

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



No.	Item	Statement/Report No.
0	Meeting agenda and content.	
1.	Regulation on Organization of the General Meeting.	01/QC-DHDCD.2026
2.	Report of the Board of directors.	02.1/BC-DHDCD.2026
3.	Report of independent members of the Board of directors.	02.2/BC-DHDCD.2026
4.	Report of the Board of Supervisors.	03/BC-DHDCD.2026
5.	Report on business and production results in 2025 and submission of business and production plan for 2026 of the Board of management.	04/BC-DHDCD.2026
6.	Report on the profit distribution in 2025 and proposal of profit distribution plan for 2026.	05/TT-DHDCD.2026
7.	Statement for the dividend payment plan for 2025 and the expected dividend rate for 2026.	06/TT-DHDCD.2026
8.	Statement for the ratification of the Charter	07/TT-DHDCD.2026
9.	Statement for approval of the Audited Consolidated Financial Statements in 2025.	08/TT-DHDCD.2026
10.	Statement for payment of remuneration to the Board of directors and the Board of Supervisors.	09/TT-DHDCD.2026
11.	Draft Resolution of the General Meeting of Shareholders.	.../NQ-DHDCD.2026



## MEETING AGENDA AND CONTENT

### 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS HOA PHAT AGRICULTURE DEVELOPMENT JOINT STOCK COMPANY

Venue: 13th Floor Hall, Hoa Phat Building, No. 39 Nguyen Dinh Chieu, Hai Ba Trung Ward,  
Hanoi City, Vietnam.

Time: Tuesday, 21<sup>st</sup> April, 2026.

Time	Content
14h00 - 14h30	- Welcoming shareholders
14h30 - 14h45	- Opening of the General Meeting - Report on shareholder eligibility verification. - Announcement of the meeting agenda. - Introduction of the Presidium. - The Chairperson appoints the Meeting Secretary. - Voting to approve the meeting agenda. - Introduction and voting to approve the Vote Counting Committee. - Voting to approve the Meeting Regulations.
14h45-15h00	Introducing issues to be discussed at AGM and advising shareholders to read documents available in the electronic voting system or on HPA's website.
15h00-15h10	Document reading time
15h10-16h10	- Discussion on the 2025 Financial Statements. - Discussion on the 2026 Business and Production Plan. - Discussion on the 2025 profit distribution and the proposed 2026 profit distribution plan. - Discussion on the 2025 dividend payment plan and the 2026 expected dividend rate. - Discussion on the remuneration for the Board of Directors and the Supervisory Board. - Discussion on the approval of the Company's Charter. - Other matters (if any).



16h10-16h25	<ul style="list-style-type: none"> <li>- Voting to approve the 2026 business and production plan.</li> <li>- Voting to approve the Report of the Board of Directors.</li> <li>- Voting to approve the Report of the Supervisory Board.</li> <li>- Voting to approve the 2025 profit distribution and the proposed 2026 profit distribution plan.</li> <li>- Voting to approve the 2025 Audited Consolidated Financial Statements.</li> <li>- Voting to approve the 2025 dividend payment plan and the 2026 expected dividend rate.</li> <li>- Voting to approve the remuneration for the Board of Directors and the Supervisory Board.</li> <li>- Voting to approve the Company's Charter.</li> <li>- Voting on other matters (if any)</li> </ul>
16h25-16h45	The Vote Counting Committee performs its duties and announces the voting results.
16h45-17h00	<ul style="list-style-type: none"> <li>- The Meeting Secretary reads the Meeting Minutes.</li> <li>- Voting to approve the Minutes of the Annual General Meeting of Shareholders.</li> </ul>
17h00	The Chairman closes the AGM.

*Note: The detailed agenda is subject to change at the discretion of the Board of Directors.*



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 applicable**

1. This Regulation applies to the convening and organization of the Annual General Meeting of Shareholders 2026 of Hoa phat agriculture Development 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 agriculture Development 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 “**HPA**” means Hoa phat agriculture Development Joint Stock Company.
2. “**General Meeting of Shareholders**” or “**General Meeting**” means the Annual General Meeting of Shareholders 2026 of Hoa phat agriculture Development 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 its 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 General Meeting of Shareholders and electronic voting**” means a General Meeting of Shareholders 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 General Meeting of Shareholders at <http://hpa.ezgsm.fpts.com.vn>, providing Delegates with documents of the General Meeting and tools to exercise related rights when attending the General Meeting of Shareholders (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 agriculture Development Joint Stock Company closed by the Viet Nam Securities Depository and Clearing Corporation 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 General Meeting of Shareholders in person and vote electronically through the system <https://hpa.ezgsm.fpts.com.vn>.

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b. Requirements for technology:

Delegates attending the General Meeting of Shareholders 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 and QR code used to directly log in 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 General Meeting of Shareholders 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 General Meeting of Shareholders may authorize another person to attend the General Meeting of Shareholders 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 General Meeting of Shareholders 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

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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 General Meeting of Shareholders 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 agriculture Development 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

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- 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, the 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, VOTING 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 General Meeting of Shareholders 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 the 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 the 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 General Meeting of Shareholders in person and electronic voting takes place in an orderly, stable and valid manner;
- Speak directly under the direction of the Chairman of the meeting, vote in accordance with instructions of the Organizing Committee and respect the direction of the General Meeting by the 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 the Chairman of the General Meeting;

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- 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 the 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 the Chairman of the General Meeting and Secretariat**

### **1. Rights and obligations of the Chairman**

- The General Meeting of Shareholders shall be presided over by the Chairman of Board of directors;
- Decisions made by the Chairman on the order, procedures or events arising out of the General Meeting agenda shall be the highest judgment;
- The Chairman has the right to require all attendees to be subject to inspection or

- other lawful and reasonable security measures;
- The Chairman has the right to request the competent authority to maintain the order of the meeting; expel those who fail to comply with the 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;
  - The Chairman may refuse to answer or only recognize contributions of shareholders if such contribution contents, proposals are out of the General Meeting agenda;
  - The Chairman appoints the Secretariat for the General Meeting;
  - The 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;
    - + The 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**

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

## **Article 8. Voting Committee**

1. The Voting Committee consists of 01 leader and members nominated by the Chairman and approved by the General Meeting. Members of the Voting Committee may not be the Company's shareholder.
2. The Voting Committee is responsible for disseminating and guiding regulations and rules related to voting at the General Meeting.

