



**HOC MON TRADE JOINT
STOCK COMPANY**

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No. 05/2025/NQ-ĐHĐCĐ

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Ho Chi Minh City, Mar 28, 2025

RESOLUTION
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
(Dated March 28, 2025)

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
HOC MON TRADE JOINT STOCK COMPANY

Pursuant to the Law on Enterprises;

Pursuant to the Law on Securities and the Law amending and supplementing a number of articles of the Law on Securities;

Pursuant to the Charter of Organization and Operation of Hoc Mon Trade Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders, dated March 28, 2025.

The 2025 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company was held on March 28, 2025, at the Company's Hall, 25 Ba Trieu, Quarter 1, Hoc Mon Town, Hoc Mon District, Ho Chi Minh City, with 39 shareholders and authorized representatives, representing 15,115,316 shares, equal to 91.61% of the total voting shares of the Company. The General Meeting agreed:

RESOLUTION:

Article 1. Approve the Report of the Board of Directors on operating results of the Board of Directors and on the business in 2024 and the operating plan in 2025.

With some key contents as follows:

- Charter capital	:	164,999 million VND
- Total net income	:	1,025,033 million VND
- Profit before tax	:	39,064 million VND
- Profit after tax	:	30,655 million VND
- Dividend payment ratio	:	13% of charter capital
- Total employees	:	552 people
- Total payroll	:	86,139 million VND

With the approval rate of 100% of the total votes of the attending shareholders at the General Meeting of Shareholders.



Article 2. Approve the Business Plan for 2025

With some key contents as follows:

2.1. Business Plan for 2025 (consolidated)

- Charter capital	:	164,999	million VND
- Total net income	:	992,883	million VND
- Profit before tax	:	31,427	million VND
- Profit after tax	:	24,490	million VND
- Total employees	:	568	people
- Total payroll	:	91,707	million VND
- Profit distribution	:	24,490	million VND, Percentage 100.00%
+ <i>Development and investment fund</i>	:	1,622	million VND, Percentage 6.79%
+ <i>Bonus and welfare funds</i>	:	2,647	million VND, Percentage 10.81%
+ <i>Bonus for the Board of Management</i>	:	245	million VND, Percentage 1.00%
+ <i>Dividend payment</i>	:	19,800	million VND, Percentage 80.85%
<i>Dividend payout ratio</i>	:	<i>Minimum 12% / Charter capital</i>	
+ <i>Retained earnings</i>	:	136	million VND, Percentage 0.56%

2.2. Business Plan for 2025 of each legal entity in the Company's system:

a. Hoc Mon Trade Joint Stock Company

- Charter capital	:	882,388	million VND
- Total net income	:	24,446	million VND
- Profit before tax	:	23,743	million VND
- Profit after tax	:	145	people
- Total employees	:	21,832	million VND

(Salary unit price is 55.00%)

Salary is deducted by (Total Revenue - Total Expenses) x 55%. Where: Total revenue does not include profit transferred from subsidiaries.

- Profit distribution	:	23,743	million VND, Percentage 100.00%
+ <i>Development and investment fund</i>	:	1,662	million VND, Percentage 7.00%
+ <i>Bonus and welfare funds</i>	:	1,899	million VND, Percentage 8.00%
+ <i>Bonus for the Board of Management</i>	:	245	million VND, Percentage 1.03%
+ <i>Dividend payment</i>	:	19,800	million VND, Percentage 83.4%
+ <i>Retained earnings</i>	:	136	million VND, Percentage 0.57%

b. Hoc Mon Agriculture Wholesale Market Company Limited

- Charter capital	:	143,345	million VND
- Total net income	:	31,142	million VND
- Profit before tax	:	24,908	million VND
- Profit after tax	:	423	people
- Total employees	:	69,875	million VND

(Salary unit price is 67.00%)

Salary is deducted by (Total Revenue - Total Expenses) x 67%.

*In which: Total revenue does not include profits transferred from Subsidiaries.
Total expenses do not include salaries, bonuses in salaries and allowances,
subsidies, insurance deducted from salaries and lunch money.*

- Profit Distribution	:	24,908	million VND, Percentage 100.00%
+ Development and investment fund	:	0	million VND, Percentage 0.00%
+ Bonus and welfare funds	:	747	million VND, Percentage 3.00%
+ Payment to owner	:	24,161	million VND, Percentage 97.00%

c. The salary fund based on the unit price is extracted from this calculation method and is used to pay salaries according to the Labor Contract and salaries based on business performance.

In all cases, the Company must still ensure payment and include in the expense of the employee's salary in accordance with the provisions of the Law on Labor.

Bonus expenses accounted for in the salary will be paid to the employee according to the Company's regulations salary and bonus.

2.3. The General Meeting of Shareholders agrees to authorize the Board of Directors to carry out the following tasks:

+ Adjust the Business Plan for 2025 (consolidated and of legal entities in the system) to suit the actual situation of the Company.

+ Based on the Company's annual business results (consolidated and of legal entities in the system), decide to temporarily allocated the Company's funds, but not exceeding 80% of the total allocated ratio approved by the General Meeting of Shareholders.

With the approval rate of 100% of the total votes of the attending shareholders at the General Meeting of Shareholders.

Article 3. Approve the Report on the operating results of the Board of Supervisors in 2024

With the approval rate of 100% of the total votes of the attending shareholders at the General Meeting of Shareholders.

