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THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Gia Lai, August 24, 2025

EXTRAORDINARY INFORMATION DISCLOSURE

To: - The State Securities Commission;
- Ho Chi Minh Stock Exchange.

Company: HOANG ANH GIA LAI JOINT STOCK COMPANY
Stock Code: HAG
Head Office: 15 Truong Chinh St, Pleiku Ward, Gia Lai Province
Phone: 0269 2225888 Fax: 0269 2222335

Information disclosure by: Ms. Vo Thi My Hanh

Title: Member of the Board of Directors and Deputy General Director

Contents of disclosure: Hoang Anh Gia Lai Joint Stock Company (the “Company”) hereby discloses the following information:

1. Minutes of vote counting for collecting Shareholders’ written opinions No. 02/25/BBĐHĐCĐ-HAGL dated August 24, 2025 together with the Proposal of the Board of Directors No. 01/25/TTLYKCD - HAGL dated July 24, 2025 (“GMS Minutes No. 02”);
2. Resolution of the General Meeting of Shareholders approved in the form of collecting Shareholders’ written opinions No. 02/25/NQĐHĐCĐ-HAGL dated August 24, 2025 (“GMS Resolution No. 02”);
3. Resolution of the Board of Directors (“BOD”) No. 17/25/NQHĐQT-HAGL dated August 24, 2025 approving the implementation of the share issuance plan for debt swap and matters related to the issuance plan;
4. The amended Charter of the Company based on GMS Resolution No. 02, which has been posted on the Company’s website at www.hagl.com.vn (*Investor Relations/Charter section*).

This information was disclosed on the Company’s website on August 24, 2025 at the following link: <http://www.hagl.com.vn> under the section *Investor Relations /Information Disclosure*.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Attached documents:

- *GMS Minutes No. 02;*
- *GMS Resolution No. 02;*
- *BOD Resolution No. 17.*

Recipients:

- As above;
- Archived.

**HOANG ANH GIA LAI JOINT STOCK COMPANY
AUTHORIZED INFORMATION DISCLOSURE
REPRESENTATIVE**

(signed)

VO THI MY HANH

No.: 02/25/BBĐHĐCD-HAGL

Gia Lai, August 24, 2025

BALLOT COUNTING MINUTES OF SHAREHOLDERS' VOTING

(Collecting shareholders' written opinions)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and its amendments and supplements (the "Law on Enterprises");
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019, and its amendments and supplements (the "Law on Securities");
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities ("Decree No. 155");
- Pursuant to Resolution No. 1664/NQ-UBTVQH15 passed by the Standing Committee of the National Assembly on June 16, 2025 regarding the arrangement of commune-level administrative units in Gia Lai Province in 2025 ('Resolution No. 1664');
- Pursuant to the Charter of Hoang Anh Gia Lai Joint Stock Company;
- Pursuant to the Company's internal regulations on corporate governance;
- Pursuant to the Proposal for Collecting Shareholders' Written Opinions No. 01/25/TTLYKCD-HAGL dated July 24, 2025 ("Proposal No. 01");
- Pursuant to the Shareholders' written opinion ballots received by the Company by 5:00 p.m. on August 22, 2025.

I. COMPANY INFORMATION

- **Company name:** Hoang Anh Gia Lai Joint Stock Company.
- **Business Registration Certificate No.:** 5900377720, first issued by the Gia Lai Department of Planning and Investment on June 1, 2006, and currently Business Registration Certificate No. 5900377720 amended for the 34th time by the Gia Lai Department of Finance on July 14, 2025.
- **Head office address:** 15 Truong Chinh Street, Pleiku Ward, Gia Lai Province, Vietnam.

II. TIME AND VENUE OF BALLOT COUNTING

- **Venue:** At the Company's head office, No. 15 Truong Chinh Street, Pleiku Ward, Gia Lai Province, Vietnam.
- **Time:** 10:00 a.m. on August 24, 2025.

