



Hải Phòng, ngày 14 tháng 04 năm 2025
Hai Phong, 14th April 2025

THÔNG BÁO

ANNOUNCEMENT

**V/v: Tổ chức Đại Hội đồng cổ đông thường niên năm 2025
của Công ty Cổ phần Xây dựng số 3 Hải Phòng (HC3)**

***Re: Organization of 2025 Annual General Meeting of Shareholders
of Hai Phong Construction Joint Stock Corporation No.3 (HC3)***

Hội đồng quản trị Công ty cổ phần Xây dựng số 3 Hải Phòng (HC3) trân trọng thông báo về việc tổ chức Đại hội đồng cổ đông (ĐHĐCĐ) thường niên năm 2025 như sau:

The Board of Management of Hai Phong Construction Joint Stock Corporation No.3 (HC3) respectfully announces the organization of Annual General Meeting of Shareholders 2025 of HC3 with details as follows:

1. Thời gian: 1/2 ngày, vào hồi 09:00 thứ Ba, ngày 06/05/2025 (thời gian đón tiếp cổ đông tham dự họp từ 8 giờ 30).

Time: ½ day, at 9:00 AM of Tuesday, May 06th, 2025 (welcome participants from 8:30 AM)

2. Địa điểm: Tầng 13, tòa nhà HTower II, số 195 Văn Cao, phường Đằng Giang, quận Ngô Quyền, thành Phố Hải Phòng.

Venue: 13th Floor, HTower II, No. 195 Van Cao, Dang Giang ward, Ngo Quyen district, Hai Phong city

3. Điều kiện tham dự: Tất cả các cổ đông sở hữu cổ phần HC3 theo danh sách **chốt ngày 10/04/2025** hoặc những người được ủy quyền tham dự họp lệ.

Qualifications to attend: All shareholders of HC3 as stated in the Shareholder List made on April 10th, 2025 or the legal authorizers.

4. Nội dung đại hội (Meeting Agenda):

4.1 Thông qua báo cáo của Hội đồng quản trị (HĐQT) năm 2024 và phương hướng hoạt động trong năm 2025.

Vote for Report of Board of Management (BOM) in 2024 and Business Operation Plan in 2025.

4.2 Thông qua Báo cáo tài chính riêng và Báo cáo tài chính hợp nhất năm 2024 đã kiểm toán.

Vote for 2024 Audited Separate Financial Statement and 2024 Audited Consolidated Financial Statement.

4.3 Thông qua báo cáo của Ban kiểm soát (BKS).

Vote for Report of Supervisory Board (SB).

4.4 Thông qua phương án phân phối lợi nhuận và chi trả cổ tức năm 2024.

Vote for 2024 Profit Allocation Plan and Dividend Payment Plan.

4.5 Thông qua kế hoạch sản xuất kinh doanh năm 2025.

Vote for 2025 Business Plan.

4.6 Thông qua phương án chi trả thù lao năm 2024 và kế hoạch chi trả năm 2025 của HĐQT và BKS.

Vote for Proposal of remuneration payment in 2024 and remuneration plan in 2025 for BOM and SB.

4.7 Thông qua phương án ủy quyền cho Ban Tổng giám đốc (TGD) lựa chọn Công ty kiểm toán báo cáo tài chính năm 2025.

Vote to authorize Board of General Director (BGD) to select the Auditing Company to be in charge of 2025 Audited Financial Statement.

4.8 Thông qua các vấn đề khác thuộc thẩm quyền ĐHĐCĐ.

Vote for other matters in the rights of Meeting of Shareholders.

5. Xác nhận và ủy quyền tham dự Đại hội (Confirmation on attendance/authorization)

Để công tác tổ chức Đại hội được thuận lợi, chu đáo, Quý cổ đông vui lòng xác nhận tham dự/ủy quyền tham dự Đại hội tới Ban tổ chức bằng các hình thức: điện thoại, email, văn bản, (theo mẫu đính kèm), ...theo thông tin liên hệ tại mục 7 **chậm nhất đến 17h ngày 28/04/2025.**
For the good preparation for the meeting, we would like to receive your attendance/authorization confirmation by phone, via e-mail or letter... (attached form) to the contact information mentioned in item 7, before 17:00 PM of April 28th, 2025.

Cổ đông hoặc người được ủy quyền đến dự Đại hội cần mang theo:

Shareholders or authorizers attending the Meeting are requested to show:

- Thông báo mời họp (Invitation Letter).
- Căn cước công dân/ Hộ chiếu (ID Card/ Passport).
- Giấy ủy quyền (trường hợp nhận ủy quyền tham dự Đại hội)
Authorization Letter (if being authorized to attend the Meeting).

6. Tài liệu Đại hội (Documents)

Đề nghị các cổ đông tham khảo và tải các tài liệu liên quan đến Đại hội, mẫu giấy xác nhận/ủy quyền, tại website của công ty theo địa chỉ: **www.haco3.com.vn**.

Shareholders are kindly requested to review and download the documents concerning the Meeting, such as Attendance Confirmation, Authorization Letter... at the company website: www.haco3.com.vn.

7. Địa chỉ tiếp nhận và liên hệ (Contact)

Công ty cổ phần xây dựng số 3 Hải Phòng - Số 195 Văn Cao, phường Đằng Giang, quận Ngô Quyền, thành phố Hải Phòng;

Email: haco3vn@gmail.com hoặc Fax: 0225.3480314 - Điện thoại: 0225.3849481 (số máy lẻ 208).

Người liên hệ: Bà Vũ Thị Vân Thương – Số ĐT/Zalo: 0986.198.689

Hai Phong Construction Joint Stock Corporation No.3

3rd Floor-HTower II, No.195 Van Cao Str, Dang Giang Ward, Ngo Quyen District, Hai Phong City

Email: haco3vn@gmail.com Telephone: 0225.3849481 (ext. 208) Fax: 0225.3840.314

Contact person: Vu Thi Van Thuong (Ms.) – Hand phone/Zalo: 0986.198.689

8. Thông báo này thay cho Thư mời họp ĐHĐCĐ Công ty cổ phần xây dựng số 3 Hải Phòng trong trường hợp Cổ đông không nhận được Thư mời họp.

This Announcement can replace the Invitation Letter to the Annual General Meeting of Shareholders of Hai Phong Construction Joint Stock Corporation No.3 in case shareholders do not receive the Invitation Letter.

Trân trọng thông báo.

Yours truly,

T/M HỘI ĐỒNG QUẢN TRỊ

On behalf of BOM



Phạm Kỳ Hưng



GIẤY MỜI
INVITATION LETTER

V/v: **Họp Đại Hội đồng cổ đông thường niên năm 2025**
của Công ty Cổ phần Xây dựng số 3 Hải Phòng (HC3)
Sub: Annual General Meeting of Shareholders 2025
Hai Phong Construction Joint Stock Corporation No.3 (HC3)

Kính gửi Cổ đông:
Cordially invite
Địa chỉ:
Address
Mã CĐ:
Share code
Số CCCD/ĐKDN:
ID Card/Business License No.
Số cổ phần:
Number of shares owned

Hội đồng quản trị Công ty cổ phần Xây dựng số 3 Hải Phòng (HC3) trân trọng thông báo và kính mời Quý cổ đông đến tham dự phiên họp Đại hội đồng cổ đông (ĐHĐCĐ) thường niên năm 2025 của HC3, thông tin cụ thể như sau:

Board of Management of Hai Phong Construction Joint Stock Corporation No.3 (HC3) would like to announce and invite you to attend the Annual General Meeting of Shareholders 2025 of HC3, with details as follows:

1. **Thời gian:** 9h00 thứ Ba, ngày 06/05/2025 (đón tiếp cổ đông tham dự họp từ 8 giờ 30).
Time: at 9:00 AM of Tuesday, May 06th, 2025 (welcome participants from 8:30AM)
2. **Địa điểm:** Tầng 13, tòa nhà HTower II, số 195 Văn Cao, Phường Đằng Giang, Quận Ngô Quyền, Thành Phố Hải Phòng.
Venue: 13th Floor, HTower II, No. 195 Van Cao, Dang Giang ward, Ngo Quyen district, Hai Phong city
3. **Điều kiện tham dự:** Tất cả các cổ đông sở hữu cổ phần HC3 theo danh sách **chốt ngày 10/04/2025** hoặc những người được ủy quyền tham dự họp lệ.
Qualifications to attend: All shareholders of HC3 as stated in the Shareholder List made on April 10th, 2025 or the legal authorizers.
4. **Nội dung đại hội (Meeting Agenda):**
 - 4.1 Thông qua báo cáo của Hội đồng quản trị (HĐQT) năm 2024 và phương hướng hoạt động trong năm 2025.
Vote for Report of Board of Management (BOM) in 2024 and Business Operation Plan in 2025.
 - 4.2 Thông qua Báo cáo tài chính riêng và Báo cáo tài chính hợp nhất năm 2024 đã kiểm toán.
Vote for 2024 Audited Separate Financial Statement and 2024 Audited Consolidated Financial Statement.
 - 4.3 Thông qua báo cáo của Ban kiểm soát (BKS).
Vote for Report of Supervisory Board (SB).
 - 4.4 Thông qua phương án phân phối lợi nhuận và chi trả cổ tức năm 2024.
Vote for 2024 Profit Allocation Plan and Dividend Payment Plan.
 - 4.5 Thông qua kế hoạch sản xuất kinh doanh năm 2025.
Vote for 2025 Business Plan.
 - 4.6 Thông qua phương án chi trả thù lao năm 2024 và kế hoạch chi trả năm 2025 của HĐQT và BKS.
Vote for Proposal of remuneration payment in 2024 and remuneration plan in 2025 for BOM and SB.

4.7 Thông qua phương án ủy quyền cho Ban Tổng giám đốc (TGD) lựa chọn Công ty kiểm toán báo cáo tài chính năm 2025.

Vote to authorize Board of General Director (BGD) to select the Auditing Company to be in charge of 2025 Audited Financial Statement.

4.8 Thông qua các vấn đề khác thuộc thẩm quyền ĐHĐCĐ.

Vote for other matters in the rights of Meeting of Shareholders.

5. Xác nhận tham dự đại hội (Confirm to attend the Meeting)

Để công tác tổ chức Đại hội được thuận lợi, chu đáo, Quý cổ đông vui lòng xác nhận tham dự/ủy quyền tham dự Đại hội tới Ban tổ chức bằng các hình thức: điện thoại, email, văn bản (theo mẫu đính kèm), ...theo thông tin liên hệ tại mục 7 **chậm nhất đến 17h ngày 28/04/2025.**

For the good preparation for the meeting, we would like to receive your confirmation about your attendance/authorization by phone, via e-mail or letter (attached form) to the contact information mentioned in item 7, before 17:00 PM of April 28th, 2025.

Cổ đông hoặc người được ủy quyền đến dự Đại hội cần mang theo:

Shareholders or authorizers attending the Meeting are requested to show:

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- Giấy ủy quyền (trường hợp nhận ủy quyền tham dự Đại hội)
Authorization Letter (if being authorized to attend the Meeting).

6. Đề nghị các cổ đông tham khảo và tải các tài liệu liên quan đến Đại hội, mẫu giấy xác nhận/ủy quyền tại website của công ty theo địa chỉ: **www.haco3.com.vn**.

Shareholders are kindly requested to review and download the documents concerning the Meeting, such as Attendance Confirmation, Authorization Letter... at the company website: www.haco3.com.vn.

7. Mọi chi tiết liên quan đến Đại hội, Quý cổ đông vui lòng liên hệ:

All matters relating to the Meeting, please contact at:

Công ty cổ phần xây dựng số 3 Hải Phòng

Tầng 3 - Tòa nhà HTower II, Số 195 Văn Cao, phường Đằng Giang, quận Ngô Quyền, thành phố Hải Phòng.

Người liên hệ: Bà Vũ Thị Vân Thường - Số ĐT/Zalo: 0986.198.689

Điện thoại: 0225.3849481 (số máy lẻ 208) Fax: 0225.3840314 Email: haco3vn@gmail.com

Hai Phong Construction Joint Stock Corporation No.3

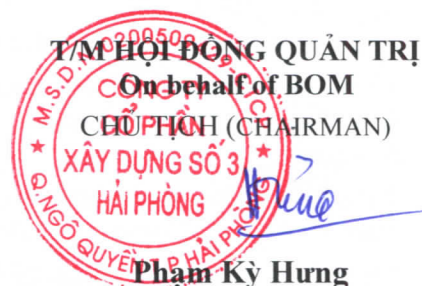
3rd Floor - HTower II, No.195 Van Cao, Dang Giang Ward, Ngo Quyen Dist, Hai Phong City

Contact person: Vu Thi Van Thuong (Ms.) – Handphone: 0986.198.689

Telephone: 0225.3849.481 (ext 208) Fax: 0225.3840.314 Email: haco3vn@gmail.com

Trân trọng thông báo.

Yours truly,





CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
HAI PHONG CONSTRUCTION JOINT-STOCK COMPANY No3

CHƯƠNG TRÌNH ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2025
CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
AGENDA OF ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
HAI PHONG CONSTRUCTION JOINT STOCK CORPORATION NO.3 (HC3)

Ngày 06 tháng 05 năm 2025 (May 06th, 2025)

1. Tổ chức Đại hội đồng cổ đông thường niên năm 2025

Annual General Meeting of Shareholders 2025

- Thời gian: 1/2 ngày, từ 8h30 đến 11h30, thứ Ba ngày 06/05/2025
Time: half day, from 8:30 to 11:30 AM, Tuesday, May 06th, 2025
- Địa điểm: Tầng 13 Tòa nhà HTower II, số 195 Văn Cao, P. Đằng Giang, Q. Ngô Quyền, TP. Hải Phòng
Venue: 13th Floor, H Tower II, No.195 Van Cao, Dang Giang ward, Ngo Quyen district, Hai Phong city

2. Chương trình Đại hội (Meeting Agenda)

Thời gian <i>Time</i>	Nội dung <i>Contents</i>	Người thực hiện <i>Undertaken by</i>
8:30 – 9:00	Cổ đông đăng ký tham dự Đại hội, đăng ký phát biểu, nhận thẻ biểu quyết và tài liệu. <i>Registration for attendance, registration for speech; handing the voting card and documents.</i>	Thư ký HĐQT và nhân viên phòng Kế toán <i>BOM Secretary and Accounting Staffs</i>
9:00 - 9:15	Khai mạc Đại hội, giới thiệu đại biểu và thông qua quy chế làm việc tại Đại hội. <i>Meeting Opening, Representative introduction, Approval for Meeting regulations.</i>	Bà Bùi Thị Ngọc Anh Phó Tổng giám đốc <i>Mrs. Bui Thi Ngoc Anh Deputy General Director</i>
9:15 - 9:30	Thông qua chương trình Đại hội, bầu Chủ tịch đoàn, thư ký Đại hội <i>Approval for Meeting Agenda, Presidium, Board of Secretary</i>	Bà Bùi Thị Ngọc Anh Phó Tổng giám đốc <i>Mrs. Bui Thi Ngoc Anh Deputy General Director</i>
9:30 - 9:35	Báo cáo kiểm tra tư cách cổ đông tham gia đại hội. <i>Reporting on attendants' legal status at the Meeting</i>	Ban thư ký đại hội <i>Secretary Board</i>
9:35 - 9:50	Báo cáo của HĐQT về: <i>Reports of Board of Management (BOM) about:</i> + Công tác quản trị và điều hành năm 2024 <i>Administration & Management works in 2024</i> + Kết quả sản xuất kinh doanh năm 2024 <i>Business Performance in 2024</i> + Phương án phân phối lợi nhuận năm 2024 <i>Profit allocation plan in 2024</i> + Phương hướng sản xuất kinh doanh năm 2025 <i>Business target for the year of 2025</i>	Bà Nguyễn Thị Thúy Thành viên HĐQT/TGD <i>Mrs. Nguyen Thi Thuy Member of BOM/General Director</i>
9:50 - 10:00	Báo cáo của Ban kiểm soát <i>Report of Supervisory Board</i>	Trưởng BKS Ông Nguyễn Hoàng Hiệp Chief of SB <i>Mr. Nguyen Hoang Hiep</i>

