

**MINUTE**  
**OF ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 OF**  
**HANOI INVESTMENT GENERAL CORPORATION**

**I. GENERAL INFORMATION**

**A. COMPANY INFORMATION, TIME, LOCATION**

**1. Company Information**

**HANOI INVESTMENT GENERAL CORPORATION**

Company Address : 3rd Floor, Hoang Cau Skyline Tower, 36 Hoang Cau, O Cho Dua Ward, Dong Da District, Hanoi, Vietnam.

Company registration No. : 0102287094.

**B. ATTENDEES**

- a. Board of Directors;
- b. Board of Supervisory;
- c. Board of Management;
- d. At 9:00 a.m. on April 24, 2025, 34 shareholders/representatives of shareholders of Hanoi Investment General Corporation whose names are on the list of shareholders closed on March 25, 2025 provided by Vietnam Securities Depository and Clearing Corporation, represent for 127.657.419 of total members of shares, corresponding to 127.657.419 votes, accounting for 98,5% of the total number of voting shares of the Company
- e. Other Company guests.

**II. MEETING PROGRAM AND CONTENT**

**A. OPENING CEREMONY AND EXAMINING CONDITIONS FOR  
CONDUCTING THE CONGRESS**



Result: 100% of shareholders present at the General Meeting voted in favor.

## 2. Approval of Program and Regulation on Organizing the 2025 General Meeting

- a. Ms. Tran Thi Thu Huong, on behalf of the Organizing Board, read the Congress Program for the Congress to approve. The Congress proceeded to vote to approve the Congress Program by raising the Voting Card.

Result: 100% of shareholders present at the General Meeting voted in favor.

Mr. Nguyen Ngoc Trieu Duong, on behalf of the Organizing Board, read the Organizing Regulations for the Congress to approve. The Congress voted to approve the Organizing Regulations by Voting Cards.

Result: 100% of shareholders present at the Congress voted in favor.

## 3. Reports and proposals

- a. Mr. Hoang Trong Diem - Chairman of the Board of Directors, Chairman of the Meeting presented the Board of Directors' Operation Report at the 2025 Annual General Meeting of Shareholders, including the following content:

- Evaluation of the Company's Performance in 2024;
- Evaluation of the Board of Directors' Performance in 2024;
- Board of Directors' Activity Plan for 2025.

- b. As designated by the Chairman, Mr. Vũ Thắng, the General Director, presents the Business Performance Report for 2024 and the Business Plan for 2025 of the Company, including the following key contents:

### *Business results in 2024*

*(Unit: billion VND)*

Indicators	2024	2023	increase (+)/ decrease (-)
Total Assets	5.601,22	5.708,58	-2%
Net Revenue	3.821,52	5.724,42	-33%
Profit from business activities	21,25	5,30	301%
Other profits	(9,03)	(0,34)	2543%
Profit before tax	12,22	4,95	147%
Profit After Tax, Including:	8,89	3,54	151%
Profit After Tax of Parent Company	8,76	3,31	165%

- Actual results compared to plan:

*((Unit: billion VND))*



Indicators	Plan 2024	Implementation on 2024	% implementation/plan
Net Revenue	3.798,00	3.821,52	100,62%
Profit before tax	15,00	12,22	81,47%
Profit After Tax, Including:	12,00	8,89	74,07%
- Profit After Tax of Parent Company	11,00	8,76	79,64%

- Business Plan for 2025

(Unit: Billion VND)

No.	Indicators	Unit	Plan 2025
1	Revenue	Billion VND	4.336,92
2	Profit before tax	Billion VND	17,68
3	Profit after tax, including:	Billion VND	14,14
	<i>Profit After Tax of Parent Company</i>	Billion VND	13,5

- c. Ms. Nguyen Thi Thu Huong - Head of the Supervisory Board presented the Supervisory Board's Report, which includes the following main contents:
- Report on the assessment of the performance of the Supervisory Board and each member of Supervisor
  - Report on the results of monitoring the performance of the Board of Directors, the General Director and other management staff;
  - Assessment of the implementation of the 2024 business plan, the implementation of the resolutions of the General Meeting of Shareholders and the coordination between the Supervisory Board and the Board of Directors, the General Director and shareholders;
  - The Supervisory Board's operational plan in 2025.
- d. Ms. Nguyen Thi Thu Huong - Head of the Board of Supervisors presented the Proposal No. 01/TTr-BKS/2025 of the Board of Supervisors on the selection of an auditing firm in 2025 with the following main contents:
- Report on the selection of International Auditing and Valuation Company Limited ("IAV") as the auditing unit to perform auditing activities for the Company in 2024; Approval of the auditing contracts signed between the Company and IAV in 2024;