III. PARTICIPANTS

1. Members of the Vote counting committee ("VCC"):

Pursuant to Clause 5, Article 21 of the Company's Charter, the Board of Directors ("BOD") organizes the ballot counting and appoints the following persons to carry out the ballot counting:

- Mr. Doan Nguyen Duc
- Ms. Vo Thi My Hanh

Chairman of the BOD – Head of VCC
Member of the BOD – Member of VCC

- Ms. Ha Kiet Tran	Independent Member of the BOD – Member of VCC
2. Voting counting supervisors:	
- Ms. Do Tran Thuy Trang	Head of the Board of Supervisors (“BOS”)
- Ms. Doan Nguyen Minh Hoa	Member of the BOS
- Ms. Dinh Thi Le Sa	Member of the BOS
3. Recorder of the Minutes:	
- Ms. Doan Thi Mai Phuong	Company Secretary and Person in charge of Corporate Governance

IV. PURPOSE OF COLLECTING SHAREHOLDERS' WRITTEN OPINIONS

The BOD conducts the collecting of shareholders' written opinions to approve the following issues:

Issue 1: Termination of the share issuance plan for swapping bond debt as approved under the 2025 Annual General Meeting of Shareholders' Resolution No. 01/25/NQĐHĐCĐ-HAGL dated June 6, 2025;

Issue 2: The share issuance plan for swapping debt as specified in Proposal No. 01;

Issue 3: The reviewed interim separate and consolidated financial statements for the six-month period ended 30 June 2025;

Issue 4: The amendment to the Company's charter based on the change of the head office address pursuant to Resolution No. 1664;

Issue 5: The authorization for the BOD to proactively implement and carry out the contents approved by the GMS

(Details of the issues for collecting shareholders' written opinions as specified in Proposal No. 01 are attached to these Minutes.)

V. THE RESULT OF THE BALLOTS COUNT:

1. Total Number of Shares and Shareholders entitled to vote:

- Total number of the Company's shares: **1,057,467,947**, including:
 - Number of outstanding shares: **1,057,399,283** shares
 - Number of treasury shares: **68,664** shares

Accordingly, the total number of voting shares of the Company is **1,057,399,283** shares, accounting for 100% of the total voting shares (*01 share = 01 voting share*).

- The total number of shareholders entitled to vote according to the list as of the record date for preparing the list of shareholders for collecting shareholders' written opinions (July 15, 2025): **29,165** shareholders, holding 100% of the total voting shares.

2. Results of the verification of voting ballots:

Total number of written opinion ballots sent to shareholders (hereinafter collectively referred to as the “Ballot”): **29,165** ballots, representing for **1,057,399,283** voting shares, accounting for 100% of the total voting shares.

- Total number of shareholders' written opinion ballots returned: **165** ballots, representing for **711,829,389** voting shares, accounting for **67.32%** of the total voting shares, of which:
 - Number of written opinion ballots returned by mail: **65** ballots, representing for **592,306,772** voting shares, accounting for **56.02%** of the total voting shares.
 - Number of written opinion ballots returned by email/phone: **100** ballots, representing for **119,522,617** voting shares, accounting for **11.30%** of the total voting shares.
- Total number of ballots not returned (including: (i) Ballots returned undelivered to shareholders due to various reasons such as unclear or inaccurate shareholder addresses / shareholders having

moved / no recipient after multiple delivery attempts; (ii) Ballots received by the Company after 5:00 p.m. on August 22, 2025; (iii) Ballots not sent back): **29,000** ballots, equivalent to **345,569,894** voting shares, accounting for **32.68%** of the total voting shares.

Accordingly:

- Total number of ballots that participated in voting: **165** ballots, equivalent to **711,829,389** voting shares, accounting for **67.32%** of the total voting shares, of which:
 - Number of valid ballots: **162** ballots, equivalent to **711,539,089** voting shares, accounting for **67.29%** of the total voting shares;
 - Number of invalid ballots: **03** ballots, equivalent to **290,300** voting shares, accounting for 0.03% of the total voting shares.
- Total number of ballots that did not participate in voting: **29,000** ballots, equivalent to **345,569,894** voting shares, accounting for **32.68%** of the total voting shares.

