 hectares, continues to increase the output of home appliances, kitchen equipment, etc., and their products are present nationwide through a diverse distribution system ranging from the Dien May Xanh supermarket chain, traditional electronics stores to e-commerce platforms such as Shopee, Lazada and Tiki to bring a convenient shopping experience to customers.

## **2. Financial indicators (audited figures)**

- *Equity* as of December 31, 2025 is VND 131,220 billion, an increase of 14.5% compared to 2024.
- *ROE and ROA* as of December 31, 2025 reached 11.8% and 6%, respectively.
- *Total assets* of the Group as of December 31, 2025 are VND 257,899 billion, an increase of 14.9% compared to 2024. Of which, current assets are VND 103,659 billion, an increase of 19.6% compared to 2024 due to the gradual recovery of production appropriate to market developments; non-current assets are VND 154,240 billion, an increase of 11.9% compared to 2024 due to continued investment in key projects.
- *Total short-term and long-term loans* across the Group as of December 31, 2025 are VND 92,174 billion. The debt-to-equity ratio is 0.7 times, a slight decrease compared to 2024 (0.72). But NET debt-to-equity ratio is currently at 0.47 times, lower than the ratio of 0.5 times in 2024, which is the low average in terms of financial leverage. The debt ratio continues to be controlled at a safe level, helping the Group strengthen its spirit of steel towards achieving its goals in the near future.
- ***Total contribution to the State Budget in the year is nearly VND 13,500 billion.*** This is a year Hoa Phat has paid the highest amount to the State budget in the Group's 32-year history. The contribution to the budget in 2025 increased by 48% over the same period last year. In which, the subsidiary companies with the highest contributions to the budget are Hoa Phat Dung Quat Steel, Hoa Phat Hai Duong Steel, Hoa Phat Steel Pipe, Hoa Phat Refrigeration, Hoa Phat Construction & Urban Development. The Group is operating and contributing to the state budget in 26 provinces and cities across the country. Attaching its development with the interests of the community, Hoa Phat actively implements corporate social responsibility

focusing on 4 main groups: Health - Education - Transport and Community. In which, three provinces where Hoa Phat has the highest budget contributions are Quang Ngai, Hung Yen and Hai Duong. During the year, Hoa Phat Group was honored to be in the Top 30 Typical Taxpayers.

- Creating jobs for more than 31,500 employees throughout the Group.
- During the year, Hoa Phat also researched and applied modern management solutions such as ERP, human resources & payroll project, electronic office, at the same time added and completed processes and some other software for better management, towards the application of digital technology in managing production and business activities of the Group.

**3. *Besides achievements, the Group also recognizes many challenges to face***

- Trade wars continue to escalate in many regions and countries, limiting Vietnam's steel access to foreign markets and significantly impacting exports;
- The Russia - Ukraine war, along with the large-scale attacks by the US and Israel on Iran, further intensifies the geopolitical situation globally. This is expected to increase the risk of volatility in raw material prices;
- The Chinese economy is expected to continue its slow growth, significantly impacting the steel supply and demand balance in this country. China is striving to address its steel surplus through exports, increasing trade tensions with other countries, including Vietnam;
- The price escalation of energy which is an essential commodity for the economy, causes increased inflation in many parts of the world.
- Central banks in various countries continue to maintain tight monetary policies, thus interest rates remain high.

**II. Assessment of position and orientation in 2026**

In May 2025, the Politburo issued Resolution No. 68 on private economic development, which identifies the private economic sector as an important driving force of the national economy. The Resolution aims to improve the business environment and ensure freedom and equality in private enterprises' operations. In the Resolution No. 01/NQ-CP dated January 08, 2026, the Government set a GDP growth target of 10% or more for 2026. These are very important documents, creating a legal framework to promote the national economy, including the private economic sector. With that mindset, the Board of Management has set the following directions for 2026:

- ✓ Stably operate phase 1 of the Hoa Phat Dung Quat 2 Iron and Steel Integrated Complex project and continue to invest in phase 2 of this Project;

- ✓ Invest in projects to produce railway rails, steel for train and high-speed rail wheelbase, and other kinds of high-quality steel to serve key national projects and export to the world.
- ✓ Continue to leverage strengths in livestock production management to increase business results and information updates after Hoa Phat Agriculture (HPA) successfully listed on February 06, 2026;
- ✓ Promote the implementation of projects such as industrial parks recently approved and housing projects;
- ✓ The home appliances sector focuses on expanding its product portfolio, innovating technology and developing its brand.
- ✓ Accelerate digital transformation and implement several other projects such as: E-office project phase 2 - digitizing documents and developing knowledge management systems;
- ✓ Standardize human resource management; MDM system – a shared data management platform throughout the Group.