Article 4. Approve the audited 2024 Financial Statements of the Company (before and after consolidation)



With the approval rate of 100% of the total votes of the attending shareholders at the General Meeting of Shareholders.

Article 5. Approve the profit distribution and dividend payment plan for 2024

5.1. Consolidated profit distribution of the whole system

* Profit after tax	:	30,654,943,031 VND
* Profit Distribution	:	30,654,943,031 VND, 100%
- Development and investment fund	:	1,007,335,107 VND, 3.29%
- Bonus and welfare fund	:	8,089,074,205 VND, 26.39%
- Bonus fund of Board of Management	:	622,214,828 VND, 2.03%
- Dividend payment	:	21,449,990,900 VND
Dividend payment / Charter capital	:	13% / Charter capital

In which:

*Allocated from Profit after taxes
for 2024 (12%/Charter capital) 19,799,991,600 VND, 64.59%

*Allocated from Undistributed profit
From previous year (1%/Charter capital) 1,649,999,300 VND

- Undistributed profit
for 2024 : 1,136,327,291 VND

5.2. Profit distribution of Hoc Mon Trade Joint Stock Company (parent company)

* Profit after tax	:	25,211,225,335 VND
* Profit Distribution	:	25,211,225,335 VND, 100%
- Development and investment fund	:	1,007,335,107 VND, 4.00%
- Bonus and welfare fund	:	3,781,683,800 VND, 15.00%
- Bonus fund of Board of Management	:	622,214,828 VND, 2.47%
- Dividend payment	:	21,449,990,900 VND
Dividend payment / Charter capital	:	13% / Charter capital

In which:

*Allocated from Profit after taxes
for 2024 (12%/Charter capital) 19,799,991,600 VND, 78.54%

*Allocated from Undistributed profit
From previous year (1%/Charter capital) 1,649,999,300 VND

- Undistributed profit
for 2024 : 0 VND

5.3. Profit distribution of Hoc Mon Agriculture Wholesale Market Company Limited (subsidiary)

* Profit after tax	:	28,715,936,030 VND
* Profit Distribution	:	28,715,936,030 VND, 100%
- Development and investment fund	:	0 VND, 0,00%
- Bonus and welfare fund	:	4,307,390,405 VND, 15,00%
- Payment to the owner	:	24,408,545,626 VND, 85,00%

With the approval rate of 100% of the total votes of the attending shareholders at the General Meeting of Shareholders.

Article 6. Approve the remuneration settlement for 2024 and plan of the remuneration for the Board of Directors and the Board of Supervisors in 2025

6.1. Total remuneration of the Board of Directors, Board of Supervisors and Secretary in 2024 is 1,560,000,000 VND (One billion, five hundred and sixty million dong).

6.2. Remuneration for Members of the Board of Directors, Members of the Board of Supervisors, and Secretary in 2025:

a- Remuneration of Members of the Board of Directors:

- Chairman of the Board of Directors ⁽¹⁾ : 16,000,000 VND/month
- Vice Chairman of the Board of Directors : 14,000,000 VND/month
- Member of the Board of Directors : 12,000,000 VND/person/month

⁽¹⁾ *The Chairman of the Board of Directors receives a full-time salary (no remuneration) from May 01, 2022. In addition to the fixed monthly salary, based on the Company's business result, the Chairman of the Board of Directors will receive additional salary and bonus from the salary fund according to the Regulations on Salary - Bonus applied to managers and employees in the Company.*

b- Remuneration of Members of the Board of Supervisors:

- Head of Board of Supervisors : 12,000,000 VND/month
- Member of Board of Supervisors : 10,000,000 VND/person/month

c- Remuneration of the Person in charge of Corporate Governance concurrently Secretary: 8,000,000 VND/month

In addition to the above fixed remuneration, based on the Company's business result targeted at the beginning of the year, members of the Board of Directors, Board of Supervisors and Secretary will be rewarded according to business result:

+ **1% (one percent)** of the profit after tax that achieves the annual plan.

+ **10% (ten percent)** of the profit after tax exceeding the annual plan.

With the approval rate of 100% of the total votes of shareholders present at the General Meeting of Shareholders.

Article 7. Approving the selection of an audit firm for the 2025 Financial Statements

As proposed by the Board of Supervisors, the General Meeting of Shareholders agreed to select Viet Values Audit and Consulting Company Limited as the audit/review firm for the 2025 Financial Statements of the Company.

With the approval rate of 100% of the total votes of shareholders present at the General Meeting of Shareholders.

Article 8. The General Meeting of Shareholders assigns the Board of Directors and the General Director of the Company to successfully implement the contents of the Resolution and report the results at the nearest General Meeting of Shareholders.

This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Hoc Mon Trade Joint Stock Company at 11 hours 00 minutes, on 28 March, 2025 with the approval rate of 100% of the total votes of shareholders present at the General Meeting of Shareholders.

This Resolution takes effect from 28 March, 2025.

Recipients:

- Shareholders;
- Board of Directors; (for implementation)
- Board of Supervisors; (for implementation)
- Board Executives; (for implementation)
- Heads of departments; (for implementation)
- The State Securities Commission; (for reporting)
- Ha Noi Stock Exchange; (for reporting)
- Vietnam Securities Depository; (for reporting)
- Information disclosure;
- Archived: TK, VT.

**ON BEHALF OF THE 2025 ANNUAL
GENERAL MEETING
OF SHAREHOLDERS
CHAIRMAN OF THE BOARD OF
DIRECTORS**