VI. VOTING RESULTS FOR EACH ISSUE

According to the share issuance plan for debt swap as stated in Issue 2 of Proposal No. 01, **the purpose of the issuance is to swap existing debts, financial restructuring of the Issuer, and the issuance targets are the creditors listed in Appendix I attached to Proposal No. 01.**

Pursuant to Clause 2, Article 58 of Decree No. 155, the following organizations/individuals, although being shareholders of the Company as recorded on the record date for making the list of shareholders to collect written opinions (July 15, 2025), are related parties to the share issuance and therefore not entitled to vote on Issue 2. Details are as follows:

No.	Full name	Business Registration/ID No./Passport No.	Relevant relationship	Voting result
1.	Nguyen Thi Dao		Creditor, directly related party in debt swap transaction	Not participate in voting
2.	Nguyen Tien Dat		Related person to creditor Nguyen Thi Dao	Not participate in voting
3.	Vo Quang Long		Related person of the creditor Huong Viet Investment Consulting JSC	Not participate in voting
4.	Dao Duy Hai		Related person of the creditor Huong Viet Investment Consulting JSC	Not participate in voting
5.	OCBS Securities Joint Stock Company	- License for establishment and operation No. 118/GP-UBCK dated September 15, 2014, as amended by	Related person of the creditor Huong Viet Investment Consulting JSC	The completed ballots have been returned to the Company. The Vote Counting

No.	Full name	Business Registration/ID No./Passport No.	Relevant relationship	Voting result
		License No. 44/GPĐC-UBCK dated July 11, 2025. - Enterprise Registration Certificate No. 0106665886 first issued by the Hanoi Department of Finance on September 15, 2014, with the 10th amendment on July 30, 2025.		Committee excluded the voting shares on Issue 2 held by OCBS Securities Joint Stock Company.

Accordingly, the total number of valid ballots has been counted after excluding the ballots of those having related interests in the issuance. The voting results for each specific issue are as follows:

Issue 1: Termination of the share issuance plan for swapping bond debt under the 2025 Annual General Meeting of Shareholders' Resolution No. 01/25/NQĐHĐCD-HAGL dated June 6, 2025

- *Total number of votes in favor: 157 ballots, equivalent to 711,011,937 voting shares, accounting for 67.24% of the total voting shares.*
- *Total number of votes against: 02 ballots, equivalent to 204,978 voting shares, accounting for 0.02% of the total voting shares.*
- *The total number of abstentions: 03 ballots, equivalent to 322,174 voting shares, accounting for 0.03% of the total voting shares.*

Issue 2: The share issuance plan for swapping debt as specified in Proposal No. 01

(The full text of the share issuance plan for swapping debt as specified in Proposal No. 01 is attached to these Minutes.)

- *Total number of votes in favor: 157 ballots, equivalent to 695,851,011 voting shares, accounting for 65.81% of the total voting shares.*
- *Total number of votes against: 02 ballots, equivalent to 183,078 voting shares, accounting for 0.02% of the total voting shares.*
- *The total number of abstentions: 02 ballots, equivalent to 105,000 voting shares, accounting for 0.01% of the total voting shares.*

Issue 3: The reviewed interim separate and consolidated financial statements for the six-month period ended 30 June 2025

(The reviewed interim separate and consolidated financial statements (for the six-month period ended 30 June 2025) published on the Company's website under Investor Relations/Shareholders' meeting).