With the goal of striving for growth in the market with many geopolitical factors and the unpredictable business environment, the Board of Management submits to the General Meeting of Shareholders for approval of the consolidated business plan for the Group in 2026 as follows:

Expected revenue:	<b>VND 210.000 billion</b>
Expected profit after tax:	<b>VND 22.000 billion</b>

**ON BEHALF OF THE BOARD OF MANAGEMENT**

**signed**

**NGUYEN VIET THANG**

No.: 06/TT-DHDCD.2026

Hanoi, March 27, 2026

**STATEMENT TO  
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
*(Regarding the profit distribution)*

*Respectfully to the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company,*

*Pursuant to the current Charter of Hoa Phat Group Joint Stock Company;*

*Pursuant to the Resolution No. 01/NQ-DHDCD.2025 dated April 17, 2025 of the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company;*

*Based on the accumulated undistributed after-tax profit item as of December 31, 2025 of Hoa Phat Group Joint Stock Company in its separate and consolidated Financial Statements.*

Respectfully submit to the General Meeting of Shareholders for approval of the plan to use/distribute accumulated undistributed after-tax profit as of December 31, 2025 and propose the profit distribution plan in 2026 as follows:

**1. Profit distribution in 2025**

*The Group's profit distribution in 2025 (audited figures):*

No.	Item	Allocati on ratio	Amount (VND )	
			Parent company	Consolidated
1	Undistributed after-tax profit as of December 31, 2024 (According to the audited financial statements 2025)		16,029,246,777,223	49,599,124,109,203
2	<b>After-CIT profit in 2025</b> (According to the audited financial statements 2025)		<b>14,074,174,223,862</b>	<b>15,514,931,571,606</b>
3	Undistributed after-tax profit as of December 31, 2025 (According to the audited financial statements 2025)		16,287,830,117,381	51,037,901,749,343

<b>4</b>	<b>Allocation to Welfare and Reward Fund:</b>		<b>259,169,000,000</b>	<b>335,000,000,000</b>
4.1	<i>Welfare and Reward Fund</i>	1%	<b>79,169,000,000</b>	<b>155,000,000,000</b>
a	<i>Welfare and Reward Fund provisionally allocated at subsidiary companies (Presented in the audited financial statements 2025)</i>			72,631,000,000
b	<i>Additionally allocated Welfare and Reward Fund</i>		79,169,000,000	82,369,000,000
4.2	Remuneration for the Board of Directors (registered 1% x After-tax profit)	1%	155,000,000,000	155,000,000,000
4.3	Management Board Reward Fund (5% of the amount exceeding the annual plan)	5%	25,000,000,000	25,000,000,000
<b>5</b>	<b>Remaining undistributed after-tax profit in 2025 after allocation to funds</b> (5=3-4.1.b-4.2-4.3)		<b>16,028,661,117,381</b>	<b>50,775,532,749,343</b>

The remaining dividend payout ratio in 2025 is based on the **undistributed after-tax profit for 2025 remaining after allocating the funds** mentioned in clause 1.6, Article 1 of this Resolution.

**a. Proposal of profit distribution plan for 2026**

- Investment and Development Fund: The GMS authorizes General Director to review and decide on the specific appropriation and expenditure of the fund. General Director reserves the right to sub-authorize.
- Welfare and Reward Fund: Maximum appropriation of 5% of actual after-tax profit. The GMS authorizes General Director to decide on the specific appropriation and expenditure of the fund. General Director reserves the right to sub-authorize.
- Reward Fund for the Board of Management of Hoa Phat Group Joint Stock Company and Boards of Management of subsidiary companies: Maximum 5 % of the after-tax profit amount exceeding the plan. The GMS authorizes Chairman

of the Board of Directors to review and decide on the reward amount, reward form and detailed reward plan.

- Remuneration for the Board of Directors and the Board of Supervisors: Maximum of 1% of the actual after-tax profit in 2026. The GMS authorizes Chairman of the BOD to decide on the specific form and amount of remuneration for each member within the approved remuneration fund.

*We kindly submit the Statement to the General Meeting of Shareholders for consideration and approval.*

**FOR AND ON BEHALF OF**

**Signed**

**THE BOARD OF DIRECTORS**

No.: 07/TT-DHDCD.2026

*Hanoi, March 27, 2026*

**STATEMENT TO**

**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

*(Regarding the dividend payment plan in 2025 and the expected dividend payout ratio for 2026)*

*Respectfully to the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company,*

*Pursuant to the Resolution No. 01/NQ-DHDCD.2025 dated April 17, 2025 of the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company;*

*Based on the financial results in 2025 with Revenue reaching VND 158,332 billion and After-tax profit reaching VND 15,515 billion,*

Respectfully submit to the General Meeting of Shareholders for approval of the dividend payment plan in 2025 and the expected dividend payout ratio for 2026 as follows:

**I. Stock dividend payment plan in 2025**

- Stock : Hoa Phat Group Joint Stock Company Stock
- Ticker symbol : HPG
- Class of share : Ordinary share
- Par value : 10,000 VND/share
- Current registered capital : VND 76,754,658,550,000
- Stock dividend payout ratio : **10%/** Registered capital  
(Shareholders owning 100 stocks will receive 10 additional stocks issued to pay dividends)
- Number of stocks expected to be issued to pay dividends : 767,546,585 stocks