10:00 - 11:00	<p>Đọc Tờ trình – thảo luận và biểu quyết các nội dung: <i>Proposals – discussion and voting for the following contents</i></p> <ul style="list-style-type: none"> - Thông qua BCTC năm 2024 và BCTC hợp nhất năm 2024 đã kiểm toán <i>Vote for 2024 Audited Separate Financial Statement and 2024 Audited Consolidated Financial Report</i> - Thông qua báo cáo của Hội đồng quản trị (HĐQT) năm 2024 và phương hướng hoạt động trong năm 2025 <i>Vote for 2024 reports of Board of Management (BOM) and Business Operation Plan in 2025</i> - Thông qua báo cáo của Ban kiểm soát (BKS) <i>Vote for Reports of Supervisory Board (SB)</i> - Thông qua phương án phân phối lợi nhuận và chi trả cổ tức năm 2024 <i>Vote for 2024 Profit Allocation Plan and Dividend Payment Plan</i> - Thông qua kế hoạch sản xuất kinh doanh năm 2025 <i>Vote for 2025 Business Plan</i> - Thông qua phương án chi trả thù lao năm 2024 và kế hoạch chi trả năm 2025 của HĐQT và BKS <i>Vote for Proposal of remuneration payment in 2024 and remuneration plan in 2025 for BOM and SB</i> - Thông qua phương án ủy quyền cho Ban TGD lựa chọn Công ty kiểm toán báo cáo tài chính năm 2025. <i>Vote to authorize BGD to select the Auditing Company to be in charge of 2025 Audited Financial Statement</i> - Thông qua các vấn đề khác thuộc thẩm quyền ĐHĐCĐ <i>Vote for other matters in the rights of Meeting of Shareholders</i> 	<p>Đoàn Chủ tịch <i>Presidium, Chairman and Supervisory Board</i></p>
11:00 - 11:15	<p>Đọc Biên bản và Nghị quyết ĐHĐCĐ <i>Reading of Meeting Minutes and Resolutions</i></p>	<p>Ban thư ký đại hội <i>Secretary Board</i></p>
11:15 - 11:30	<p>Thông qua Biên bản, Nghị quyết Đại hội - Bế mạc Đại hội <i>Approval for the Meeting Minutes and Resolutions - Closing the Meeting</i></p>	<p>Ông Phạm Kỳ Hưng <i>Mr. Pham Ky Hung</i> Bà Bùi Thị Ngọc Anh <i>Mrs. Bui Thi Ngoc Anh</i></p>

T/M HỘI ĐỒNG QUẢN TRỊ

ON BEHALF OF BOM



Phạm Kỳ Hưng

CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
HAI PHONG CONSTRUCTION JOINT-STOCK COMPANY No3



ĐĂNG KÝ DỰ HỌP/ỦY QUYỀN
DỰ ĐẠI HỘI ĐỒNG CỔ ĐÔNG THƯỜNG NIÊN NĂM 2025
CONFIRMATION/AUTHORIZATION LETTER
TO ATTEND ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Kính gửi: Hội đồng quản trị Công ty cổ phần Xây dựng số 3 Hải Phòng
To: Board of Management of Hai Phong Construction Joint Stock Corp. No.3

Tên tôi là:.....

My name is

Số CCCD/ĐKKD/Hộ chiếu:.....; Ngày cấp:.....; Nơi cấp:.....
ID Card/Business Registration/Passport Issuing date Issued by

Địa chỉ:.....

Address

Điện thoại (Telephone):..... Fax:..... Email:.....

Số cổ phần sở hữu (**ngày ĐKCC: 10/04/2025**):..... cổ phần.
Number of Shares Owned (finalized on: April 10th, 2025) shares

Tổng số cổ phần có quyền biểu quyết:..... cổ phần.
Total of voting shares shares.

Đăng ký tham dự Đại hội đồng cổ đông thường niên năm 2025 của Công ty cổ phần Xây dựng số 3 Hải Phòng như sau:

Register to attend the Annual General Meeting of Shareholders 2025 of Hai Phong Construction Joint Stock Corporation as follows:

1. Trực tiếp tham dự:

Attend the meeting

☐

2. Ủy quyền cho Ông/Bà có tên dưới đây:

Authorize the person with name as follows

Ông (bà) Mr. (Ms.):..... Điện thoại (Telephone):

Số CCCD/Hộ chiếu:..... cấp ngày:..... Nơi cấp:.....
ID Card/ /Passport Issuing date Issued by

Địa chỉ:.....

Address

3. Ủy quyền cho: Ông Phạm Kỳ Hưng - Chủ tịch HĐQT

Authorize: Mr. Pham Ky Hung - Chairman of BOM

☐

Thay mặt tôi/chúng tôi và đại diện cho tất cả số cổ phần mà tôi/chúng tôi đang sở hữu tham dự và biểu quyết các vấn đề tại Đại hội đồng cổ đông thường niên năm 2025 của Công ty cổ phần Xây dựng số 3 Hải Phòng.

On behalf of me/us and with all of my/our shares to attend and vote for all matters in the Annual General Meeting of Shareholders 2025 of Hai Phong Construction Joint Stock Corporation No.3.

Người được ủy quyền có nghĩa vụ thực hiện đúng nội dung Quy chế làm việc của Đại hội, không được ủy quyền lại cho người khác dự họp và có trách nhiệm thông báo lại kết quả Đại hội cho người ủy quyền.

The authorized person should take full responsibilities and obligations to comply with the Meeting Working Regulations, not authorize others to attend the Meeting and should inform the meeting results to the authorizer.

Hải Phòng, ngày tháng năm 2025
Hai Phong, date month year 2025

Người được ủy quyền
The Authorized Person

Cổ đông tham dự/Người ủy quyền
Shareholder / Authorizer

Quý cổ đông lưu ý (Note):

- Cổ đông vui lòng xác nhận tham dự/ủy quyền tham dự Đại hội tới Ban tổ chức bằng các hình thức: điện thoại, email (**haco3vn@gmail.com**), văn bản... theo thông tin liên hệ ghi trong Giấy mời **chậm nhất đến 17h ngày 28/04/2025**.

*Shareholders are kindly requested to confirm your attendance by phone or send this Confirmation/Authorization Letter to the Company via e-mail (**haco3vn@gmail.com**) or letter to the contact information mentioned in the Invitation Letter **before 17 PM of April 28th, 2025**.*

- Việc đăng ký dự họp để tiếp đón cổ đông được chu đáo, tránh lãng phí và **không thay thế** cho thủ tục đăng ký tại Đại hội.

*The Confirmation is to ensure a good preparation for welcome shareholders, to save cost and **do not replace** the Registration upon the Meeting.*

**HAI PHONG CONSTRUCTION
JOINT STOCK CORP NO.3**

No: 01/TT-HACO3.25

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Hai Phong, May 06th 2025

PROPOSAL (NO 01)

Re: Approval of the Regulations for the 2025 Annual General Meeting of Shareholders of Hai Phong Construction Joint Stock Corporation No. 3

To: - The 2025 Annual General Meeting of Shareholders

In order to conduct the 2025 Annual General Meeting of Shareholders in accordance with the provisions of law and the charter of Hai Phong Construction Joint Stock Corporation No.3, the Board of Management of Hai Phong Construction Joint Stock Corporation No.3 respectfully submits to the 2025 Annual General Meeting of Shareholders for approval the regulations on organizing the 2025 Annual General Meeting of Shareholders of Hai Phong Construction Joint Stock Corporation No.3 (*the draft Regulation is attached*).

Respectfully submit to the AGMS for approval.

**On behalf of Board of Management
Chairman**

Recipient:

- As above
- BOM, BOS,
- For filing


Phạm Kỳ Hưng

Hai Phong, May 06th 2025

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

Charter I
GENERAL REGULATIONS

Article 1. Application scope

Regulations applicable to the organization of the 2025 Annual General Meeting of Shareholders of Hai Phong Construction Joint Stock Corporation No.3 (hereinafter referred to as the Company).

Article 2. These regulations specifically stipulate the rights and obligations of the parties participating in the meeting, the conditions and procedures for conducting the general meeting.