3. The Voting Committee is responsible for checking and supervising the voting of shareholders and organizing the vote counting; Recording voting results from software.
4. The Voting 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 the Chairman.
5. The Voting 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 General Meeting of Shareholders.
2. Approval of the Agenda of the General Meeting of Shareholders.
3. Approval of the list of members of the Voting Committee.
4. Report on business and production results in 2025 and business and production plan for 2026.
5. Report of the Board of directors.
6. Report of the Board of Supervisors.
7. Approval of the profit distribution in 2025 and proposal of the profit distribution plan for 2026
8. Approval of the dividend payment plan for 2025 and the expected dividend rate for 2026.
9. Approval of the remuneration of Board of directors and Board of Supervisors.
10. Approval of the Company's Charter.
11. Approval of the consolidated Financial Statements in 2025 audited by Deloitte Vietnam Audit Company Limited.
12. 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 the 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 General Meeting of Shareholders 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://hpa.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 General Meeting of Shareholders, 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 the Chairman.

- e. In case where Delegates have registered to attend the General Meeting of Shareholders 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 the 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, the Chairman shall consider and decide immediately at the General Meeting.
3. Announcement of vote counting results
  - After the vote counting process is completed, the Voting Committee shall prepare a vote counting minutes with the signatures of all members of the Voting Committee.

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- Head of the Voting Committee shall, on behalf of the Voting 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 the 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 General Meeting of Shareholders, 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 General Meeting of Shareholders can ask questions by speaking directly at the General Meeting or sending questions through the Online Support window on the Electronic Voting System corresponding to Login Names granted to such Delegates. When Delegates need to speak or debate, they must raise their hands, and can only speak when the Chairman agrees. Each Delegate shall speak for no more than 03 minutes and the content must be concise and avoid duplication.

3. The Secretariat of the General Meeting shall review and collect discussion contents of Delegates and forward it to the Chairman.

4. Responding to Delegates' opinions:

- Based on discussion contents of Delegates compiled by the Secretariat, the Chairman or a member designated by the 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, the Chairman will select and respond to all shareholders once.
- The 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

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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, the 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 General Meeting of Shareholders are made in writing by the Secretariat. The Meeting Minutes are read and approved before the closure of the Meeting and kept in meeting documents of the General Meeting of Shareholders of the Company.

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

Based on the results of the General Meeting, the Chairman shall issue a resolution by the General Meeting of Shareholders 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

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shareholders.

**Article 17. Some other provisions**

After the meeting, the Chairman of the Board of directors undertakes to successfully implement production and business plans and other issues approved at the General Meeting of Shareholders 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. The Chairman, the Secretariat, the Delegate Status Inspection Committee and the Voting Committee, and the Delegates are responsible for implementation./.

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

  
**NGUYEN VIET THANG**

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No. 02.1/BC-DHDCD.2026

Hanoi, March 27th, 2026

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

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

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

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

The Board of directors would like to send to Shareholders the report on production and business results in 2025 as follows:

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

*2025 marks the 10<sup>th</sup> anniversary of Hoa Phat Group's entry into the agricultural sector. In 2025, Hoa Phat Agriculture Development Joint Stock Company (HPA) achieved revenue of VND 8,326 billion, up 18% compared to 2024 and exceeding the plan by 4%. After-tax profit reached VND 1,600 billion, a 55% increase year-on-year and exceeding the plan by 22%.*

*HPA's competitive advantage stems from its vertically integrated Feed-Farm model. The Company simultaneously produces animal feed and engages in large-scale livestock farming, creating a closed value chain. At present, Hoa Phat holds the top market share for Australian beef, leads the clean chicken egg market in Northern Vietnam, is among the top 10 in terms of sow herd size, and is among the top 13 largest animal feed producers in Vietnam. This position was built on choosing a systematic development model from the outset, selecting purebred high-yield breeds, applying a three-zone biosecurity system, and operating according to an industrial model.*

For the animal feed segment, the Board of directors highly appreciates the proactive research and development of high-quality products that meet the needs of both internal livestock farming and external markets. This is a key factor in ensuring specialized nutrition for each type of livestock, directly improving the productivity of the entire system. Proactive animal feed production also creates a safe "buffer zone," contributing to minimizing the risk of disease outbreaks and price fluctuations in the market.

For the pig farming segment, the Board of directors believes that 2025 is a pivotal year for the structural transformation of Vietnam's livestock industry. In the context of declining supply due to natural disasters and diseases, which at times pushed pig prices



above VND 80,000/kg, Hoa Phat has successfully seized the opportunity to consolidate its position as one of the leading producers in the market. The Board of directors commends the pig farming segment with ROE of 83%, the highest throughout the entire Hoa Phat Group. This demonstrates the capital management capabilities and optimized operational efficiency. In particular, the pig farming segment has become a crucial pillar, contributing 44% of Hoa Phat Agriculture's total revenue.

The Board of directors has identified cattle farming as a strategic segment with significant growth potential. In 2025, the Board of directors acknowledges the efforts of the executive board as Hoa Phat Agriculture continues to affirm its position as a market leader in the Australian fattening cattle segment. The entire breeding process and output products strictly adhere to the Australian Government's ESCAS, creating a strong technical barrier and absolute credibility with high-end distribution channels (restaurants, hotels, wholesale dealers).

The egg-laying hen farming sector achieved its best results ever. This is a commendable effort by the entire staff of Hoa Phat Phu Tho Poultry Company over the past year. Maintaining the Hyline Brown super-laying hen flock imported from the UK and Australia has ensured high reproductive performance and consistent egg quality. Furthermore, the Board of directors highly appreciates the product and sales channel diversification strategy, which enables flexible access to both traditional channels and modern supermarket systems in the Northern and North Central regions.

## **2. Assessment of the Board of directors on operations of the Board of General Directors**

Over the past year, the Board of directors has strictly fulfilled its supervisory and strategic guidance role through a system of scheduled and unscheduled reports, ensuring that all activities of the Board of General Directors closely adhere to the resolutions of the General Meeting of Shareholders and the Board of directors. The smooth and decisive coordination between the two sides has helped HPA maintain stability and make timely decisions. The Board of directors acknowledges and highly appreciates the proactive spirit and flexibility of the Board of General Directors in the face of market fluctuations, enabling Hoa Phat Agriculture to successfully complete its business plan 2025. In particular, the Board of General Directors 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 activities of the Board of directors during the year**

In 2025, the Board of directors issued 11 Resolutions and approved many important contents:

- Approval of the Information Disclosure Regulation and Internal Audit Regulation;

- Approval of the production and business plan and other contents to be submitted to the General Meeting of Shareholders for decision;
- Approval of the initial public offering (IPO) dossier and detailed offering plan;
- And many other important decisions.