- Total value of stocks expected to be issued to pay dividends at par value : VND 7,675,465,850,000.
- Purpose of issuance : To pay dividends in 2025
- Target recipients : Existing HPG shareholders whose names are on the list of shareholders as of the last registration date are entitled to receive stocks issued to pay dividend, provided by Viet Nam Securities Depository and Clearing Corporation (VSDC).
- Funds for issuance : Undistributed after-tax profit on the audited Financial Statements 2025.
- Plan to process fractional stocks : Number of stocks issued to pay dividend for each shareholder will be rounded down to the nearest whole number. Any fractional stocks will be canceled.  
 Example: Estimated number of dividend stocks a shareholder owning 178 stocks will receive is  $178 \times 10\% = 17.8$  stocks  
 Number of stocks the shareholder will actually receive is 17 stocks; 0.8 fractional stocks will be canceled.
- Expected issuance time : From April 2026 and after the State Securities Commission announces the receipt of full stock issuance reports.
- Distribution method : For deposited securities: shareholders will complete dividend collection procedures at securities companies where their deposit accounts are opened.  
 For undeposited securities: shareholders will complete dividend receipt procedures at the Office of Hoa Phat Group Joint Stock Company, located at: 66 Nguyen Du Street, Cua Nam Ward, Hanoi City, on weekdays. When coming to receive dividends, shareholders must present their ID Card/Citizen Identity Card and Stock Certificate.

- All additional shares issued to pay dividends as mentioned above will be additionally listed at Ho Chi Minh Stock Exchange (HSX) and registered for deposit with Viet Nam Securities Depository and Clearing Corporation (VSDC).
- The Board of Directors is authorized to decide on the detailed stock dividend payment plan
- General Director is authorized to carry out necessary procedures to complete the issuance of stocks to pay dividends, change the business registration, and amend and supplement the Charter to record new registered capital and stocks according to the actual results of the issuance of stocks to pay dividends and the additional depository and listing of additional stocks.

## II. Cash dividend payment plan in 2025

- Stock : Hoa Phat Group Joint Stock Company Stock
- Ticker symbol : HPG
- Class of share : Ordinary share
- Par value : Par value
- Current registered capital : VND 76,754,658,550,000
- Cash dividend payout ratio : 5%/Registered capital
- Funds for payment : Undistributed after-tax profit on the audited Financial Statements 2025
- Payment time : Under the authority of the Board of Directors

## III. Expected dividend payout ratio for 2026

- Expected registered capital as of December 31, 2026: VND 84,430 billion
- Expected after-tax profit for HPG shareholders in 2026 is approximately VND 22,000 billion.
- Expected profit per HPG stock is approximately VND 2.606 per stock.

On basis of the above, the Board of Directors proposes the dividend payout ratio for 2026: **Expected 15%**.

*We kindly submit the Statement to the General Meeting of Shareholders for consideration and approval.*

**ON BEHALF OF  
THE BOARD OF DIRECTORS**

**Signed**

**TRAN DINH LONG**

No.: 08/TT-DHDCD.2026

*Hanoi, March 27, 2026*

**STATEMENT TO**

**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

*(Regarding the approval of remuneration for the Board of Directors and the Board of Supervisors)*

*Respectfully to the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company,*

*Pursuant to the law and the Charter of Hoa Phat Group Joint Stock Company;*

*Pursuant to the Resolution No. 01/NQ-DHDCD.2025 dated April 17, 2025 of the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company;*

We respectfully submit to the General Meeting of Shareholders for approval of the remuneration for members of the BOD and the BOS in 2025 and the payment plan for 2026 as follows:

**1. Report on the remuneration for members of the BOD and the BOS in 2025**

- Number of members in 2025: 09 members of the BOD (including 2 independent members of the BOD) and 03 members of the BOS.
- In 2025, remuneration was paid to the members of the BOD and the BOS as follows:

+ Remuneration for the BOD : VND 83,160,000,000

+ Remuneration for the BOS : VND 807,379,130

Members of the BOD and the BOS are entitled to remuneration, salary, bonuses, and other benefits based on the Company's business results in compliance with current regulations.

**2. Expected remuneration for 2026**

Based on the business plan for 2026, we request the GMS to approve the remuneration for the BOD and the BOS in 2026 at a maximum of 1% of the actual after-tax profit in 2026. The GMS authorizes Chairman of the BOD to decide on the specific form and amount of remuneration for each member within the approved remuneration fund.

*We kindly submit the Statement to the General Meeting of Shareholders for consideration and approval.*

**FOR AND ON BEHALF OF  
THE BOARD OF DIRECTORS  
Signed**

**TRAN DINH LONG**

No.: 09/TT-DHDCD.2026

Hanoi, March 27, 2026

**STATEMENT TO  
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
*(Regarding updating the registered business lines)*

*Respectfully to the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company,*

On September 29, 2025, the Prime Minister issued Decision No. 36/2025/QD-TTg stipulating the Vietnamese economic classification system which officially came into effect on November 15, 2025.