Article 3. Shareholders and participants are responsible for complying with the regulations of this Charter.

Charter II
RIGHTS AND OBLIGATIONS OF PARTIES
ATTENDING THE GENERAL MEETING

Article 4. Rights and obligations of shareholders attending the general meeting

A. Conditions of participation:

A shareholder is a legal representative, an individual or representative of a shareholder, a group of shareholders owning voting shares of the Company on the record date of April 10, 2025, who is entitled to participate in the Annual General Meeting of Shareholders.

B. Rights of shareholders eligible to attend the general meeting:

1. To vote on all matters within the authority of the General Meeting of Shareholders as prescribed in the Charter.
2. To authorize in written document for a representative to attend and vote on their behalf at the General Meeting of Shareholders.



3. The Organizing Committee of the General Meeting of Shareholders will publicly announce the entire content of the General Meeting program; all eligible shareholders are allowed to participate in giving opinions directly or through their authorized representatives; all opinions will be discussed at the General Meeting of Shareholders.
4. At the General Meeting of Shareholders, each shareholder or shareholder representative attending the General Meeting of Shareholders must bring the Invitation Letter/Confirmation/Authorization Letter to the Meeting, submit it to the Shareholder's Eligibility Verification Committee and receive a Voting ballot (indicating the number of voting shares). The voting value of the vote held by that shareholder or shareholder representative corresponds to the ratio between the number of voting shares that he or she owns or represents according to the registration to attend the General Meeting and the total number of voting shares of the delegates present at the General Meeting.
5. Shareholders and shareholder representatives attending the General Meeting of Shareholders, after hearing the report on the contents to be approved, will discuss and vote on each item individually.
6. Shareholders arriving late at the General Meeting have the rights to register, participate and vote immediately at the General Meeting, but the Chairman does not take responsibility to stop the General Meeting for them to register and the validity of the votes already conducted will not be affected.

C. Obligations of shareholders when attending the general meeting:

1. Attend or authorize to attend the General Meeting of Shareholders according to the Company's Charter.
2. Shareholders or shareholders' representatives attending the meeting must complete the registration procedures to attend the General Meeting with the General Meeting Organizing Committee.
3. Strictly comply with the regulations at the General Meeting of Shareholders and respect the results of the general meeting.

Article 5. Rights and obligations of the Shareholder's Eligibility Verification Committee

The Board of Management decides on the Shareholder's Eligibility Verification Committee. The Shareholder's Eligibility Verification Committee receives documents of shareholders attending the meeting; compares and confirms with the Shareholder list as of the record date (April 10th 2025); distributes documents and voting ballots; reports to the General Meeting on the results of the verification of shareholders' qualifications to attend the General Meeting.

Article 6. Rights and obligations of the Chairman and Secretary

1. The Company's Board of Management nominates the General Meeting Executive Committee (including: Presidium, General Meeting Secretariat, Vote Counting Committee) for the General Meeting to approve.
2. The Chairman of the Board of Management is the presidium of the general meeting.
3. The Chairman of the General Meeting has the right to decide on procedural issues or events arising outside the agenda of the General Meeting of Shareholders.

4. The Chairman of the Meeting shall conduct such work as he or she deems necessary to conduct the General Meeting of Shareholders in a valid and orderly manner; or to enable the Meeting to reflect the wishes of the majority of shareholders attending.
5. Without consulting the General Meeting, the Chairman of the General Meeting of Shareholders may at any time postpone the General Meeting to another time and at another location decided by the Chairman if he finds that:
 - a) Behaviors of attendants prevent or are likely to prevent the proceedings of the meeting.
 - b) The delay is necessary so that the business of the General Meeting may be properly conducted.
6. The Secretariat performs support tasks as assigned by the Presidium.

Charter III

CONDUCTING THE GENERAL MEETING

Article 7. The General Meeting of Shareholders is held when the number of shareholders attending the meeting represents more than 50% of the voting shares according to the Shareholder list as of the record date (April, 10th 2025).

Article 8. The procedure for conducting the General Meeting

1. The General Meeting will sequentially discuss and approve the items:
 - According to the contents of the Meeting stated in the Invitation Letters sent to shareholders.
2. The General Meeting of Shareholders will be held over the course of one morning.

Charter IV

ENDING OF THE GENERAL MEETING

Article 9. Approving on the Decision of the General Meeting of Shareholders

The decision of the General Meeting of Shareholders on issues discussed at the meeting shall be approved when more than 50% of the total voting shares of all shareholders attending and voting at the meeting agree.

For the following contents: amendments and supplements to the Charter; types of shares and total number of shares of each type; reorganization and dissolution of the Company; changes in business lines and fields; investment projects or sale of assets with a value equal to or greater than 35% of the total value of assets recorded in the company's latest financial report, changes in the company's management structure are approved if shareholders representing at least 65% of the total voting shares of all shareholders attending and voting at the meeting agree.

Other specific contents shall be approved by the General Meeting of Shareholders in accordance with the provisions of the Company Charter on deciding that issue.



Article 10. Minutes of the Shareholders' General Meeting

All matters discussed at the General Meeting of Shareholders must be recorded by the Secretary of the General Meeting in the Company's minutes book. The minutes of the meeting shall be read and approved before the meeting is adjourned and shall be kept in the Company's minutes book.

Charter V

TERMS OF IMPLEMENTATION

Article 11. This Charter consists of 5 chapters and 11 articles, approved at the Company's General Meeting of Shareholders on May 06, 2025 and takes effect immediately after being approved by the General Meeting.

On behalf of Board of Management

CHAIRMAN



Phạm Kỳ Hưng

Hai Phong, May 06th 2025

PROPOSAL (NO 02)

***Re: Approval of 2024 Audited Separate Financial Statement
and 2024 Audited Consolidated Financial Statement***

To: - The 2025 Annual General Meeting of Shareholders

- Pursuant to the provisions of the Law on Enterprises.
- Pursuant to the Charter of organization and operation of Hai Phong Construction Joint Stock Corporation No.3.
- Pursuant to the 2024 Separate Financial Statements and 2024 Consolidated Financial Statements audited by International Auditing Company Limited.

Pursuant to Resolution No.01/2024/NQ-ĐHĐCĐ dated June 21st, 2024 of the 2024 Annual General Meeting of Shareholders on authorizing the Company's Board of Management to select an auditing company to sign an auditing contract, in 2024 the Company signed an auditing contract with the International Auditing Company Limited. The 2024 Separate Financial Statements and the 2024 Consolidated Financial Statements have been completed by the International Auditing Company Limited.

The 2024 Audited Separate Financial Statements and the 2024 Audited Consolidated Financial Statements of Hai Phong Construction Joint Stock Company No.3 are published in accordance with regulations. The detailed content is posted on the Company's website (www.haco3.com.vn) and the content of the Summarized Financial Report is attached in the 2025 Annual General Meeting of Shareholders documents, including:

1. Auditor's Report
2. Balance sheet as at December 31, 2024
3. Income Statement of 2024
4. Cash Flow Statement
5. Financial Statement Explanation

According to Auditor, the 2024 Separate Financial Statement and 2024 Consolidated Financial Statement of Hai Phong Construction Joint Stock Corporation No.3 "give a true and fair view of in all material respects, the financial position of the Company as at 31 December 2024 and its financial performance and its cash flow for the year ended then in accordance with Vietnamese accounting standards, accounting regimes and legal regulations relating to financial statements preparation and presentation".

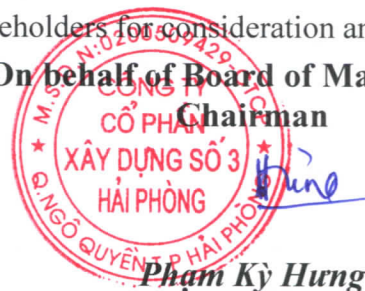
Respectfully submit to the General Meeting of Shareholders for consideration and approval.