In addition, transactions among the Company, its subsidiary companies and members of the Board of directors and related parties comply with relevant regulations on approval authority.

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

The Government aims for double-digit economic growth in the period 2026-2030, with agriculture playing a solid supporting role. However, the agricultural sector cannot develop in the old way. The requirement is that it must be digitized, industrialized, based on science and technology and innovation; and developed in an ecological direction. This is the overarching direction for the coming period.

During the period 2026-2030, the Company's Board of directors intends to focus on expanding the scale of livestock farming, improving operational efficiency, diversifying products, and optimizing capital resources. The development strategy for each main segment is as follows:

- For the animal feed production sector: The Company will continue to strongly develop its FARM product line for large-scale livestock farms; focusing on maximizing existing design capacity and preparing for capacity expansion as the market grows. The strategy prioritizes optimizing the animal feed production process, improving quality management efficiency, reducing production costs, and fully meeting internal consumption needs as well as market demand. By 2030, the total production output is targeted to reach the maximum design capacity of 300,000 tons at each plant.
- For the pig farming sector, the Company intends to expand its farm system in both the Southern region and the Northern region, including breeding and commercial farms, to gradually increase the pig herd size to approximately 900,000 head by 2030. The strategy focuses on proactively securing breeding stock, strictly managing diseases, and optimizing reproductive performance, thereby increasing the output of commercial pigs for the market.
- For the cattle farming sector, the Company will continue to increase the herd size at existing farms when market conditions are favorable. The goal is to gradually increase the cattle herd size to approximately 73,000 head by 2030. The strategic focus is the flexibility in cattle importation and livestock farming cost management to maintain sustainable business efficiency.
- In the chicken farming and egg production sector, the Company intends to invest in



replacing and upgrading hen-laying equipment, while continuing to maintain its top market share in eggs in the Northern region. Simultaneously, the Company will continue to diversify its egg products to meet the diverse needs of consumers and business customers. The long-term goal is to consolidate its leading role in the clean egg sector in Vietnam.

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

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

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

  
  
**NGUYEN VIET THANG**





**HOA PHAT AGRICULTURE  
DEVELOPMENT JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

No. 02.2/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 Agriculture  
Development Joint Stock Company,***

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

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

Independent members of the Board of directors would like to send to Shareholders the report on operations of independent members of the Board of directors in 2025 as follows:

### **1. List of independent members of the Board of directors**

In 2025, the Company's Board of directors has 03 members, including 01 independent member of the Board of directors who is Mr. Ta Tuan Quang.

The Company has complied with the requirements regarding the number of independent members of the Board of directors as stipulated by law and the Company's charter.

### **2. Assessment of operations of the Board of directors**

- Overall, the Board of directors has performed its role well in implementing the plans, policies, and strategic directions set forth by the General Meeting of Shareholders. Members of the Board of directors have performed their functions and roles proactively and with a high sense of responsibility.
- In addition to managing and supervising the work of General Director, the Board of directors has also closely coordinated with General Director to implement the contents approved by the General Meeting of Shareholders and the Board of directors, ensuring compliance with laws while harmonizing the interests of the Company and its shareholders.
- Board of directors meetings were convened promptly to address matters continuously without interruptions while the procedures of each Board of directors meetings were still carried out in accordance with the Company's Charter. Meeting contents were reported, discussed, and evaluated fully in a spirit of openness, transparency, and carefulness to provide the best directions



and solutions.

- Decisions made by the Board of directors at meetings are approved by it in principle of majority, and meeting minutes were fully prepared and signed by all attending members of the Board of directors.

### 3. Assessment of operations of the Board of General Directors

In 2025, the Board of directors (BOD) effectively performed its supervisory and strategic guidance functions, notably by successfully directing the initial public offering (IPO). The Board of General Directors proactively kept the BOD informed of the production and business situation and promptly reported any arising issues. This close coordination mechanism enabled the BOD to make right decisions, ensuring operational stability and optimizing shareholder benefits. Simultaneously, the two-way interaction between the Executive Board and the BOD members in consulting on management experience created a crucial foundation for the successful completion of assigned key tasks.

### 4. Conclusion

The BOD has fully performed its function in supervising the Company's operations, providing appropriate direction and timely guidance to ensure the efficient use of resources to achieve the objectives set by the General Meeting of Shareholders, based on compliance with the law and the Company's Charter.

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

**INDEPENDENT MEMBER OF THE BOD**



**TA TUAN QUANG**



No.: 03/BC-DHDCD.2026

*Hanoi, March 27, 2026*

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

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

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

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

The Board of Supervisors would like to report its operations in 2025 to Shareholders as follows:

### **I. Organizational structure and operating principles**

During the year, the Board of Supervisors (BOS) made a change in membership as Ms. Nguyen Hoai Thu's term ended on September 04, 2025. Three members were elected for the new term of the BOS: Ms. Ngo Lan Anh as the Head of the BOS, Ms. Vu Thanh Thuy and Ms. Nguyen Thi Thu Trang as members. In 2025, the BOS members did not receive remuneration.

In 2025, based on the BOS operating regulations, each member has specialized in areas relevant to their professional experience and effectively fulfilled their independent supervisory responsibilities as stipulated in the Company's Charter.

The BOS performs its duties on the principles of independence, objectivity and transparency, ensuring that the operations of the BOD and General Director are consistent with the development strategy and comply with the Law, the Company's Charter and internal governance regulations.

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

In 2025, the Company continued to implement programs to optimize operations, improve production and business efficiency and standardize the governance system in accordance with Hoa Phat Group's orientation. The BOS carried out the following key supervisory activities:

#### **1. Supervising the implementation of resolutions and production and business plans**

The BOS supervised the organization of BOD meetings, the issuance and implementation of resolutions/decisions of the GMS/BOD, documents of the Board of



General Directors, and assessed the level of completion of annual plan targets. Through the supervision, the BOS noted that General Director had implemented the plan on the right track and taken timely solutions in the context of market fluctuations, epidemics, and unpredictable natural disasters.