- *Total number of votes in favor: 155 ballots, equivalent to 701,229,883 voting shares, accounting for 66.32% of the total voting shares.*

- *Total number of votes against: 04 ballots, equivalent to 10,286,006 voting shares, accounting for 0.97% of the total voting shares.*
- *The total number of abstentions: 03 ballots, equivalent to 23,200 voting shares, accounting for 0.00% of the total voting shares.*

Issue 4: The amendment to the Company's charter based on the change of the head office address pursuant to Resolution No. 1664

- *Total number of votes in favor: 158 ballots, equivalent to 711,239,915 voting shares, accounting for 67.26% of the total voting shares.*
- *Total number of votes against: 0 ballots, equivalent to 0 voting shares, accounting for 0.00% of the total voting shares.*
- *The total number of abstentions: 04 ballots, equivalent to 299,174 voting shares, accounting for 0.03% of the total voting shares.*

Issue 5: The authorization for the BOD to proactively implement and carry out the contents approved by the GMS

- *Total number of votes in favor: 157 ballots, equivalent to 711,149,283 voting shares, accounting for 67.25% of the total voting shares.*
- *Total number of votes against: 0 ballots, equivalent to 0 voting shares, accounting for 0.00% of the total voting shares.*
- *The total number of abstentions: 05 ballots, equivalent to 389,806 voting shares, accounting for 0.04% of the total voting shares.*

VII. MATTERS APPROVED

Pursuant to Clause 9, Article 21 of the Company's Charter stipulating that "**In case a resolution is passed in the form of collecting written opinions, the General Meeting of Shareholders' resolution shall be adopted if it is approved by shareholders holding more than 50% of the total voting shares of all shareholders entitled to vote.**" Accordingly, the following matters were approved by the Company's General Meeting of Shareholders with specific voting results as follows:

Issue 1: Approval of the termination of the share issuance plan for swapping bond debt under the 2025 Annual General Meeting of Shareholders' Resolution No. 01/25/NQĐHĐCD-HAGL dated June 6, 2025, with an approval rate of **67.24%** of the total voting shares.

Issue 2: Approval of the share issuance plan for swapping debt as specified in Proposal No. 01, with an approval rate of **65.81%** of the total voting shares.

(The full text of the share issuance plan for swapping debt as specified in Proposal No. 01 is attached to these Minutes.).

Issue 3: Approval of the reviewed interim separate and consolidated financial statements for the six-month period ended 30 June 2025, with an approval rate of **66.32%** of the total voting shares.

(The reviewed interim separate and consolidated financial statements (for the six-month period ended 30 June 2025) published on the Company's website under Investor Relations/Shareholders' meeting).

Issue 4: Approval of the amendment to the Company's charter based on the change of the head office address pursuant to Resolution No. 1664, with an approval rate of **67.26%** of the total voting shares.

Issue 5: Approval of the authorization for the BOD to proactively implement and carry out the contents approved by the GMS, with an approval rate of **67.25%** of the total voting shares.

VIII. CONCLUSION

The review of shareholders' written opinion was completed at 11:00 a.m. on the same day. The Minutes of Vote Counting were read aloud by the Head of VCC to all attendees. All members of the VCC and the vote counting supervisors unanimously agreed with the entire contents of these Minutes and consented to sign below.

RECORDER OF THE MINUTES

(signed)

**HEAD OF THE VOTE COUNTING COMMITTEE
CHAIRMAN OF THE BOARD OF DIRECTORS**

(signed)

DOAN THI MAI PHUONG

DOAN NGUYEN DUC

MEMBERS OF THE VOTE COUNTING COMMITTEE

(signed)

VO THI MY HANH

(signed)

HA KIET TRAN

VOTE COUNTING SUPERVISORS

(signed)

(signed)

(signed)

DO TRAN THUY TRANG

DINH THI LE SA

DOAN NGUYEN MINH HOA

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Address: 15 Truong Chinh Street, Pleiku Ward, Gia Lai Province
Tel: (+84) 269 2225 888 Fax: (+84) 269 2222 335
Website: www.hagl.com.vn