- Select the auditing company to perform the 2025 auditing activities for Hanoi General Investment Joint Stock Company, which is International Auditing and Valuation Company Limited (“IAV”)

In case the Company cannot reach an agreement with International Auditing and Valuation Company Limited (“IAV”) on the contract content, the General Meeting of Shareholders authorizes the Board of Directors to select one of the remaining auditing companies in the list of independent auditing companies approved by the State Securities Commission to conduct auditing activities in accordance with the provisions of law.

- The General Meeting of Shareholders assigns the General Director to contact, negotiate, discuss the contract content and sign the contract with the selected auditing unit (Including the case where the Board of Directors selects the above auditing company)
- e. Ms. Vu Thi Thao - Chief Accountant of the Company presented Report No. 01/2025/TTr-HĐQT of the Board of Directors dated March 31, 2025 on the approval of the audited Consolidated Financial Statements for 2024, the plan for using profits and setting up funds, including the following contents:
- Report on the figures in the Company's audited consolidated financial statements (Specific figures are published on the Website shn.com.vn), specifically:
- ❖ Consolidated balance sheet:

Unit: VND

Indicators	31/12/2024	01/01/2024
<b>A. Current Assets</b>	<b>4.031.831.689.822</b>	<b>4.224.526.182.624</b>
Cash and Cash Equivalents	22.015.726.372	121.572.824.896
Short-term Receivables	3.851.123.155.797	4.068.660.950.764
Inventories	147.767.804.744	16.638.978.165
Other Current Assets	10.925.002.909	17.653.428.799
<b>B. Long-term assets</b>	<b>1.569.385.634.670</b>	<b>1.484.051.614.407</b>
Long-term receivables	541.650.950.000	541.373.075.000
Fixed assets	24.364.914.312	15.885.366.250
Long-term work-in-progress	182.143.062.505	180.028.629.793
Long-term financial investments	817.987.590.812	741.917.463.973
Other long-term assets	3.239.117.041	4.847.079.391
<b>TOTAL ASSETS (A+B)</b>	<b>5.601.217.324.492</b>	<b>5.708.577.797.031</b>
<b>C. Liabilities</b>	<b>4.006.286.815.212</b>	<b>4.121.905.059.461</b>
Short-term liabilities	4.006.286.815.212	4.121.905.059.461
Long-term liabilities	-	-
<b>D. Equity</b>	<b>1.594.930.509.280</b>	<b>1.586.672.737.570</b>
Owner's capital contribution	1.296.071.470.000	1.296.071.470.000



Indicators	31/12/2024	01/01/2024
Share Premium	16.350.914.364	16.350.914.364
Development investment fund	6.139.824.104	6.139.824.104
Retained earnings	267.067.766.503	258.707.297.571
Non-controlling interests	9.300.534.309	9.403.231.531
<b>TOTAL RESOURCES (C+D)</b>	<b>5.601.217.324.492</b>	<b>5.708.577.797.031</b>

❖ Consolidated business results 2024

ĐVT: VNĐ

Chỉ tiêu	Năm 2024	Năm 2023
Gross revenue from goods and services	3.821.515.529.002	5.724.422.556.276
Gross profit from sales and services	55.508.559.057	99.794.810.087
Financial revenue	252.748.616.752	306.593.696.880
Financial expenses	254.123.127.117	342.731.046.552
Profit (loss) in joint ventures and associates	(2.830.633.162)	(2.949.474)
Selling expenses	8.733.094.689	35.899.280.189
Administrative expenses	21.321.178.116	22.459.017.835
Other profits	(9.028.715.683)	(341.580.912)
Total accounting profit before tax	12.220.427.042	4.954.632.005
Profit after corporate income tax, including:	8.887.884.541	3.538.908.688
<i>Profit after tax of parent company</i>	<i>8.760.190.461</i>	<i>3.308.517.386</i>
Basic earnings per share	67,59	22,49

❖ Submit to the Congress for approval the plan for using profits and setting up funds as follows:

STT	Chỉ tiêu	Số tiền
1	Accumulated undistributed profit after tax as of 31/12/2024	267.067.766.503
2	Profit after tax on the 2024 Consolidated Financial Statements	8.887.884.541
3	Profit after tax of the parent company	8.760.190.461
-	profit allocation plan :	
1	<i>Bonus Fund (5% of Parent Company's net profit)</i>	<i>438.009.523</i>
2	<i>Welfare Fund (5% of Parent Company's net profit)</i>	<i>438.009.523</i>
-	Retained earnings for reinvestment	7.884.171.415