## **2. Review of the Financial Statements 2025**

The BOS reviewed the annual and interim financial statements, as well as periodic management reports, focusing on reviewing:

- The completeness and reasonableness of accounting data,
- The compliance with current accounting standards and regimes,
- The management of cash flow, accounts payable and expenses.

The results show that the accounting and financial system is operating relatively stably, truthfully reflecting the financial position and operating results of the Company. The financial indicators presented in the report of the Board of General Directors have been checked, reviewed and approved by the Board of Supervisors. The Board of Supervisors agrees with the auditor's opinion on the interim financial statements and the annual financial statements 2025.

## **3. Supervising the implementation of the initial public offering and listing of the Company's stocks**

- Reviewing and verifying the information and data in the initial public offering prospectus and the listing prospectus, ensuring accuracy, truthfulness and absence of erroneous information or data that could affect the information in the Prospectus.
- Supervising the implementation of the offering plan to ensure compliance with the Charter and current Legislation.

## **4. Supervising the compliance with internal regulations and risk management**

The BOS supervised the implementation of regulations, contract management and investment management. It also supervised risk control in operations, especially financial risk, contractual risk and legal risk.

The BOS acknowledges that the Company has proactively reviewed and adjusted several procedures to meet the increasingly stringent governance requirements of the Group.

## **5. Supervising internal transactions and information disclosure**

The BOS supervised transactions with related parties, ensuring compliance with legislation and directives of Hoa Phat Group. Information disclosure was carried out by the Company on time and transparently.

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### **III. General assessment**

Through its supervising activities in 2025, the BOS realizes that:

- The Company's governance system continued to be strengthened and standardized.
- Financial and accounting work remained stable.
- Awareness of compliance with legislation and internal regulations was enhanced.

Assessment of the coordination between the Board of Supervisors and the Board of directors, the Board of General Directors and management officers:

The Board of directors promptly and fully provided the Board of Supervisors with its decisions. The Board of General Directors facilitated the Board of Supervisors' collection of information and documents related to the Company's production and business activities upon request. The Board of directors, the Board of Supervisors, General Director and management officers maintained a close coordination in the operation and management of production and business activities. The Board of Supervisors assesses that the Executive Board has made many efforts in optimizing costs, improving operational efficiency and ensuring financial security.

### **IV. Orientation for 2026**

In early 2026, the Company successfully conducted an initial public offering (IPO) of 30 million stocks. At the same time, the Company listed 285 million stocks on the Ho Chi Minh Stock Exchange on February 06, 2026. The orientation of the BOS focuses on transparent information management with the following:

1. Carefully supervising the information disclosure, compliance with legislation, the Charter and the implementation of Resolutions/Decisions of the General Meeting of Shareholders and the Board of directors.
2. Strengthening financial and accounting supervision, especially the use of capital from IPO, debt management, cash flow and investment expenses.
3. Monitoring the risk management, especially contractual risks, legal risks, disease risks and environmental risks.
4. Supervising the implementation of the Company's production, business and investment plans.
5. Coordinating thematic inspections as requested by the Group or when there are signs of risk.
6. Monitoring greenhouse gas inventories and related sustainable management requirements (if applicable).

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

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

**ON BEHALF OF**

**THE BOARD OF SUPERVISORS**

**Head of the Board**



**NGO LAN ANH**



No. 04/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 Agriculture  
Development 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 as follows:

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

In 2025, the global economy witnessed several significant economic, political and social events, along with increasing tensions in relations between the world's two superpowers which are the United States and China. The prolonged tariff war; the increasingly stressful armed conflict between Russia and Ukraine; new conflicts in the Middle East; the potential for conflict in South America and the Asia-Pacific; and climate change and natural disasters – all these factors contributed to a slowdown in the global economic growth. Global GDP growth rate was at 3.0-3.1%, lower than the 3.2% of 2024 (IMF, 2025). This indicates a slight slowdown in global GDP growth, reflecting the persistent pressures from high debt, inflation, and trade disruptions caused by the US-China trade war. Short-term favorable factors such as fiscal stimulus policies or interest rate lowering policies in some countries could not offset the long-term risks from high debt, inflation, and geopolitical instability.

Domestically, the revolution to streamline the apparatus of the political system and adjust administrative boundaries which is considered to “shake the country in order,” was completed nationwide on July 01, 2025, five years ahead of schedule. Along with this, the Party and 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 year 2025 also marked unprecedented records for natural disasters in Vietnam: 21 typhoons and tropical depressions appeared in the East Sea – the highest number in the history of observation.

Overcoming cautious forecasts at the beginning of the year and fluctuations of the global economy amidst global instability, geopolitical tensions, and the strong US dollar appreciation, Vietnam achieved an impressive “double” in 2025: Vietnam's GDP growth



rate in 2025 hit 8.02%, only slightly lower than the growth rate of 2022 in the period 2011-2025, and GDP per capita set a new benchmark. With GDP exceeding US\$500 billion in 2025, Vietnam's GDP ranked 32<sup>nd</sup> in the world (up 3 places compared to 2024), 4<sup>th</sup> in the ASEAN region, and had the highest growth rate in Southeast Asia. In the increase in the total added value of the economy, the agriculture, forestry and fisheries sector grew by 3.78%, contributing 5.30%; the industry and construction sector grew by 8.95%, contributing 43.62%; and the service sector grew by 8.62%, contributing 51.08%. The GDP at current prices in 2025 is estimated to reach VND 12,847.6 trillion, equivalent to USD 514 billion, an increase of USD 38 billion compared to 2024 (USD 476 billion). GDP per capita in 2025 at current prices is estimated to reach VND 125.5 million/person, equivalent to USD 5,026, an increase of USD 326 compared to 2024 (USD 4,700). (Source: nso.gov.vn)