On behalf of Board of Management

Chairman

Recipient:

- As above
- BOM, BOS,
- For filing



Hai Phong, May 06th 2025

PROPOSAL (NO 03)

Rè: Approval of performance statement, profit distribution and dividend payment in 2024, financial targets in 2025 and other issues

To: - The 2025 Annual General Meeting of Shareholders

I. Performance statement in 2024

1. Business result in 2025

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

2. Profit distribution and dividend payment in 2024

2.1. Profit before tax:	48.531.725.868 đ
2.2. Profit after tax:	38.257.371.529 đ
2.3. 10% cash dividend for 2023 has been paid in advance (December 2023):	20.685.717.000 đ
2.4. Profit after 10% cash dividend payment	17.571.654.529 đ
2.5. Development fund as 5%	1.912.868.576 đ
2.6. Remaining profit accumulated from previous years:	276.377.160.829 đ
2.7. 10% cash dividend payment after the General Meeting (if approved by the General Meeting):	20.685.717.000 đ
2.8. Expected accumulated profit remaining after fund allocation and 20% dividend distribution:	271.350.229.782 đ

II. Financial targets for 2024

1. Revenue:	105 billions dong
2. Profit before tax:	45 billions dong
3. Dividend payment:	≥ 15 %

III. Issues approved at previous General Meeting that have not been implemented do not need to be approved again but will continue to be implemented.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

On behalf of Board of Management
Chairman

Recipient:

- As above
- BOM, BOS
- For filing


Phạm Kỳ Hưng

Hai Phong, May 06th 2025

PROPOSAL (NO 04)

***Re: Report on remuneration and allowances of the Board of Management
and Board of Supervisors in 2024 and plan for 2025***

To: - The 2025 Annual General Meeting of Shareholders

- Pursuant to the provisions of the Law on Enterprises.
- Pursuant to the Charter of organization and operation of Hai Phong Construction Joint Stock Corporation No.3.
- Pursuant to Resolution No.01/2024/NQ-ĐHĐCĐ dated June 21st, 2024 approved by the General Meeting of Shareholders.

1. Report on remuneration payment to the BOM and BOS in 2024

The payment of remuneration to the BOM and BOS in 2024 was implemented in accordance with Resolution No.01/2024/NQ-ĐHĐCĐ dated June 21st, 2024 approved by the General Meeting of Shareholders as follows:

Remuneration of the BOM and BOS in 2024:

I.	The amount allowed to be paid in 2024	970.600.000 đ
II.	The amount spent in 2024, of which:	
	1. BOM	823.092.000 đ
	2. BOS	147.508.000 đ
	Total	970.600.000 đ
III.	The amount not spent yet	0 đ

2. Payment plan 2025

Based on the Company's production and business tasks in 2025, the Board of Management respectfully submits to the General Meeting that the allowance coefficient for the BOM and BOS remains the same as in 2024, which is 2% of before tax profit in 2025.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

**On behalf of Board of Management
Chairman**

Recipient:

- As above
- BOM, BOS
- For filing


Phạm Kỳ Hưng

Hai Phong, May 06th 2025

PROPOSAL (NO 05)

*Re: Approval of selection for Auditing Company to
Audit the 2025 Financial Statements*

To: - The 2025 Annual General Meeting of Shareholders

In order to fulfill the obligations stipulated in the Company Charter and relevant legal provisions, the Board of Management (BOM) of Hai Phong Construction Joint Stock Corporation No.3 respectfully submits to the General Meeting of Shareholders for approval the criteria for the auditing company to audit the 2025 Financial Statements of Hai Phong Construction Joint Stock Corporation No.3 as follows:

I. Criteria for selecting an Auditing Company:

1. Be a company operating legally in Vietnam and approved by the State Securities Commission to audit public companies, listed companies and securities companies.
2. Be reputable for audit quality.
3. Have highly qualified and experienced team of auditors.
4. Meet the requirements of Hai Phong Construction Joint Stock Corporation No. 3 on audit scope and procedure.
5. Have reasonable and competitive audit fees that are appropriate to the scope and quality of the audit based on the review of audit fee quotation documents.

II. Proposals of the Board of Management:

1. Propose the General Meeting to approve on the criteria for selecting auditing companies as stated above.
2. The General Meeting authorizes the Board of Management to select an auditing company in accordance with the provisions of Law, the Company and the above criteria, and assigns the General Director to sign the auditing contract.

Respectfully submit to the General Meeting of Shareholders for consideration and approval.

On behalf of Board of Management

Chairman



Phạm Kỳ Hưng

Recipient:

- As above
- BOM, BOS
- For filing



HACO3

CÔNG TY CỔ PHẦN XÂY DỰNG SỐ 3 HẢI PHÒNG
HAI PHONG CONSTRUCTION JOINT-STOCK CORPORATION NO3

Hai Phong, April 04th 2025

REPORT

of the Company's Board of Management to the 2025 Annual General Meeting of Shareholders

CONTENT

Part I: Report on the implementation of the 2024 production and business plan

I. Situation characteristics in 2024

1. Economic context in 2024
2. Impact of economic context on the Company's operations in each field

II. Board of Management's business solutions in 2024

III. 2024 Business results report

IV. Regular activities of the Board of Management

Part II: Operational direction in 2025

I. Financial targets for 2025

II. Operational direction for each field

1. Construction field
2. Investment field
3. Service business field

Part III: Conclusion and recommendations

Report of the Company's Board of Management to the 2025 Annual General Meeting of Shareholders



PART I:
**REPORT ON IMPLEMENTATION OF THE 2024 PRODUCTION AND
BUSINESS PLAN**

I. Situation characteristics in 2024

1. Economic context in 2024

In 2024, the world situation continues to be complex and unpredictable with many risky and uncertain factors. Although economic growth has improved, the differentiation between regions is increasingly evident. While developed economies attract strong capital flows, developing economies face slow recovery and capital flight.

The trend of loosening monetary policy in many countries has been promoted rapidly, but the effectiveness has not met expectations because inflation is still governed by many complex factors. Prolonged military conflicts, such as Russia-Ukraine and tensions in the Middle East, continue to disrupt global supply chains, affecting prices and economic growth.

In 2024, the total foreign direct investment in 2024 reached 4.7 billion USD (including capital increase adjustments). In 2024, the city had 126 newly registered capital projects and 72 projects with increased capital. The proportion of projects in the fields of high technology, processing, manufacturing, and logistics invested in industrial parks and economic zones in Hai Phong reached over 77%. Foreign investment in Hai Phong has increased, but project implementation is still slow, especially projects in operation are facing many difficulties in production and business activities, the number of foreign experts working in Hai Phong has decreased seriously, especially the number of Korean experts.

2. Impact of economic context on the Company's operations

a) Regarding financial investment field

In 2024, despite being deeply affected by global economic fluctuations, inflationary pressures and temporary withdrawal of foreign capital, the Vietnamese stock market still recorded encouraging growth with an increase of 12.1% compared to 2023. The market fluctuated sideways within a range of 100 points (1200-1300 points) accounting for $\frac{3}{4}$ of the trading time. This is also the second consecutive year that the market has had double-digit growth. This is a positive result when being placed in the context of a record net withdrawal of foreign investors as well as international capital flows returning to the US market.

Grasping the trend of the stock market in 2024, the company had a year of active operations in the field of financial investment.

b) Regarding the construction field

In 2024, the construction sector had positive changes, many projects have been implemented, especially projects to build new urban areas in Thuy Nguyen city, Hai Phong and projects to build factories in industrial parks.

c) Regarding service business field

In 2024, our company witnessed a serious decline in the short-term customer market when factories and enterprises had to apply cost-cutting policies, the number of foreign experts coming to Hai Phong to work was reduced, especially from export manufacturing companies such as LG Display.

Although in 2024, Hai Phong attracted 126 foreign investment projects, the project implementation progress was slow, the number of foreign experts coming to Hai Phong

increased insignificantly. This has directly affected the business results of the company's service business field.

II. Board of Management's business solutions in 2024

Understanding the challenges that will have a profound impact on the Company's production and business activities in 2024, the Company's Board of Management has promptly assessed the Company's existing capabilities to propose effective business solutions. The business plan and financial targets for 2024 have been set out in accordance with the general context of our country's economy.

No	Items	Unit of measurement	Plan
1	Revenue	billion	105
2	Profit before tax	billion	45
3	Dividends		≥ 15%

In 2024, the Board of Management proactively proposed timely solutions to direct the Company's production and business activities, specifically in each field as follows:

1. Construction field

- Temporarily downsize the apparatus of construction and manufacturing units in the context of general market difficulties to cut costs.
- Focus on completing construction projects that are suitable for the company's capacity.