No. : 01/25/TTLYKCD - HAGL

Gia Lai, July 24, 2025

PROPOSAL

COLLECTING SHAREHOLDERS' WRITTEN OPINIONS

To: The General Meeting of Shareholders of Hoang Anh Gia Lai Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 passed by the 15th National Assembly of the Socialist Republic of Vietnam on June 17, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to Resolution No. 1664/NQ-UBTVQH15 passed by the Standing Committee of the National Assembly on June 16, 2025 regarding the arrangement of commune-level administrative divisions in Gia Lai Province in 2025 ("Resolution No. 1664");
- Pursuant to the Charter of Hoang Anh Gia Lai Joint Stock Company;
- Pursuant to the Internal Corporate Governance Regulations of Hoang Anh Gia Lai Joint Stock Company;
- Pursuant to the Resolution of the Board of Directors No. 11/25/NQHĐQT-HAGL dated June 25, 2025 approving the collection of shareholders' written opinions;
- Pursuant to Resolution No. 13/25/NQHĐQT-HAGL dated July 10, 2025 of the Board of Directors on approving the content for the collection of shareholders' written opinions;
- Pursuant to Resolution No. 15/25/NQHĐQT-HAGL July 23, 2025 of the Board of Directors on approving the implementation of the collection of shareholders' written opinions.

The Board of Directors ("BOD") respectfully submits to the General Meeting of Shareholders ("GMS") for review and approval of the following issues:

ISSUE 1: TERMINATION OF THE SHARE ISSUANCE PLAN FOR SWAPPING BOND DEBT

The BOD collects shareholders' opinions to approve the termination of the share issuance plan for swapping bond debt pursuant to the 2025 Annual General Meeting of Shareholders' Resolution No. 01/25/NQĐHĐCD-HAGL dated 06 June 2025 ("2025 AGM Resolution")

ISSUE 2: APPROVAL OF THE SHARE ISSUANCE PLAN FOR SWAPPING DEBT

The BOD collects shareholders' opinions to approve the share issuance plan for swapping debt - replacing the share issuance plan for swapping bond debt as stated in Issue 1, with the following principal contents:

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2.1 Share issuance plan for swapping debt

1. Issuer	Hoang Anh Gia Lai Joint Stock Company.
2. Share name	Share of Hoang Anh Gia Lai Joint Stock Company
3. Stock code	HAG
4. Share type	Common shares (hereinafter referred to as "Shares").
5. Par value	VND 10,000/share (In words: Ten thousand Vietnamese dong per share).
6. Issuance method	Issuance of shares for debt swap
7. Purpose of issuance	To issue shares to swap existing debts and restructure the financial position of the Issuer.
8. Current charter capital	VND 10,574,679,470,000
9. Total number of shares issued	1,057,467,947 shares
10. Total number of outstanding shares	1,057,399,283 shares
11. Total number of treasury shares	68,664 shares
12. Number of shares expected to be issued for swapping	210,000,000 shares
13. Total of issuance value (expected at par value)	VND 2,100,000,000,000
14. List of creditors	Specified in detail in the attached Appendix I
15. Value of debts to be swapped	VND 2,520,000,000,000 (details in the attached Appendix I)
16. Expected number of shares to be swapped for each creditor	The expected number of shares to be issued and swapped for each creditor is specified in detail in Appendix I
17. Method for determination and ratio of swap	<ul style="list-style-type: none"> ▪ According to the audited consolidated financial statements for the year 2024, the book value per HAG share as of December 31, 2024, was VND 8,819 per share. ▪ Currently, HAG shares are being traded on the Ho Chi Minh Stock Exchange. The BOD has referenced the average trading price of HAG shares over the last 90 trading sessions