2025 marks a significant milestone for Vietnamese agricultural sector, achieving the highest GDP growth rate in a decade, with the impressive number of 4%. Despite adverse impacts from storms and floods, timely response and recovery measures have ensured stable agricultural, forestry and fisheries production. The value added of the agricultural sector in 2025 is estimated to increase by 3.48% year-on-year, contributing 3.59% to the increased in the total added value of the entire economy. The livestock sector experienced a turbulent year. Cattle and buffalo farming nationwide showed a downward trend, mainly due to shrunken grazing areas, low economic efficiency, and input costs increasing faster than product prices. Pig farming was relatively favorable in the first six months of the year thanks to well-controlled disease outbreaks and favorable product prices, ensuring profits for farmers and creating momentum for maintaining and expanding production. However, from the third quarter of 2025, African swine fever broke out and spread nationwide, causing significant losses to pig farming and a sharp decline in the total pig population. Pig farming at large-scale enterprises and farms with systematic investment and successful application of biosecurity measures continued to maintain stable production and expand investment. Poultry farming developed steadily when localities promoting the development of integrated farming models to create a closed chain from farm to table. In 2025, Hoa Phat Agriculture hit VND 8,326 billion in revenue and VND 1,600 billion in net profit, up 18% and 55% respectively compared to 2024. Hoa Phat Agriculture continues to maintain its leading position in various business sectors: TOP 13 largest animal feed suppliers in Vietnam, TOP 10 businesses with the largest sow herd size in the country, TOP 1 Australian cattle supplier in Vietnam, and TOP 1 market share for clean chicken eggs in the Northern region.

Hoa Phat Agriculture's revenue in 2025 reached 104% of the plan, an increase of 18% compared to 2024. Pig farming continues to be the largest contributor with 41% of total revenue. The increase in revenue is driven by higher sales volume and higher average product prices compared to the same period. Profit in 2025 reached 122% of the

plan and increased by 55% compared to the same period in 2024, with the pig farming segment being the main growth driver with an increase of 47% in profit compared to 2024. The year 2025 also saw a recovery in cattle farming, with profit in this segment growing by 899% compared to the same period in 2024 and accounting for 4% of Hoa Phat Agriculture's total profit. Simultaneously, the poultry farming segment made a breakthrough in profit, growing 59 times compared to the same period in 2024. With egg prices rising again in 2025 while feed prices remained relatively stable and low, Hoa Phat Agriculture maintained its egg production growth amidst declining market supply and achieved extremely impressive business performance.

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

**Pig farming** continues to be the biggest growth driver, contributing 41% of revenue and 67% of after-tax profit. 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 well-structured biosecurity farming process. Commercial pigs raised from 30 to 110 kg achieve a weight gain of 930-980g per day with FCR of 2.5 ~ 2.8. All farms have applied microclimate control technology and automatic feeding systems originated from Europe, ensuring stable farming conditions and minimizing disease risks. Livestock operations maintained stable production with a total pig output exceeding 660,000 head, including over 380,000 commercial pigs weighing 100kg, up 5.9% compared to 2024, and nearly 280,000 piglets weighing 10kg, an increase of 39.5% compared to the same period. The ROE reached 83%, the highest within Hoa Phat Group.

For the pig farming sector, a breeding sow herd of 25,000 is maintained, operating in 7 farm clusters in the provinces of Lao Cai, Phu Tho, Bac Ninh, Hung Yen, and Dong Nai, with a total area of approximately 388 hectares. Each farm with 1,200 sows requires a minimum land area of 10 hectares to ensure adequate isolation areas, breeding areas, and environmental treatment systems, creating a natural biosecurity zone. The multi-province network helps to disperse disease risks and optimize logistics costs.

**Animal feed production** 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.

In 2025, Hoa Phat's animal feed segment reached 357,000 tons, surpassing the record of 340,000 tons set in 2021. This is the highest level since Hoa Phat started producing animal feed in 2015. The growth rate is nearly double the industry average of 2.9%, amidst pressure on the animal feed industry nationwide from natural disasters, floods, and the African swine fever with 2,782 outbreaks in 34 provinces and cities.

In 2025, the animal feed sector contributed 27% of HPA's total revenue and 22% of its after-tax profit, helping Hoa Phat maintain its position among the top 13 largest animal feed manufacturers in Vietnam.

Hoa Phat operates two plants in Hung Yen and Dong Nai, each with a capacity of 300,000 tons per year, using production lines from the Netherlands. The entire production process is automated and controlled via a central operation room, and the quality of raw materials is checked using near-infrared spectroscopy. Hoa Phat has more than 150 products under the HPFeed and BigBoss brands, supplying pigs, cattle and poultry at various growth stages.

Instead of building R&D as a separate department, Hoa Phat integrates research activities directly into each stage of production. The nutritional formula is developed and tested on DanBred pigs and Hy-line chickens at internal farms before being released to the market, optimizing effectiveness for each breed.

All products are free from growth stimulants, lean meat enhancers, and other prohibited substances according to applicable regulations. Sales volume to the market in 2025 hit over 177,000 tons, an increase of 7.3% compared to the previous year, distributed through a network of over 600 distributors nationwide. The remaining 180,000 tons were supplied internally to Hoa Phat's livestock farms, ensuring a proactive supply and controlled input costs throughout the entire chain.

Animal feed, breeding pigs, cattle, and chicken eggs under the HPFeed, BigBoss, HPE, and Hoa Phat Smile brands are step by step expanding to more distribution channels, contributing to enhancing the brand recognition of Hoa Phat Agriculture in the market.

**Poultry farming** achieved sales of over 337 million eggs, an increase of more than 7 million eggs compared to the same period last year. Hoa Phat Agriculture holds the top market share for clean chicken eggs in the Northern region with nearly 1,000,000 eggs per day. Products are distributed through traditional channels, modern channels, plants and bakeries, covering all provinces in the Northern region, North Central region, and are beginning to be exported to Laos and Cambodia.

2025 is a favorable year for the egg-laying poultry industry as chicken egg prices remain high compared to previous years while feed prices remain stable. The Company contributed 9% of total revenue and 6% of after-tax profit to Hoa Phat Agriculture.

The poultry farming sector is operated by two farms in Phu Tho with a total area of over 50 hectares, a capacity of 1.2 million commercial laying hens and 15,000 parent breeding chickens. The flock of one-day-old Hyline parent breeding chickens is imported directly twice a year. Parent breeding chicken farms use equipment from Belgium while commercial farms use equipment imported from Italy, operating almost entirely automatically from feeding and egg collection to packaging. After collection, eggs pass through an automatic conveyor belt, are disinfected with UV rays, and sorted by weight before being packaged as finished products under HPE and Hoa Phat Smile brands. The egg incubation system uses Pas Reform technology from the Netherlands and operates

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completely automatically. After hatching, chicks are individually inspected, sorted by quality and sex, and vaccinated with five types of vaccines before leaving plants.