To ensure that the Company's registered business lines comply with the new regulations in the Decision No. 36/2025/QD-TTg, we respectfully submit to Shareholders for approval the following amendments, additions and removals of the Company's registered business lines:

**1. Adding the following business lines:**

No.	Title of added business lines	Code	Main business line
1.	Other financial service activities not elsewhere classified (except insurance and pension fund activities) Details: Financial investment	6499	
2.	Wholesale of automobiles and other motor vehicles	4661	
3.	Retail sale of automobiles and other motor vehicles	4781	
4.	Business management consulting activities and other management consulting activities Details: Domestic and foreign investment consulting (excluding legal consulting).	7020	
5.	Production of precious and non-ferrous metals (Excluding export, import and distribution of goods	2420	

	<p>included in the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import or distribute according to the law)</p> <p>Details: Production and trading of various non-ferrous metals, non-ferrous metal scrap; production of double-rolled steel; production of roofing sheets</p>		
6.	<p>Wholesale of metals and metal ores</p> <p>(Excluding export, import and distribution of goods included in the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import or distribute according to the law)</p> <p>Details: Wholesale of iron and steel products, zinc ingots, other metals and alloys; Wholesale of stainless steel pipes, alloy steel pipes; Wholesale of aluminum products for construction and consumer use.</p>	4672	
7.	<p>Wholesale of other construction materials and installation equipment</p> <p>Details: Trading in building materials; Wholesale of plastic building materials including plastic granules, plastic pipes, plastic doors, plastic frames, plastic ceiling panels; Wholesale of house frames, trusses and steel construction components.</p>	4673	
8.	Production of wooden beds, cabinets, tables and chairs	3101	
9.	Production of metal beds, cabinets, tables and chairs	3102	
10.	Production of beds, cabinets, tables and chairs from other materials	3109	
11.	<p>Other specialized wholesale not elsewhere classified</p> <p>(Excluding export, import and distribution of goods included in the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import or distribute according to the law)</p>	4679	

	Details: Wholesale of chemicals (excluding chemicals prohibited by the state); Wholesale of metal and non-metal waste; equipment for the steel smelting and rolling industry; various types of packaging.		
12.	Other real estate activities on a fee or contract basis (Excluding land valuation consulting; investment in the construction of cemetery and burial ground infrastructure for the transfer of land use rights associated with the infrastructure.)	6829	
13.	Wholesale of solid, liquid, gaseous fuels and related products Details: Wholesale of coal and other solid fuels (Excluding export, import and distribution of goods included in the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import or distribute according to the law)	4671	
14.	Electricity transmission and distribution (Excluding the business of goods and services that are on the list of goods and services subject to state monopoly in the commercial sector.)	3513	
15.	Administrative and office support activities	8210	
16.	Computer consulting and computer infrastructure management	6220	
17.	Other computer and information technology service activities	6290	
18.	Information technology infrastructure, data processing, storage and related activities	6310	

**2. Removing the following business lines:**

No.	Title of removed business lines	Code	Main business line
1.	Sugarcane cultivation	0114	
2.	Coffee planting	0126	

3.	Growing other perennial plants	0129	
4.	Growing oilseed crops	0117	
5.	Growing oil-bearing fruit trees	0122	
6.	Sugar production	1072	
7.	Production of pulp, paper and paperboard	1701	
8.	Other financial service activities not elsewhere classified (except insurance and social insurance)	6499	
9.	Sale of motorcycles Details: Purchase and sale of automobiles and motorcycles	4541	
10.	Management consulting activities Details: Domestic and foreign investment consulting (excluding legal consulting).	7020	
11.	Production of precious and non-ferrous metals Details: Production and trading of various non-ferrous metals, non-ferrous metal scrap; production of double-rolled steel; production of roofing sheets	2420	
12.	Wholesale of metals and metal ores Details: Wholesale of iron and steel products, zinc ingots, other metals and alloys (excluding activities specified in item 16, List A, Appendix I, Decree 31/2021/ND-CP); Wholesale of stainless steel pipes, alloy steel pipes; Trading of aluminum products for construction and consumer use.	4662	
13.	Wholesale of other construction materials and installation equipment Details: Trading in building materials; Wholesale of plastic building materials including plastic granules, plastic pipes, plastic doors, plastic frames, plastic ceiling panels; Wholesale of house frames, trusses and steel construction components.	4663	
14.	Production of beds, cabinets, tables and chairs Details: Production of wooden beds, cabinets, tables	3100	