2. Investment field

- Continue to promote financial investment activities, considering this as an important task of the company in the current period.
- Research and learn about real estate investment projects and invest in companies with the potential to bring long-term benefits to the Company.
- Continue to research and develop more joint venture projects with Korean partners to build luxury apartment complexes and 5-star hotels in other provinces and cities in Vietnam.
- For the Chon Thanh new urban area project in Binh Phuoc province, the company continues divesting from the project by returning compensated land to the people and the people return the money to the company at the agreed interested rate.

3. Service business field

- Complete the management system, risk management plan, review and re-issue rules, regulations, and working standard procedures in department and divisions within the company...
- Improve the employee evaluation system with the aim of improving service quality and motivating employees.
- Focus on improving the quality of customer service of HTower building.
- Strengthen customer care, invest in upgrading equipment in apartment rooms, regularly approach and understand customers' wishes and aspirations to provide timely solutions to best satisfy customers' needs.

- For the Sunflower International Village Joint Venture Company project, continue to upgrade apartments of 1st phase to welcome the wave of foreign experts returning when the market situation is more stable.

III. Performance Statement in 2024

2024 is an extremely difficult year for the company's production and business activities in the service business field. The complex fluctuations of the world situation continue deeply affecting the production and business activities of our company's major customers. Most companies have to cut costs, cut the number and accommodation budget for foreign experts working in Hai Phong. In addition, competition in the service business field is increasingly fierce, a series of competitors appear with competitive advantages over us in terms of facilities and modern interior equipment.

In that context, the Board of Management and the Executive Board of the company have had timely solutions, faced challenges to lead the company to overcome difficulties, promoted financial investment and construction to overcome the shortcomings of the service business field. With the efforts of the Board of Management and all officers and employees, in 2024 the company completed and exceeded the set business plan.

2024 BUSINESS RESULTS REPORT

A. Business results in each specific field are as follows:

No	Field	Revenue	Profit before tax	Profit after tax
A	Business result of Parent company			
I	Construction field			
1	Construction Enterprises	33.928.241.196	7.551.851.981	6.031.692.371
II	Investment field			
1	Financial investment (including business results allocated from joint ventures, associates, and member companies)	33.242.193.107	27.317.349.128	22.018.848.600
III	Service business field			
1	H-Tower building	41.967.045.526	8.499.143.152	6.788.297.367
2	Other rental services	2.603.528.818	1.217.502.259	972.423.599
IV	Other incomes			
1	Other incomes	5.716.205.100	3.945.879.350	2.446.109.591
B	Business results of Joint ventures, Associates			
1	Sunflower International Village Joint Venture Company (Haco3 owns 40% of charter capital)	113.549.664.444	-4.759.731.226	-4.759.731.226
2	Thanh Hung Joint Stock Company (Haco3 owns 31% of charter capital)	40.177	-8.216.034	-8.216.034

Report of the Company's Board of Management to the 2025 Annual General Meeting of Shareholders

B. Business results of the whole company

No	Items	Unit of measure	Implementation 2023	2024		Comparison	
				Plans	Implementation	Compared with previous year	Compared with plans
1	Revenue	billions	103,92	105	117,46	113,02%	111,86%
2	Profit before tax	billions	65,32	45	48,53	74,29%	107,84%
3	Contribute to the state budget	billions	17,01		20,24	118,98%	
4	Expected dividend	%	20	≥ 15%	Advance payment as 10%		

C. Plan for profit distribution and dividend payment

1. Profit before tax:	48.531.725.868 đ
2. Profit after tax:	38.257.371.529 đ
3. 10% cash dividend for 2024 has been paid in advance:	20.685.717.000 đ
4. Profit after 10% cash dividend payment:	17.571.754.529 đ
5. Development fund as 5%:	1.912.868.576 đ
6. Remaining profit accumulated from previous years:	276.377.160.829 đ
7. 10% cash dividend payment after the General Meeting:	20.685.717.000 đ
8. Accumulated profit remaining after fund allocation and 20% dividend distribution:	271.350.229.782 đ

D. Remuneration of Board of Management and Board of Supervisors in 2024:

- The amount to be paid in 2024:	970.600.000 đ
- The amount spent in 2024:	970.600.000 đ

VI. Regular activities of the Board of Management

In 2024, the Board of Directors held 07 regular meetings to approve important issues and provide directions for the Company's production and business activities for Executive Board to implement as follows:

No	Minutes of meeting	Content	Number of Board members participating
1	01/2024/BB-HĐQT dated January 12 th	- Summary of production and business activities in the fourth quarter of 2023 and the whole year of 2023	5/5

Report of the Company's Board of Management to the 2025 Annual General Meeting of Shareholders

	2024	- Business direction and plan for the first quarter of 2024 and the whole year of 2024	
2	02/2024/BB-HĐQT dated April 10 th 2024	- Summary of production and business activities in the first quarter of 2024 - Business direction and plan for the second quarter of 2024 and the last 6 months of 2024 - Plan to organize the 2024 Annual General Meeting of Shareholders - Other issues	5/5
3	03/2024/BB-HĐQT dated June 13 th 2024	- Preparations for the 2024 Annual General Meeting of Shareholders - Other issues: tax related matters, increased interaction at work	5/5
4	04/2024/BB-HĐQT dated July 2 nd 2024	- Cash dividend payment phase 2 2023 - Adjust salary for company employees - Appoint 01 Deputy General Director	5/5
5	05/2024/BB-HĐQT dated July 10 th 2024	- Summary of business performance in the second quarter of 2024, directions and business plan for the last 6 months of 2024 - Other issues	4/5
6	06/2024/BB-HĐQT dated October 10 th 2024	- Summary of production and business activities in the first 9 months of 2024, directions and production and business plans for the fourth quarter of 2024 and 2025. - Other issues	5/5
7	07/2024/BB-HĐQT dated November 26 th 2024	- Cash dividend advance payment phase 1 2024	5/5

All meetings of the Board of Management are convened in accordance with the provisions of the Enterprise Law and the Company's Charter. Issues under the decision-making authority of the Board of Management are considered and voted on according to the "majority" principle and are issued in the form of written resolutions and decisions.

The resolutions and decisions issued by the Board of Directors are fully and basically implemented by the Board of Management and related units in accordance with the requirements set forth by the Board of Management.

PART II: 2025 OPERATION DIRECTION

I. Goal determination

Situation evaluation

Opportunities

In 2025, Vietnam's economy is forecasted to witness sudden fluctuations. At the extraordinary session in February 2025, the National Assembly approved a supplement to the 2025 socio-economic development plan with a growth target of 8% or more, much higher than the previously approved GDP growth target of 6.5-7%.

In addition, the Government is currently implementing new policies to create the most favorable conditions for foreign investors to participate in the Vietnamese financial market, as well as meet the criteria for upgrading to an emerging market. With the goal of upgrading our stock market from a frontier market to an emerging market in 2025, Vietnam is expected to receive billions of dollars in investment from foreign markets through the stock market channel, thereby creating a breakthrough from this market, bringing a new wind to the development of the Vietnamese economy.

Hai Phong continues to be a bright spot in attracting foreign direct investment (FDI) in 2025. The city has recently established the Hai Phong Southern Coastal Economic Zone with a scale of 20,000 hectares, including 2,909 hectares of reclaimed land. This economic zone is designed as an international multi-industry center, focusing on developing high-tech industry, modern logistics, smart urban areas, eco-tourism and a pilot free trade zone.

In addition, the Prime Minister has approved the investment policy for 4 new industrial parks including Nomura - Hai Phong (phase II), Vinh Quang (phase I), Trang Due 3 and Nam Trang Cat. The total number of industrial parks in the city is currently 18 with an area of about 7,378 hectares, along with 2 economic zones with a total area of 42,540 hectares, creating more room for development for the port city and attracting foreign direct investment. This has a direct impact on the company's business activities.