The biosecurity process is organized into three independent control rounds. The outer round controls all people, vehicles, and supplies entering the farm through a compulsory disinfection area; staff must shower with disinfectant and change protective clothing and personal items through a UV light cabinet. The middle round divides the farm into separate areas, requiring personnel to undergo a 48-hour quarantine before entry. The inner round monitors hygiene regularly and implements a vaccination program developed by domestic and international experts. All feed is produced by Hoa Phat itself, free of antibiotic residues and banned substances. Drinking water for chickens is treated and tested regularly according to the standards of the Ministry of Health. Products are HACCP and ISO 9001:2015 certified, free of salmonella bacteria and antibiotic residues.

Regarding environmental treatment, all chicken manure is processed into organic fertilizer through two plants with a capacity of 300 tons per day using Korean technology, minimizing odor release into the environment. Wastewater is treated through a plant with a capacity of 150 m<sup>3</sup> per day, meeting requirements before being discharged into the environment.

**Cattle farming** faced fierce competition from neighboring markets when Thai cattle prices were fallen and the export to Cambodia had difficulty resulting in the volume of Thai cattle exported to Vietnam being expected to increase sharply in 2025. However, Hoa Phat Agriculture has still recovered its Australian cattle farming operations, achieving a production of over 41,300 head, with revenue increasing by 52% compared to 2024 and contributing 23% to Hoa Phat Agriculture's total revenue. After a prolonged period of negative gross profit due to the impact of the Covid-19 pandemic, this sector recorded positive gross profit for the first time in 2024 and kept improving in 2025.

Hoa Phat Agriculture is the leader in the country in terms of importing and fattening Australian cattle, with three farms in Hung Yen, Quang Tri and Dong Nai with a total area of over 600 hectares. Cattle of the Bos Indicus, Brahman, and Droughtmaster breeds are imported directly from Australia and fattened for 2 to 6 months with a diet designed by Australian nutrition experts, balancing fresh feed and concentrated feed to optimize weight gain.

The entire chain operates according to the Australian Government's ESCAS, controlled from departure from Australia to slaughter, with individual traceability and independent inspection throughout the chain.

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

- *Equity* as of December 31, 2025 is VND 3,180 billion, a decrease of 1.8% compared to 2024.

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- *ROE and ROA* as of December 31, 2025 are 34% and 50%, respectively
- *Total assets* of Hoa Phat Agriculture as of December 31, 2025 are VND 4,700 billion, an increase of 0.5% compared to 2024. Of which, short-term assets are VND 2,665 billion, an increase of 15.9% compared to 2024 due to production growth; long-term assets are VND 2,035 billion, a decrease of 14.4% compared to 2024 due to depreciation recovery.
- *Total short-term and long-term borrowings* of Hoa Phat Agriculture as of December 31, 2025 are VND 612 billion. The debt-to-equity ratio is 0.19 times. However, the NET debt-to-equity ratio is currently negative 0.21 times. This ratio continues to be controlled at a safe level, demonstrating high financial autonomy and good financial stability in all market fluctuations regarding interest rates and business environment risks.
- Creating jobs for nearly 2,100 employees.

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

The Government issued Resolution No. 01/NQ-CP dated January 08, 2026 on the main tasks and solutions for implementing the socio-economic development plan and state budget estimate for 2026. Accordingly, the Government requires all ministries, sectors and localities to focus on directing and managing the implementation of the national GDP growth target for 2026, striving for 10% or more, while maintaining macroeconomic stability, controlling inflation and ensuring major balances; exerting the strength of unity, constantly innovating, daring to think and act, being confident, self-reliant, self-sufficient, strategically independent, highly determined, making great efforts, and acting decisively.

The Board of Management realizes challenges in 2026:

1. Conflicts in the Middle East are no longer confined to local clashes but have transitioned into a phase of prolonged instability, directly threatening global trade arteries and energy security. This impacts fuel price fluctuations and creates a chain effect, leading to increased prices for animal feed raw materials and other production costs;
2. The constant threat of diseases and natural disasters, along with the localized restocking mentality of farm households, significantly impacting livestock prices;
3. Complex border tensions in the region;
4. Interest rates expected to increase and the formation of a new interest rate milestone.

However, besides the challenges mentioned above, there are favorable factors for Hoa Phat Agriculture. 2026 can be considered a crucial milestone in the sustainable transformation process of Vietnam's livestock industry, as it marks the point when

antibiotics will officially no longer be used in disease prevention. Hoa Phat Agriculture had previously pioneered this approach, so it is experienced and is not affected by this change.

In such context, the Board of Management has set the following orientations for 2026:

- *Continue to leverage strengths in livestock production management to increase business results;*
- *Accelerate the expansion of pig farming projects;*
- *Increase sales volume of animal feed;*
- *Maintain chicken egg production;*
- *Maintain and expand the scale of Australian cattle farming;*

With the above objectives and assessments, the Board of Management submits to the General Meeting of Shareholders for approval of the consolidated business plan of Hoa Phat Agriculture for 2026 as follows:

Expected revenue: **7,200 billion VND**

Expected profit after tax: **1,005 billion VND**

**ON BEHALF OF THE BOARD OF MANAGEMENT  
GENERAL DIRECTOR**



**PHAM THI HONG VAN**



No.: 05/TT-DHDCD.2026

Hanoi, March 27, 2026

**STATEMENT TO**  
**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026**  
*(Regarding the profit distribution report 2025 and the profit distribution plan for 2026)*

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

*Pursuant to the applicable Charter of Hoa Phat Agriculture Development Joint Stock Company;*

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

Respectfully submit to the GMS for approval of the contents related to the distribution of accumulated undistributed after-tax profit as of December 31, 2024 and propose the profit distribution plan in 2025 as follows:

**1. Profit distribution in 2025**

Hoa Phat Agriculture Development Joint Stock Company's profit distribution report 2025 is detailed below (audited figures, unit: 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)		4,825,507,993	421,056,068,187
2	<b>After-CIT profit in 2025</b> (According to the audited financial statements 2025)		<b>1,979,664,361,523</b>	<b>1,600,250,990,769</b>
3	Undistributed after-tax profit as of December 31, 2025 (According to the audited financial statements 2025)		<b>616,526,165,919</b>	<b>608,219,802,764</b>
4	<b>Allocation to welfare and reward fund:</b>	<b>2.81%</b>	<b>3,200,000,000</b>	<b>45,000,000,000</b>



a	Welfare and reward fund provisionally allocated at subsidiary companies (Presented in the audited financial statements 2025)			41,800,000,000
b	Additionally allocated welfare and reward fund		3,200,000,000	3,200,000,000
5	<b>Remaining undistributed after-tax profit in 2025 after allocation to funds (=3-4)</b>		<b>613,326,165,919</b>	<b>605,019,802,764</b>

The remaining dividend payment level in 2025 is based on the **undistributed after-tax profit for 2025 remaining after allocating the funds** mentioned in item 5 above, as presented in the Statement No. 06/TT-DHDCD.2026.