	and chairs; Production of beds, cabinets, tables and chairs from other materials.		
15.	Other specialized wholesale not elsewhere classified Details: Wholesale of chemicals (excluding chemicals prohibited by the state); Wholesale of metal and non-metal waste; equipment for the steel smelting and rolling industry; various types of packaging.	4669	
16.	Growing corn and other grain crops	0112	
17.	Real estate consulting, brokerage and auction, land use right auction Details: Real estate consulting services; Real estate advertising services; Real estate management services; Real estate management on a fee or contract basis; Apartment building operation management; Real estate exchange business; Real estate valuation services; Real estate brokerage services; House and office rental.	6820	
18.	Short-term accommodation services Details: Hotels; guesthouses, rest houses providing short-term accommodation services.	5510	
19.	Wholesale of solid, liquid, gaseous fuels and related products Details: Wholesale of coal and other solid fuels (excluding activities specified in item 1.6, Category A, Appendix I, Decree 31/2021/ND-CP)	4661	
20.	Electricity production	3511	
21.	Booking services and related support services for promoting and organizing tours Details: Tourism and tourism services (excluding the business of transporting tourists from Vietnam to overseas).	7990	
22.	Electricity transmission and distribution (excluding activities specified in item 1, Category A, Appendix I, Decree 31/2021/ND-CP)	3512	
23.	Private security services	8010	

	Details: Security services		
24.	General office administrative services	8211	
25.	Computer programming Details: Writing, modifying, testing and providing support for software tailored to the specific needs of each customer	6201	
26.	Computer consulting and computer system administration	6202	
27.	Information technology service activities and other computer-related services Details: Troubleshooting computer problems, software installation.	6209	
28.	Data processing, leasing and related activities Details: Data processing, leasing and related activities of information infrastructure	6311	
29.	Site preparation	4312	
30.	Wholesale of agricultural machinery, equipment and spare parts	4653	
31.	Mixed farming and livestock farming	0150	
32.	Production of animal and vegetable oils and fats	1040	
33.	Processing of milk and dairy products	1050	
34.	Crop cultivation service activities	0161	
35.	Other livestock (Except those prohibited by the state)	0149	

**3. Amending the following business lines:**

No.	Title of amended business lines	Code	Main business line
1.	Pig farming and pig breeding (Except breeding of rare wild animals and processing, handling of these animals, including live animals and their products)  (Except research or use of new animal genetic resources before being assessed and evaluated by the	0145	

	Ministry of Agriculture and Environment)		
2.	<p>Poultry farming</p> <p>(Except breeding of rare wild animals and processing, handling of these animals, including live animals and their products)</p> <p>(Except research or use of new animal genetic resources before being assessed and evaluated by the Ministry of Agriculture and Environment)</p>	0146	
3.	<p>Processing and preserving meat and meat products</p> <p>(Except cultivation, production or processing of rare crops, breeding of rare wild animals and processing, handling of such animals or crops, including live animals and their products.)</p>	1010	
4.	<p>Production of animal feed, poultry and aquatic products</p> <p>(Except cultivation, production or processing of rare crops, breeding of rare wild animals and processing, handling of such animals or crops, including live animals and their products)</p>	1080	
5.	<p>Raising buffaloes and cows and producing buffalo and cow breeds</p> <p>(Except breeding of rare wild animals and processing, handling of these animals, including live animals and their products)</p> <p>(Except research or use of new animal genetic resources before being assessed and evaluated by the Ministry of Agriculture and Environment)</p>	0141	
6.	<p>Wholesale of agricultural and forestry raw materials (except wood, bamboo) and live animals (Excluding export, import and distribution of goods on the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import or distribute according to the law)</p> <p>Details: Wholesale of feed and feed ingredients for</p>	4620	

	livestock, poultry, and aquaculture.		
7.	Food wholesale (Excluding export, import and distribution of goods on the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import or distribute according to the law)	4632	
8.	Recycling of waste (excluding those prohibited by the State) Details: Recycling of scrap metal	3830	
9.	Other remaining business support service activities not elsewhere classified (Excluding export, import and distribution of goods included in the List of goods that foreign investors and economic organizations with foreign investment capital are not allowed to export, import or distribute according to the law) Details: Entrusting and acting as a trustee for export and import; Importing and exporting goods traded by the Company (excluding items prohibited by law);	8299	
10.	Commodity agents, brokers, auctioneers Details: Goods trading agent (Excluding the business of goods and services that are on the list of goods and services subject to state monopoly in the commercial sector)	4610	
11.	General wholesale (Excluding the business of goods and services that are on the list of goods and services subject to state monopoly in the commercial sector.)	4690	
12.	Service activities related to calls (Excluding public opinion polling services (opinion surveys))	8220	
13.	Manufacture of coke (Except mine clearance and blasting activities.)	1910	

4. General Director is authorized to decide on the removal, addition or amendment of the Company's registered business lines as required by competent state authorities.

If competent state authorities request something different from the proposed adjustments stated in this statement, General Director has the right to make necessary changes to ensure the maximum foreign ownership ratio in the Company remains at 49%.

5. General Director is authorized to do the procedures for notifying changes to the registered business lines and amending and supplementing the Charter of Hoa Phat Group Joint Stock Company in accordance with the contents approved in this Statement. General Director has the right to sub-authorize.