Unit: VNĐ

- f. Mr. Le Huu Tu - Member of the Board of Directors of the Company presented the report No. 02/2025/TTr-HĐQT of the Board of Directors on the report on remuneration payment for members of the Board of Directors and the Board of Supervisors in 2024 and the remuneration payment plan for members of the Board of Directors and the Board of Supervisors in 2025, including the remuneration plan for the Board of Directors and the Board of Supervisors in 2025 (\*), specifically:

No	Nội dung	Number of people (by term)	Number of member	Remuneration (VND/member/month)	Total (VND)	
					01 month	01 year
<b>1</b>	<b>Board of Directors</b>				<b>31.000.000</b>	<b>372.000.000</b>
	Chairman	1	1	15.000.000	15.000.000	180.000.000
	Members of the BOD	2	2	8.000.000	16.000.000	192.000.000
<b>2</b>	<b>Supervisory Board</b>				<b>18.000.000</b>	<b>216.000.000</b>
	The Head of the Supervisory Board	1	1	8.000.000	8.000.000	96.000.000
	Member of the Supervisory Board	2	2	5.000.000	10.000.000	120.000.000
	<b>Total</b>				<b>41.000.000</b>	<b>588.000.000</b>

- g. Mr. Vu Thang - Member of the Board of Directors of the Company - Member of the Board of Directors of the Company presented the Report No. 03/2025/TTr-HĐQT of the Board of Directors dated March 31, 2025 on a number of issues under the authority of the General Meeting of Shareholders with the following main contents:

- Regarding the General Meeting of Shareholders approving transactions under the authority of the General Meeting of Shareholders.
- Regarding the addition of the Company's registered business lines; Termination of the operation of the HANIC Hanoi Training and Labor Export Branch and amendment of the Company's Charter.
- The General Meeting of Shareholders authorizes the Board of Directors to decide on other arising issues under the authority of the General Meeting of Shareholders.
- Regarding the Plan for handling bad debts of the Company



- Regarding the approval of the policy for Thang Long Thermal Power Joint Stock Company (TLP) to delay payment for goods, service fees and late payment interest

#### 4. Voting to approve contents within the authority of the General Meeting of Shareholders.

- The Vote Counting Committee distributed the Voting Forms to the shareholders with voting rights.
- The General Meeting conducted voting by Voting Slip to approve the Reports and Proposals of the Board of Directors and the Supervisory Board as stated in Point 3, Section B, Part II of these Minutes.
- The vote counting results are as follows:
  - ✓ At the time the Ballot Counting Committee issues the Voting Form, the total number of shareholders attending the Meeting is 34 shareholders/shareholder representatives, representing 127.657.419 shares, corresponding to 127.657.419 votes, in which
    - + The total number of shareholders participating in the vote is 34 shareholders, representing 127.657.419 shares corresponding to 127.657.419 votes, equivalent to 100% of the shares with voting rights at the General Meeting.
    - + The total number of shareholders participating in the election is 34 shareholders, representing 127.657.419 shares corresponding to 127.657.419 votes.
  - ✓ The vote counting results for the content stated in point 3, section B, Part II of these Minutes, are carried out through the voting method according to Appendix 1 attached to these Minutes.
- The Vote Counting Committee concluded that the Congress unanimously approved the contents:

No	Report, Proposal	Total votes
1.	2024 Business Performance Report and 2025 Business Plan	127.657.419
2.	Board of Directors' Report	127.657.419
3.	Board of Supervisors' Report	127.657.419
4.	Audited consolidated financial statements for 2024	127.657.419



	(including separate financial statements and audited consolidated financial statements), profit use plan and fund allocation.	
5.	Report on remuneration payment for members of the Board of Directors and Supervisory Board in 2024 and remuneration payment plan for members of the Board of Directors and Supervisory Board in 2025	127.657.419
6.	Proposal No. 01/TTr-BKS/2025 of the Board of Supervisors on the selection of an auditing unit for 2025	127.657.419
7.	Transactions under the authority of the General Meeting of Shareholders	127.657.419
8.	Amending and supplementing the Company's registered business lines; Terminating the operation of the HANIC Hanoi Labor Training and Export Branch. Amending the Company Charter;	127.657.419
9.	The General Meeting of Shareholders authorizes the Board of Directors to decide on other issues arising under the authority of the General Meeting of Shareholders.	127.657.419