## 2. Profit distribution plan for 2026

- Welfare and Bonus Fund: Maximum allocation of 5% of actual after-tax profit. General Director is authorized to decide on the specific allocation and disbursement of the fund. General Director reserves the right to sub-authorize.
- Reward Fund for the Executive Board of Hoa Phat Agriculture Development Joint Stock Company and Executive Boards of subsidiary companies: Maximum 5% of the after-tax profit amount exceeding the plan. Chairperson of the Board of directors is authorized 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: As presented in the Statement No. 09/TT-DHDCD.2026.

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

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



*Nguyen Viet Thang*  
**NGUYEN VIET THANG**

No.: 06/TT-DHDCD.2026

Hanoi, March 27, 2026

**STATEMENT TO**

**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026**

*(Regarding the plan to pay the remaining dividends in 2025 and the expected dividend payout ratio for 2026.)*

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

*Pursuant to the Decisions of the General Meeting of Shareholders of Hoa Phat Agriculture Development Joint Stock Company: No. 03/2025/QD-DHDCD dated April 10, 2025; No. 04/2025/QD-DHDCD dated May 05, 2025; No. 07/2025/QD-DHDCD dated July 02, 2025; No. 08/2025/QD-DHDCD dated August 01, 2025*

*Based on the financial results in 2025 with Revenue reaching VND 8,326 billion and After-tax profit reaching VND 1,600 billion*

Respectfully submit to the GMS for approval of the plan to pay the remaining dividends in 2025 and the expected dividend rate for 2026 as follows:

**1. Report on dividend paid in 2025**

- Amount paid: VND 946,907,635,410.
- Payout ratio: 35.464%.
- Payment method: In cash.
- Source for payment: Undistributed after-tax profit.
- Period for payment: Q2 - Q3 2025.

**2. Plan to pay the remaining dividends in 2025**

- Amount paid: VND 598,500,000,000.
- Payout ratio: 21%.
- Payment method: In cash.
- Source for payment: Undistributed after-tax profit.
- Period for payment: Within 6 months after approval by the General Meeting of Shareholders.
- The Board of directors is authorized to decide on the detailed dividend distribution plan.



- General Director is authorized to carry out the necessary procedures to complete the distribution of the remaining dividend in 2025.

### 3. Expected dividend payout ratio for 2026

- Expected registered capital as of December 31, 2026: **VND 2,850 billion.**
- Expected after-tax profit for HPA shareholders in 2026 is approximately VND 1,005 billion.
- Expected profit per HPA stock is approximately VND 3,526/stock.

On basis of the above, the Board of directors proposes the dividend payout ratio for 2026: Expected **30%**.

- The Board of directors is authorized to decide on the detailed dividend advance plan for 2026.
- General Director is authorized to carry out the necessary procedures to complete the dividend advance for 2026.

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

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

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**NGUYEN VIET THANG**



No.: 07/TT-DHDCD.2026

Hanoi, March 27, 2026

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

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

On September 10, 2025, the General Meeting of Shareholders of the Company issued Resolution No. 13/2025/NQ-DHDCD approving the plan for the initial public offering and listing of shares of Hoa Phat Agriculture Development Joint Stock Company, including the authorization to the Board of directors to amend/supplement the provisions regarding the registered capital, the number of outstanding stocks, and other related contents in the Company's Charter.

Based on the authorization of the General Meeting of Shareholders, on January 06 2026, the Board of directors issued Decision No. 02/2026/QD-HDQT approving:

- The results of the Company's initial public offering as per the Initial Public Offering Registration Certificate No. 442/GCN-UBCK issued by the Chairman of the State Securities Commission on November 19, 2025.
- Approval of the change in registered capital of Hoa Phat Agriculture Development Joint Stock Company after the public offering.
- Approval of the amendment of the Company's charter.

On January 06, 2026, the Company also issued a new Charter recording the amendment of Clause 1, Article 5 "Registered capital and share capital" in the Charter of Hoa Phat Agriculture Development Joint Stock Company as follows:

*"1. The Company's registered capital: VND 2,850,000,000,000 (Two thousand eight hundred and fifty billion Vietnamese dongs).*

*The total registered capital of the Company is divided into 285,000,000 shares (Two hundred and eighty-five million shares) with a par value of VND 10,000 (ten thousand) per share."*

Therefore, the Board of directors respectfully submits to the Annual General Meeting of Shareholders 2026 for approval of the Company's Charter.

The Company's current Charter has been posted on the Company's official website.



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

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

  
NGUYỄN VIỆT THANG



No.: 08/TT-DHDCD.2026

*Hanoi, March 27, 2026*

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

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

*Pursuant to the law and the Charter of Hoa Phat Agriculture Development 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 Agriculture Development Joint Stock Company, audited  
by Deloitte Vietnam Audit Co., Ltd., issued on March 24, 2026.