*We kindly submit the Statement to the General Meeting of Shareholders for consideration and approval.*

**FOR AND ON BEHALF OF  
THE BOARD OF DIRECTORS  
Signed**

**TRAN DINH LONG**

**HOA PHAT GROUP  
JOINT STOCK COMPANY**

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**Independence - Freedom - Happiness**

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No.: 10/TT-DHDCD.2026

*Hanoi, March 27, 2026*

**STATEMENT TO**  
**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
*(Regarding the amendment of the Company's Charter)*

*Respectfully to the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company,*

The current Charter of Hoa Phat Group Joint Stock Company was issued on April 17, 2025.

During its operation, some provisions in the Charter become inappropriate. Therefore, amending the Company's Charter is truly necessary to ensure the smooth operation of the Company.

Details of the amendments and additions are provided in the Annex attached to this Statement.

*We kindly submit the Statement to the General Meeting of Shareholders for consideration and approval.*

**FOR AND ON BEHALF OF  
THE BOARD OF DIRECTORS**

**Signed**

**TRAN DINH LONG**

**DETAILS OF AMENDMENT TO THE CHARTER OF HOA PHAT GROUP JOINT STOCK COMPANY**

*(Attached to the Statement No. 10/TT-DHDCD.2026 dated March 27, 2026 of the Board of Directors.)*

ARTICLE	CURRENT CHARTER	PROPOSED AMENDMENT	REASON FOR AMENDMENT
Preamble	This Charter is amended on the basis of: - Resolution No. <u>01/NO – DHDCD.2025</u> of the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company, approved at the annual meeting on <u>April 17, 2025</u> .	This Charter is amended on the basis of the valid Resolution No. <u>..NO – DHDCD.2026</u> of the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company, approved at the annual meeting on <u>April 21, 2026</u> .	Updating the time according to the actual date of the General Meeting of Shareholders and the number of resolutions of the GMS approving the amendments to the Charter.
<b>ARTICLE 1 - INTERPRETATION</b>			
1.b	"Enterprise Law" refers to the Enterprise Law No. 59/2020/QH14 <u>passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020</u> .	"Enterprise Law" refers to the Enterprise Law No. 59/2020/QH14, <u>amended and supplemented by the Law No. 03/2022/QH15 and Law No. 76/2025/QH15</u> .	
1.c	"Securities Law" refers to the Securities Law No. 54/2019/QH14, <u>passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019</u> .	"Securities Law" refers to the Securities Law No. 54/2019/QH14, <u>amended and supplemented by the Law No. 56/2024/QH15</u> .	
<b>ARTICLE 2 – NAME, TYPE OF ORGANIZATION, HEAD OFFICE, BRANCHES, REPRESENTATIVE OFFICES AND TERM OF OPERATION</b>			
3.	Head office of the Group: Pho Noi A Industrial Zone, Nguyen Van Linh Commune, <u><del>Yen My District</del></u> , Hung	Head office of the Group: Pho Noi A Industrial Zone, Nguyen Van Linh Commune, Hung Yen Province,	Updating the head office of Hoa Phat Group Joint Stock Company due to

	Yen Province, Vietnam	Vietnam	administrative unit adjustments.
<b>ARTICLE 4 – THE COMPANY’S OPERATIONAL OBJECTIVES</b>			
4.1		<u>Amending, adding and removing the business lines mentioned in the Statement No. 08/2026/TT-HĐQT.</u>	
<b>ARTICLE 5 – REGISTERED CAPITAL AND SHARES</b>			
5.1	<p>The Group’s registered capital is <b>VND 63,962,502,000,000 (Sixty-three thousand, nine hundred sixty-two billion, five hundred and two million Vietnamese dong)</b>.</p> <p>The Group’s total registered capital is divided into <b>6,396,250,200 shares (Six billion, three hundred ninety-six million, two hundred fifty thousand, two hundred)</b> with a par value of VND 10,000 (ten thousand) per share.</p>	<p>The Group’s registered capital is <u>VND 76,754,658,550,000 (Seventy-six thousand, seven hundred fifty-four billion, six hundred fifty-eight million, five hundred fifty thousand Vietnamese dong)</u>.</p> <p>The Group’s total registered capital is divided into <u>7,675,465,855 shares (Seven billion, six hundred seventy-five million, four hundred sixty-five thousand, eight hundred fifty-five)</u> with a par value of VND 10,000 (ten thousand) per share.</p>	<p>Updating the registered capital according to the Company’s Business Registration Certificate amended for 38<sup>th</sup> time.</p>
<b>ARTICLE 65 - EFFECTIVE DATE</b>			
65.1	<p>This Charter, consisting of 22 chapters and 65 articles, was unanimously approved by the GMS of Hoa Phat Group Joint Stock Company on <u>April 17, 2025</u> in Hanoi, and the full text of this Charter was unanimously approved.</p>	<p>This Charter, consisting of 22 chapters and 65 articles, was unanimously approved by the GMS of Hoa Phat Group Joint Stock Company on <u>April 21, 2026</u> in Hanoi, and the full text of this Charter was unanimously approved.</p>	