Challenges

The United Nations World Economic Situation and Prospects 2025 report said that despite falling inflation, improving labor market conditions and general monetary easing, growth is expected to remain low, while the global economy will continue to face significant uncertainties, risks arising from geopolitical conflicts, rising trade tensions and high borrowing costs in many countries, and especially increasing trade protectionism and pressure from policies of major economies such as the US under President Donald Trump.

The US's reciprocal tax policy applied to Vietnam of up to 46% will have a negative impact on the entire Vietnamese economy, especially foreign trade and investment. The countervailing tax rate seems to be even higher than the economic sanctions tax rate, worsening Vietnam's efforts to improve the investment and business environment and attract FDI. Most FDI enterprises coming to Vietnam aim to take advantage of tax incentives from dozens of FTAs that Vietnam has signed, now Vietnam has lost its competitive advantage in its largest export market, the US.

Therefore, 2025 will continue to be a difficult year for the company in all areas.

- The company's construction field is increasingly facing fierce competition as a series of new construction companies are born with modern technology and a team of young, professional and dynamic managers always keep up with market trends.
- The emergence of a series of similar products from competitors in the service business field is posing many challenges for the company in the coming years. We will have to face fierce competition, which requires the Company to be flexible and promptly provide solutions to minimize losses caused by competition.
- The short-term market segment continues to stagnate due to the weakening global economy, declining purchasing power, export manufacturing companies having to reduce production, cut costs, and reduce the number of experts coming to work in Hai Phong.

Based on the assessment of the opportunities and challenges ahead in 2025, the Board of Management and the Executive Board have set the following goals for 2025:

1. Financial objectives

- | | |
|------------------------|--------------|
| (1) Revenue: | 105 billions |
| (2) Profit before tax: | 45 billions |
| (3) Dividends: | ≥ 15% |

2. Management goals

- Deploy training for all employees, especially employees of direct service departments on the application of the management system and risk management plan issued in 2024 into daily practical work.
- Research the application of digital transformation in business administration.
- Build a timely and scientific management reporting system.
- Strengthen training, inspection and supervision of employees to stabilize and improve service quality.
- Focus on building a customer service culture with the motto of all for customer satisfaction, considering customers as the focus of all activities.

3. Branding objectives

- Promote the company image on social networking sites, create additional company signs at H-Tower buildings.
- Create additional marketing tools to serve the work of approaching customers for some of the company's products and services such as: food services, interior products, construction, etc ...

II. Activities orientation

1. Construction field

The company continues identifying strategic market segments in the coming years as foreign direct investment projects, factory and industrial park construction projects, private enterprise projects, and house completion in new urban areas, thereby proposing solutions to build a team of professional construction staff with effective working methods to improve competitiveness to meet the requirements of this market segment. Specifically, the company will:

Report of the Company's Board of Management to the 2025 Annual General Meeting of Shareholders

- Consolidate and improve the apparatus of construction units, seek out managers capable of adapting to new market trends, build production units with sufficient expertise, skills and more professional and effective working methods, capable of undertaking full construction contracts and completing projects.
- Expand cooperation with partners, build a system of satellite companies to serve construction work with reasonable input costs.

2. Investment field

- Focus on building and training human resources to serve financial investment work professionally and effectively and identify this as one of the Company's key tasks in 2025 and in the following years.
- Continue to strengthen the search and expand cooperation with strategic partners, major investors, especially foreign investors, with the aim of expanding the network and replicating the Sunflower International Village model in other provinces and cities across the country. Search and purchase projects with good locations and development prospects for the long-term accommodation and resort tourism business.
- For Thanh Hung Joint Stock Company, the company continues divesting from the project by returning compensated land to the people and the people return the money to the company at the agreed interest rate.

3. Service business field

In 2025, the source of foreign visitors from Korea and Japan to Hai Phong has not really recovered, the budget for accommodation of customers is getting lower and lower, although the source of Chinese visitors tends to increase but the budget for accommodation is not high. In addition, the market is increasingly seeing new competitors, especially competitors from Korea and Japan. In that context, the Board of Management and the Executive Board of the company will focus on implementing a number of key tasks as follows:

- Focus on improving H-Tower's management system, paying special attention to customer care.
- Focus on improving service quality and facilities for guests staying at H-Tower building, creating more value for customers.
- Strengthen staff training to build a team of professional staffs to meet the increasing demands of customers.
- Build a service culture in the company with the motto of considering customers as the center of all activities, all for customer satisfaction.
- Promote marketing activities to find new customers, build marketing strategies to approach customers in many different ways.
- Develop special promotion programs to stimulate demand for restaurant services and short-term customers.
- Continue to upgrade the interior of H-Tower 1.
- Continue to upgrade equipment and interior in phase 1 - Sunflower International Village.

PART III. CONCLUSION VÀ RECOMMENDATIONS

I. Conclusion

2024 continues to be an extremely difficult year for the company in the service business sector, the number of Korean guests at LG Group's major projects has decreased due to the impact of the global economic context, the exploitation of the short-term guest market has been seriously affected, revenue and profit have decreased significantly compared to expectations. However, the financial investment and construction sector has had an effective year. Implementing well the policy of the Board of Directors, the Executive Board has always been proactive and positive in assessing the market situation, directing, operating and organizing the implementation of targets and tasks in a flexible manner, proposing timely solutions to overcome difficulties, so the Company has exceeded the targets set by the 2024 Annual General Meeting of Shareholders.

II. Recommendations

Propose that the General Meeting of Shareholders approve the following contents:

1. Approval of the report of the Board of Management and Executive Board in 2024.
2. Approval of the audited Separate Financial Statements and Consolidated Financial Statements for 2024.
3. Approval of the report of the Board of Supervisors.
4. Approval of production and business results and profit distribution plan for 2024.
5. Approval of the 2025 production and business plan and specific targets attached to the report.
6. Approval of the 2024 remuneration payment plan and the 2025 payment plan of the Board of Management and the Board of Supervisors.
7. Approval of the plan to authorize the Board of Management to select an auditing company for the 2025 financial statements.
8. The authorization according to the contents in Section 7 above is indefinite until the General Meeting of Shareholders has another decision to replace it..
9. The contents approved at previous Congresses that have not been implemented will continue to be implemented.

On behalf of the Board of Management
General Director



TỔNG GIÁM ĐỐC
Nguyễn Thị Thùy

Report of the Company's Board of Management to the 2025 Annual General Meeting of Shareholders

Hai Phong, April 2nd 2025

**REPORT OF THE BOARD OF SUPERVISORS
TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Based on the functions, tasks and powers of the Board of Supervisors as prescribed in the Company's Charter of Organization and Operation 2021 and the Enterprise Law 2020.*
- Based on the tasks approved by the General Meeting of Shareholders at the 2024 Annual General Meeting.*

In the process of performing duties, by controlling all aspects of operations, after inspection and examination of reports, the Board of Supervisors would like to report to the General Meeting of Shareholders the results of some main activities of the Company and the Board of Supervisors in 2024 as follows:

A. Results of implementing the resolution of the General Meeting of Shareholders

1. General situation

In 2024, the world economy continues to recover but at a slow and uneven pace across regions. Global economic growth is estimated at 3.2%, down slightly from 3.3% in 2023. Global inflation tends to cool down, allowing many central banks to start cutting interest rates and loosening monetary policies to support growth. However, geopolitical tensions such as the conflict in Ukraine and instability in the Middle East that have not been resolved continue to negatively affect the global economy, especially trade and investment.

For Vietnam, in 2024, despite still significantly being affected by the general world situation and the severe impact of natural disasters (storm No.3 - Yagi), GDP still grew by 7.09%, far exceeding the 5.05% of 2023. This growth was mainly driven by public investment and exports. However, domestic demand is still weak, the real estate market has not recovered clearly and the stock market, due to foreign net capital withdrawal throughout the year, has only recovered limitedly compared to the world (VN-Index increased by 11.93%). Therefore, it can be said that the domestic economy in 2024 will have a fairly good growth rate but not really evenly distributed in key areas.

