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| <b>Code</b>         | <b>HPG</b>                               |
| <b>Company name</b> | Hoa Phat Group Joint Stock Company       |
| <b>Date</b>         | 03/26/2025                               |
| <b>Subject</b>      | Approving contents to submit to AGM 2025 |

**Content:**

On March 25, 2025, the BOD of Hoa Phat Group Joint Stock Company approved the contents to submit to Annual General Meeting 2025 with details as follows:

1. Approve the regulation on AGM 2025.
2. Approve the report on operation of the BOD.
3. Approve the report on 2024 business result and 2025 business plan:
  - Expected revenue: VND 170,000 billion
  - Expected profit after tax: VND 15,000 billion.
4. Approve the report on fund allocation for 2024 and fund allocation plan for 2025:
  - a. Fund allocation for 2024:
    - Investment development fund: VND 600 billion
    - Reward & bonus fund: VND 250 billion
    - Remuneration of the BOD and the Supervisory Board: VND 120 billion
    - Reward for the Executive Board: VND 100 billion
    - Remaining undistributed profit: VND 10,950 billion.
  - b. Fund allocation plan for 2025:
    - Reward & bonus fund: up to 5% profit after tax
    - Reward for the Executive Board: up to 5% profit after tax.
5. Approve the plan for 2024 dividend payment:
  - Exercise ratio: 20%, of which:
    - + Cash dividend payment: 5%
    - + Stock dividend payment: 15%
6. Approve the 2025 dividend payment with expected exercise ratio of 20%.
7. Approve the remuneration of the BOD and the Supervisory Board.
8. Approve the amendment, supplement to the company's business lines.
9. Approve the adjustment to the company's charter
10. Approve the auditor selection for auditing the interim financial statements and financial statements for the period 2025 - 2027.
11. Approve the reviewed 2024 financial statements.