**HOA PHAT GROUP  
JOINT STOCK COMPANY**

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No.: 11/TT-DHDCD.2026

*Hanoi, March 27, 2026*

**STATEMENT TO**  
**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
*(Regarding the approval of the audited Financial Statements 2025)*

*Respectfully to the General Meeting of Shareholders of Hoa Phat Group Joint Stock Company,*

*Pursuant to the law and the Charter of Hoa Phat Group Joint Stock Company;*

*Pursuant to the separate Financial Statements and consolidated Financial Statements for the year ended December 31, 2025, audited by Deloitte Vietnam Audit Co., Ltd.*

We respectfully submit to the General Meeting of Shareholders for approval the separate Financial Statements and consolidated Financial Statements for the year ended December 31, 2025 of Hoa Phat Group Joint Stock Company, audited by Deloitte Vietnam Audit Co., Ltd., issued on March 24, 2026.

The audited Financial Statements 2025 are included in the Annual Report 2025 and have been posted on the Company's official website.

*We kindly submit the Statement to the Board of Directors for consideration and approval.*

**FOR AND ON BEHALF OF  
THE BOARD OF DIRECTORS**  
**Signed**

**TRAN DINH LONG**

**DRAFT**

**RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Charter of Hoa Phat Group Joint Stock Company;
- Pursuant to the contents of the Minutes of the Annual General Meeting of Shareholders 2026 of Hoa Phat Group Joint Stock Company No. 01/BB-DHDCD.2026 dated April 21, 2026;
- Pursuant to the Vote Counting Minutes at the Annual General Meeting of Shareholders 2026.

**THE GENERAL MEETING OF SHAREHOLDERS**

**HOA PHAT GROUP JOINT STOCK COMPANY**

**RESOLVES:**

**Article 1.** The annual General Meeting of Shareholders approves the following:

- 1.1.** Approval of the list of members of the Board of Directors and members of the Board of Supervisors of Hoa Phat Group Joint Stock Company for the term 2026 – 2031:
  - a. The Board of Directors includes ... members:
    - Mr/Ms ...
    - Mr/Ms...
  - b. The Board of Supervisors includes ... members:
    - Mr/Ms...
    - Mr/Ms...
  - c. Members of the Board of Directors and the Board of Supervisors shall begin performing their functions and duties as stipulated in the Company's Charter, Operating Regulations and applicable laws from the date of this Minutes until the Annual General Meeting of Shareholders 2031 approves the election of new members of the Board of Directors and the Board of Supervisors for the next term.
- 1.2.** Approval of the Group's production and business plan for 2026:
  - Expected revenue for the entire Group: **VND 210,000 billion.**
  - Expected after-tax profit for the entire Group: **VND 22,000 billion.**

1.3. Approval of the Report of the Board of Directors No. 03/BC-DHDCD.2026 dated March 27, 2026.

1.4. Approval of the Report of the Board of Supervisors No. 04/BC-DHDCD.2026 dated March 27, 2026.

1.5. Approval of the plan for distribution of accumulated undistributed after-tax profit as of December 31, 2025 and the proposal of profit distribution plan for 2026 as follows:

a. **Profit distribution in 2025**

Hoa Phat Group Joint Stock Company's profit distribution report 2025 is detailed below (audited figures, currency: Vietnamese Dong):

No.	Item	Allocation ratio	Parent company	Consolidated
1	Undistributed after-tax profit as of December 31, 2024 (According to the audited financial statements 2025)		16,029,246,777,223	49,599,124,109,203
2	<b>After-CIT profit in 2025</b> (According to the audited financial statements 2025)		<b>14,074,174,223,862</b>	<b>15,514,931,571,606</b>
3	Undistributed after-tax profit as of December 31, 2025 (According to the audited financial statements 2025)		16,287,830,117,381	51,037,901,749,343
4	<b>Allocation to Welfare and Reward Fund:</b>		<b>259,169,000,000</b>	<b>335,000,000,000</b>
4.1	<i>Welfare and Reward Fund</i>	1%	<b>79,169,000,000</b>	<b>155,000,000,000</b>
a	<i>Welfare and Reward Fund provisionally allocated at subsidiary companies (Presented in the audited financial statements 2025)</i>			72,631,000,000
b	<i>Additionally allocated Welfare and Reward Fund</i>		79,169,000,000	82,369,000,000
4.2	Remuneration for the Board of Directors (registered 1% x After-tax profit)	1%	155,000,000,000	155,000,000,000

4.3	Management Board Reward Fund (5% of the amount exceeding the annual plan)	5%	25,000,000,000	25,000,000,000
5	<b>Remaining undistributed after-tax profit in 2025 after allocation to funds</b> (5=3-4.1.b-4.2-4.3)		<b>16,028,661,117,381</b>	<b>50,775,532,749,343</b>

The remaining dividend payout ratio in 2025 is based on the **undistributed after-tax profit for 2025 remaining after allocating the funds** mentioned in clause 1.6, Article 1 of this Resolution.