With the above-mentioned general situation, for the Company, the implementation of the tasks and targets of the 2024 General Meeting of Shareholders continues to face many challenges. The Board of Supervisors would like to evaluate some of the Company's main activities in 2024 as follows:

2. Results of task performance

2.1 Implementation for some key synthetic indicators:

Items	Unit of measurement	Implementation 2023	2024		Comparison (%)
			Plan	Implementation	
1. Revenue	billion	103.92	105	117,46	111,86%
2. Profit before tax	billion	65,32	45	48,53	107,84%
3. Dividend payment (2024 expected)	%	20% cash	>15%	20% cash	133,33

2.2 Implementation in each field:

No	Field	Revenue			Profit(*)		
		Amount (billion dong)	Rate (%)	Compared with 2023 (%)	Amount (billion dong)	Rate (%)	Compared with 2023 (%)
1	Construction	33,93	28,89	238,80	8,55	15,47	401,41
2	Service business	44,57	37,94	93,63	11,32	20,48	81,61
3	Financial investment & financial activities	33,24	28,30	94,92	30,92	55,95	59,29
4	Other activities	5,72	4,87	51,87	4,47	8,1	113,16
	Summary	117,46	100,00	113,03	55,26	100,00	76,64

(*)Gross profit (excluding management costs and corporate income tax)).

From the above figures, some notable issues emerge as follows:

- Key synthetic indicators (Clause 2.1): All financial indicators have exceeded the 2024 plan (Revenue, profit before tax and dividend payment - if approved by the General Meeting of Shareholders, will reach 111.86%, 107.84% and 133.33% of the 2024 plan, respectively).
- Classified by field (Clause 2.2): In this Table, the Company's production and business activities are divided into 4 fields and are evaluated according to 2 indicators of revenue and gross profit and are analyzed in details for each field in the structure of each indicator and compared with the actual number in 2024 (specific results are referred in the table above).

2.3 Situation and performance of joint ventures and associated companies:

- Sunflower International Village Joint Venture Company: Operating in the service business industry along with Haco3, it is also affected by the general market context. Main business performance indicators: revenue reached 113,165,237,243 VND; profit after tax reached -4,575,102,011 VND (compared to 2023, the

indicators were: 81.26% and -132.06%, respectively); remaining undistributed profit at the end of the year was 233,539,902,256 VND.

- Thanh Hung Joint Stock Company (Haco3 contributed 16.12 billion VND, equivalent to 31% of the total actual capital contributed by shareholders): The Company has a policy of divesting capital from Thanh Hung Joint Stock Company. Currently, it is returning the land that the project has recovered and compensated for people and the people return money to the project with an agreed interest rate. As of December 31, 2024, the balance sheet of Thanh Hung Joint Stock Company has the following basic figures:

+ Total assets: VND 50,953,122,595; of which: (1) Short-term assets are VND 6,476,578,704 (of which cash and cash equivalents: VND 5,383,919,885); (2) Long-term assets are VND 44,458,543,891 (of which fixed assets: VND 4,472,155,613; unfinished assets - investment costs, site clearance: VND 38,126,033,278).

+ Total capital: VND 50,953,122,595; of which: (1) payable debt is VND 2,810,906,665 (of which loan: VND 2.44 billion); (2) Owner's equity: VND 48,124,215,930 (of which: shareholder's capital contribution is VND 52.00 billion and accumulated loss is VND 3,875,784,070).

2.4 Status of management and use of equity capital (Parent company)

Items	January 1st 2024	December 31st 2024
1	2	3
I. Total equity	570.980.225.254	567.866.162.783
<i>Including :</i>		
- Charter capital	206.857.170.000	206.857.170.000
- Capital surplus	45.565.123	45.565.123
- Development investment fund	54.136.246.437	56.778.782.918
- Other equity funds	10.235.829.384	10.235.829.384
- Retained earnings	299.705.414.310	293.948.815.358
II. Total capital invested and allocated to production and business activities is as follows:	570.980.225.254	567.866.162.783
1. Cash capital	6.693.830.935	2.463.121.333
2. Short-term financial investment	455.112.261.840	431.353.124.213
<i>Including : - Investment amount</i>	463.797.128.540	441.268.269.715
- Provision for devaluation	(8.684.866.700)	(9.915.145.502)
3. Long-term financial investment	40.208.531.170	30.705.984.199
<i>Including: - Investment amount</i>	41.687.555.677	32.187.555.677
- Provision for devaluation	(1.479.024.507)	(1.481.571.478)
4. Inventory	917.037.959	1.904.732.779
5. Fixed assets	59.365.073.583	56.592.061.026
<i>Including: - Original price</i>	161.516.704.143	164.316.704.143

- Accumulated depreciation	(102.151.630.560)	(107.724.643.117)
6. Long-term prepaid expenses	7.100.114.862	7.512.711.058
7. Capital in payment	1.583.374.905	37.334.428.175
<i>Including:</i> - Receivables	47.210.730.163	76.335.442.011
- Payables	(45.627.355.258)	(39.001.013.836)

2.5 2024 Profit Distribution:

a. Remaining profit as of December 31 st 2023:	299.705.414.310 dong
b. Profit after tax 2024 (increase):	38.257.371.529 dong
c. Profit distribution (decreased in 2024):	dong
- Profit distribution 2023:	23.328.253.481 dong
+ Development investment fund (5%):	2.642.536.481 dong
+ Pay 10% dividend (Phase 2) in cash:	20.685.717.000 dong
- Dividend advance payment 2024 (10%, Phase 1):	20.685.717.000 dong
d. Remaining profit carried forward to 2025:	293.948.815.358 dong

3. Administration and management

2024 continues to be a year with many challenges for the Company's production and business activities in the context of many market fluctuations and potential risks. However, with the initiative and quick adaptation of the members of the Board of Directors and the Executive Board, the Company's governance and operation still ensure unity, efficiency and flexibility.

Throughout the year, the Board of Directors and the Executive Board have performed their duties with a high sense of responsibility, continuously assessing opportunities and challenges, implementing risk management measures to minimize losses and seeking business opportunities. Executive decisions were made decisively, flexibly and promptly, contributing significantly to the Company's positive business results.

Thanks to the joint efforts, the key targets and tasks assigned by the General Meeting of Shareholders have been completed and exceeded the set plan, continuing to affirm the stability and sustainable development of the Company in 2024.

B. The operations of the Board of Supervisors

1. Personnel situation and task assignment

In 2024, there are still 3 members of Board of Supervisors as elected and the tasks assigned to each member have been stable throughout the year.

2. Main operational activities

In 2024, based on the resolution of the General Meeting of Shareholders, the prescribed and assigned tasks, the members proactively cooperated with other members, departments and divisions of the Company in performing their tasks.

In November 2024, the Board of Supervisors conducted a periodic inspection with the content "Inspection of labor costs of construction works". After conducting the inspection, the Board of Supervisors issued a Monitoring Report including the following contents: general assessment of activities, comments on positive aspects, points out existing limitations and recommends a number of solutions to overcome limitations, shortcomings and improve these aspects of activities, then sends it to relevant departments.

During the year, the Board held 4 meetings to review the implementation of tasks in the previous period, deploy tasks in the following period, provide information on the Company's operations and discuss business operations. In addition, the Board always closely follows the Company's operations, participates in consulting to resolve existing problems and major obstacles in the process of accounting, finance and tax operations.

In addition, the Board of Supervisors also conducts the examination of quarterly and annual financial reports. Through their professional work, Board members also regularly monitor activities within the scope and assigned tasks.

C. Conclusion

2024 continues to be a challenging year with many fluctuations from domestic and foreign situations as well as natural disasters, directly affecting the Company's production and business activities. However, with a proactive, flexible and highly determined spirit, the leadership team, management team and all employees have unanimously overcome difficulties and promptly adapted to market changes.

In addition, the support and companionship of shareholders continues to be an important source of motivation to help the Company complete and exceed the important targets and tasks set by the 2024 General Meeting of Shareholders. Positive business results this year continue to affirm effective operations, strict compliance with the provisions of the Company's Charter as well as State laws, creating a solid foundation for sustainable development in the following years.

The above are the assessments of the Board of Supervisors on the organization and operation of the Company and the activities of the Board of Supervisors in 2024, hereby report to the Company's Annual General Meeting of Shareholders in 2025.

**On behalf of the Board of Supervisors
Head of Board of Supervisors**


Nguyễn Hoàng Hiệp