The audited Financial Statements in 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 General Meeting of Shareholders for  
consideration and approval.***

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

  
M.S. N: 09009862  
CÔNG TY  
CỔ PHẦN  
PHÁT TRIỂN NÔNG NGHIỆP  
HÒA PHÁT  
H. YÊN MỸ, T. HƯNG YÊN

**NGUYEN VIET THANG**

No.: 09/TT-DHDCD.2026

Hanoi, March 27, 2026

**STATEMENT TO**

**THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026**

*(Regarding the approval of remuneration to the Board of directors and the Board of Supervisors)*

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

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

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

**1. Report on the number of and remuneration for members of the Board of directors and the Board of Supervisors in 2025**

**a. Number of members of the Board of directors in 2025:**

- |                            |   |   |
|----------------------------|---|---|
| Mr. Nguyen Viet Thang      | - | Chairman (appointed September 04, 2025)           |
| Ms. Pham Thi Hong Van      | - | Chairman (removed September 03, 2025)             |
| Ms. Nguyen Thi Thanh Van   | - | Vice Chairman (appointed September 04, 2025)      |
| Mr. Ta Tuan Quang          | - | Independent Member (appointed September 04, 2025) |
| Ms. Nguyen Thi Thao Nguyen | - | Member (removed September 03, 2025)               |
| Ms. Tran Thi Thu Hien      | - | Member (removed September 03, 2025)               |

**b. Number of members of the Board of Supervisors in 2025:**

- |                          |   |  |
|--------------------------|---|--|
| Ms. Ngo Lan Anh          | - | Head of the Board of Supervisors         |
| Ms. Nguyen Thi Thu Trang | - | Member (appointed September 04, 2025)    |
| Ms. Vu Thanh Thuy        | - | Member                                   |
| Ms. Nguyen Hoai Thu      | - | Member (term expires September 04, 2025) |



c. In 2025, the Company did not remunerate the members of the Board of directors and the Board of Supervisors.

## 2. Expected remuneration for 2026

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

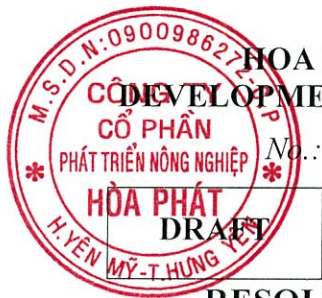
*We kindly submit the Statement to the General Meeting of Shareholders for consideration and approval.*

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



**NGUYEN VIET THANG**





**HOA PHAT AGRICULTURE  
DEVELOPMENT JOINT STOCK COMPANY**

No.: /NQ-DHDCD.2026

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom - Happiness**

*Hanoi, April 21, 2026*

**RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS**

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

**THE GENERAL MEETING OF SHAREHOLDERS**

**HOA PHAT AGRICULTURE DEVELOPMENT JOINT STOCK COMPANY**

**RESOLVES:**

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

**1.1.** Approval of Hoa Phat Agriculture’s production and business plan for 2026:

- Expected revenue: **VND 7,200 billion.**
- Expected profit after tax: **VND 1,005 billion.**

**1.2.** Approval of the Report of the Board of directors No. 02/BC-DHDCD.2026 dated March 27, 2026.

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

**1.4.** Approval of the plan for use/allocation of accumulated undistributed profit after tax as of December 31, 2025 and proposal of profit distribution plan for 2026 as follows:

a. **Profit distribution in 2025**

Hoa Phat Agriculture Development Joint Stock Company’s profit distribution report 2025 is detailed below (audited figures, unit: Vietnamese Dong):

No.	Item	Allocation ratio	Parent company	Consolidated
1	Undistributed after-tax profit as of December 31, 2024 (According to the audited		4,825,507,993	421,056,068,187



	financial statements 2025)			
<b>2</b>	<b>After-CIT profit in 2025</b> (According to the audited financial statements 2025)		<b>1,979,664,361,523</b>	<b>1,600,250,990,769</b>
<b>3</b>	Undistributed after-tax profit as of December 31, 2025 (According to the audited financial statements 2025)		<b>616,526,165,919</b>	<b>608,219,802,764</b>
<b>4</b>	<b>Allocation to welfare and reward fund:</b>	<b>2.81%</b>	<b>3,200,000,000</b>	<b>45,000,000,000</b>
<i>a</i>	<i>Welfare and reward fund provisionally allocated at subsidiary companies (Presented in the audited financial statements 2025)</i>			41,800,000,000
<i>b</i>	<i>Additionally allocated welfare and reward fund</i>		3,200,000,000	3,200,000,000
<b>5</b>	<b>Remaining undistributed after-tax profit in 2025 after allocation to funds (=3-4)</b>		<b>613,326,165,919</b>	<b>605,019,802,764</b>

The remaining dividend payment level in 2025 is based on the **undistributed after-tax profit for 2025 remaining after allocating the funds** mentioned in item 5 above, as presented in clause 1.5, Article 1 of this Resolution.

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

- Welfare and Bonus Fund: Maximum allocation of 5% of actual after-tax profit. The GMS authorizes General Director to decide on the specific allocation and disbursement of the fund. General Director reserves the right to sub-authorize.
- Reward Fund for the Executive Board of Hoa Phat Agriculture Development Joint Stock Company and Executive Boards of subsidiary companies: Maximum 5% of the after-tax profit amount exceeding the plan. The GMS authorizes Chairperson of the Board of directors to review and decide on the reward amount, reward form and detailed reward plan.
- Maximum of 1% of the actual after-tax profit in 2026. The General Meeting of Shareholders authorizes Chairman of the Board of directors to decide on the specific form and amount of remuneration for each member within the approved remuneration fund.



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

**a. Report on dividend paid in 2025**

- Amount paid: VND 946,907,635,410.
- Payout ratio: 35.464%.
- Payment method: In cash.
- Source for payment: Undistributed after-tax profit.
- Period for payment: Q2 - Q3 2025.

**b. Plan to pay the remaining dividends in 2025**

- Amount paid: VND 598,500,000,000.
- Payout ratio: 21%.
- Payment method: In cash.
- Source for payment: Undistributed after-tax profit.
- Period for payment: Within 6 months after approval by the General Meeting of Shareholders.
- The Board of directors is authorized to decide on the detailed dividend distribution plan.
- General Director is authorized to carry out the necessary procedures to complete the distribution of the remaining dividend in 2025.

**1.6. Approval of expected dividend payout ratio for 2026: **expected 30%**.**

- The Board of directors is authorized to decide on the detailed dividend advance plan for 2026.
- General Director is authorized to carry out the necessary procedures to complete the dividend advance for 2026.

**1.7. Approval of the Charter as per the Statement No. 06/TT-DHDCD.2026 dated March 27, 2026.**

**1.8. Approval of the audited consolidated Financial Statements for 2025 as per the Statement No. 07/TT-DHDCD.2026 dated March 27, 2026.**

**1.9. 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.**

**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  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**

**NGUYEN VIET THANG**