**b. Proposal of profit distribution plan for 2026**

- Investment and Development Fund: The GMS authorizes General Director to review and decide on the specific appropriation and expenditure of the fund. General Director reserves the right to sub-authorize.
- Welfare and Reward Fund: Maximum appropriation of 5% of actual after-tax profit. The GMS authorizes General Director to decide on the specific appropriation and expenditure of the fund. General Director reserves the right to sub-authorize.
- Reward Fund for the Board of Management of Hoa Phat Group Joint Stock Company and Boards of Management of subsidiary companies: Maximum 5 % of the after-tax profit amount exceeding the plan. The GMS authorizes Chairman of the Board of Directors to review and decide on the reward amount, reward form and detailed reward plan.
- Remuneration for the Board of Directors and the Board of Supervisors: Maximum of 1% of the actual after-tax profit in 2026. The GMS authorizes Chairman of the BOD to decide on the specific form and amount of remuneration for each member within the approved remuneration fund.

**1.6. Approval of the dividend payment plan in 2025:**

**a. Stock dividend payment plan in 2025**

- Stock : Hoa Phat Group Joint Stock Company Stock
- Ticker symbol : HPG
- Class of share : Ordinary share
- Par value : 10,000 VND/share

- Current registered capital : VND 76,754,658,550,000
- Stock dividend payout ratio : **10%/** Registered capital  
(Shareholders owning 100 stocks will receive 10 additional stocks issued to pay dividends)
- Number of stocks expected to be issued to pay dividends : 767,546,585 stocks
- Total value of stocks expected to be issued to pay dividends at par value : VND 7,675,465,850,000.
- Purpose of issuance : To pay dividends in 2025
- Target recipients : Existing HPG shareholders whose names are on the list of shareholders as of the last registration date are entitled to receive stocks issued to pay dividend, provided by Viet Nam Securities Depository and Clearing Corporation (VSDC).
- Funds for issuance : Undistributed after-tax profit on the audited Financial Statements 2025.
- Plan to process fractional stocks : Number of stocks issued to pay dividend for each shareholder will be rounded down to the nearest whole number. Any fractional stocks will be canceled.  
  
Example: Estimated number of dividend stocks a shareholder owning 178 stocks will receive is  $178 \times 10\% = 17.8$  stocks  
  
Number of stocks the shareholder will actually receive is 17 stocks; 0.8 fractional stocks will be canceled.
- Expected issuance time : From April 2026 and after the State Securities Commission announces the receipt of full stock issuance reports.
- Distribution method : For deposited securities: shareholders will complete dividend collection procedures at

securities companies where their deposit accounts are opened.

For undeposited securities: shareholders will complete dividend receipt procedures at the Office of Hoa Phat Group Joint Stock Company, located at: 66 Nguyen Du Street, Cua Nam Ward, Hanoi City, on weekdays. When coming to receive dividends, shareholders must present their ID Card/Citizen Identity Card and Stock Certificate.

- All additional shares issued to pay dividends as mentioned above will be additionally listed at Ho Chi Minh Stock Exchange (HSX) and registered for deposit with Viet Nam Securities Depository and Clearing Corporation (VSDC).
- The Board of Directors is authorized to decide on the detailed stock dividend payment plan
- General Director is authorized to carry out necessary procedures to complete the issuance of stocks to pay dividends, change the business registration, and amend and supplement the Charter to record new registered capital and stocks according to the actual results of the issuance of stocks to pay dividends and the additional depository and listing of additional stocks.

**b. Cash dividend payment plan in 2025**

- Stock : Hoa Phat Group Joint Stock Company Stock
- Ticker symbol : HPG
- Class of share : Ordinary share
- Par value : Par value
- Current registered capital : VND 76,754,658,550,000
- Cash dividend payout ratio : 5%/Registered capital
- Funds for payment : Undistributed after-tax profit on the audited Financial Statements 2025
- Payment time : Under the authority of the Board of Directors

**1.7. Approval of expected dividend payout ratio for 2025: Expected 15%.**

- 1.8. Approval of the report on remuneration to the Board of Directors and the Board of Supervisors for 2025 as per the Statement No. 08/TT- DHDCD.2026 dated March 27, 2026.
- 1.9. Approval of the updating of the Company's registered business lines as per the Statement No. 09/2026/TT-DHDCD.2026 dated March 27, 2026.
- 1.10. Approval of the amendment to the Charter as per the Statement No. 10/2026/TT-DHDCD.2026 dated March 27, 2026.
- 1.11. Approval of the audited Financial Statements 2025 as per the Statement No. 11/2026/TT-DHDCD.2026 dated March 27, 2026.

**Article 2.** The Board of Directors, Board of Management and relevant departments shall be responsible for the implementation of this Resolution. The Resolution takes full force and effect from the date of signing.

***Recipients:***

- As Article 2;
- Relevant organizations and agencies;
- Archived./.

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