### **C. APPROVAL OF MINUTES AND RESOLUTIONS**

1. Ms. Nguyen Thuy Ngoc - Secretary of the Congress read the draft Minutes of the Congress and the draft Resolution for the Congress to approve.
2. The General Meeting of Shareholders votes to approve the draft Minutes of the meeting by raising the Voting Card.  
Result: 100% of shareholders present at the General Meeting voted in favor.
3. The General Meeting of Shareholders votes to approve the draft Resolution by raising the Voting Card.  
Result: 100% of shareholders present at the General Meeting voted in favor.

### **D. ADJOURNMENT**

Mr. Hoang Trong Diem - Chairman of the Board of Directors - Chairman of the Meeting declared the closing of the 2025 Annual General Meeting of Shareholders of Hanoi General Investment Joint Stock Company at 11 hours 20 minutes on the same day.

**SECRETARY**



**Nguyen Thuy Ngoc**

**CHAIRMAN**



**Hoang Trong Diem**



**PHỤ LỤC 01**  
**TỔNG HỢP KẾT QUẢ KIỂM PHIẾU BIỂU QUYẾT, PHIẾU BẦU THÀNH VIÊN HĐQT TẠI ĐẠI HỘI**  
**Nội dung vấn đề**

stt	Nội dung vấn đề	Số phiếu biểu quyết/phiếu bầu và tỷ lệ tương ứng trên tổng số phiếu có quyền biểu quyết của các cổ đông dự họp					
		Hợp lệ	Không hợp lệ	Tán thành	Không tán thành	Không có ý kiến	
1.	2024 Business Performance Report and 2025 Business Plan	127.657.419 100%	0	127.657.419 100%	0 0%	0 0%	
2.	Board of Directors' Report	127.657.419 100%	0	127.657.419 100%	0 0%	0 0%	
3.	Board of Supervisors' Report	127.657.419 100%	0	127.657.419 100%	0 0%	0 0%	
4.	Audited consolidated financial statements for 2024 (including separate financial statements and audited consolidated financial statements), profit use plan and fund allocation.	127.657.419 100%	0	127.657.419 100%	0 0%	0 0%	
5.	Report on remuneration payment for members of the Board of Directors and Supervisory Board in 2024 and remuneration payment plan for members of the Board of Directors and Supervisory Board in 2025	127.657.419 100%	0	127.657.419 100%	0 0%	0 0%	

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6.	Proposal No. 01/TTr-BKS/2025 of the Board of Supervisors on the selection of an auditing unit for 2025	127.657.419	0	127.657.419	0	0
7.	Transactions under the authority of the General Meeting of Shareholders	100%		100%	0%	0%
		127.657.419	0	127.657.419	0	0
		100%		100%	0%	0%
8.	Amending and supplementing the Company's registered business lines; Terminating the operation of the HANIC Hanoi Labor Training and Export Branch. Amending the Company Charter;	127.657.419	0	127.657.419	0	0
		100%		100%	0%	0%
9.	The General Meeting of Shareholders authorizes the Board of Directors to decide on other issues arising under the authority of the General Meeting of Shareholders.	127.657.419	0	127.657.419	0	0
		100%		100%	0%	0%

**PHỤ LỤC 02**  
**DANH SÁCH CỔ ĐÔNG DỰ HỌP**

Number	Shareholder code	Number of shares in the company
1.	034086021568	7717500
2.	026178002354	6528400
3.	034071010725	6402872
4.	022088007120	6361856
5.	034196013092	6335918
6.	033190013396	6263927
7.	034066001910	6159414
8.	034090006930	5982517
9.	001075021656	5979182
10.	033182008221	5851804

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11.	034200004011	5664180
12.	001097011450	5567521
13.	034085010976	5395635
14.	034059015295	5391225
15.	001072030005	5214849
16.	033060003946	4999837
17.	031196002762	4608202
18.	034062001730	4143000
19.	151865059	3293430
20.	001070047545	3197630
21.	034076011944	3195341
22.	034066007993	2649210
23.	23/GCNTVLK	2315310
24.	034193005154	1997730
25.	034063010855	1629600
26.	017088001119	1243620
27.	034188001263	1234920
28.	034191018169	966614
29.	036190003238	923100
30.	011914060	110250
31.	001075010181	110250
32.	013367074	110250
33.	033184000081	57200
34.	026066003027	55125

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