	<p>(from March 13, 2025 to July 22, 2025) which was approximately VND 12,890 per share.</p> <ul style="list-style-type: none"> According to the valuation certificate and report No. 275/2025/4863/VFI-02MN.CT dated July 18, 2025, issued by Lotus Financial Investment and Valuation Joint Stock Company-Ho Chi Minh City branch, the independent valuation firm, the appraised value of one HAG share as of July 14, 2025 is VND 12,334 per share; Based on the book value of HAG shares as of December 31, 2024, which is VND 8,819 per share; the average trading price over the last 90 trading sessions (from March 13, 2025 to July 22, 2025), which is approximately VND 12,890 per share; and the appraised value of VND 12,334 per share according to the valuation report of the independent valuation firm, as well as taking into account the actual situation to ensure the success of the share issuance for debt swap, the BOD proposes an issuance price of VND 12,000 per share. Accordingly, every VND 12,000 of debt will be eligible for conversion into one newly issued share with a par value of VND 10,000.
18. Issue price (price of swap)	VND 12,000/share (VND Twelve thousand per share)
19. Ratio of swap	12,000 : 1 (VND 12,000 of debt will be converted into 01 newly issued HAG share)
20. Distribution method	Direct distribution to creditors.
21. Rounding method and treatment of fractional shares (if any):	<p>When swapping debt into shares, the number of shares to be issued will be rounded down to the nearest whole number. Any resulting fractional shares (if any) will be cancelled</p> <p>Example: Creditor ABC Company has an outstanding debt of VND 10,855,863,123. Based on the swap ratio of 12,000:1, the creditor is entitled to receive 904,655.26025 shares. After rounding down, ABC Company will receive 904,655 shares, and the remaining 0.26025 fractional shares will be cancelled.</p>
22. Transfer restrictions	The shares are restricted from transfer for a period of 01 year from the ending date of issuance, except in cases where the transfer is carried out pursuant to a final and binding court judgment, arbitration award, or inheritance in accordance with the law.
23. Implementing time	Expected to be carried out in 2025, after obtaining the Certificate of share issuance registration from the State Securities Commission. The specific timing shall be decided by the BOD, in compliance with applicable laws and regulations.

24. Proposal to ensure that the share issuance meets the foreign ownership ratio	All current creditors of the Company are domestic investors; therefore, the share issuance to these creditors still ensures compliance with the permitted foreign ownership ratio in accordance with regulations.
25. Cross-ownership	The share issuance for debt swap with the creditors under this issuance proposal does not violate the cross-ownership provisions stipulated in the Law on Enterprise.
26. Expected implementation timeline for the conversion	After receiving approval from the State Securities Commission for the share issuance to swap debt.

2.2 Registration, depository, and additional listing of the actually issued shares

Collecting shareholders' written opinions to approve the registration and additional listing of the entire number of shares actually issued. These shares shall be additionally registered for depository with the Vietnam Securities Depository and Clearing Corporation, and registered for trading/additional listing on the Ho Chi Minh City Stock Exchange, in accordance with applicable laws and regulations.

2.3 Increase of charter capital and the amendment of the charter capital, number of outstanding shares, and other related contents in the Company's charter according to the additional capital after the actual number of shares is issued.

Collecting shareholders' written opinions to approve the increase of charter capital and the amendment of the charter, the number of outstanding shares, and other related contents in the Company's Charter, corresponding to the total par value of shares actually issued in accordance with the above-mentioned share issuance plan.

2.4 Authorization to implement and carry out the share issuance plan stated in section 1

Collecting shareholders' written opinions to approve the authorization, in addition to the specific authorizations mentioned above, the GMS hereby assigns and authorizes the BOD to have full authority to decide and implement the following matters, including but not limited to:

- a. Approval of the detailed share issuance plan and selection of a specific time for the implementation of the share issuance for debt swap in order to apply for approval/registration with competent State authorities and to proceed with the actual share issuance for debt swap;
- b. Negotiating and reaching agreements with the creditors listed in the proposed swapping debt plan in order to implement the share issuance for debt swap as approved by the GMS;
- c. Supplementing/ amending the plan depending on the actual situation at the time of issuance or as required by competent authorities in order to successfully implement the share issuance for debt swap;
- d. Deciding on the amendment, adjustment, and detailed explanation of the issuance dossier in accordance with the actual situation or at the request of competent State authorities, in order to implement the issuance plan in a manner that ensures the best interests of the shareholders and the Company and complies with the applicable laws and regulations, including but not limited to information regarding the creditors subject to the debt swap...;
- e. Approval of the plan to ensure that the share issuance complies with regulations on foreign ownership limits and cross-ownership in accordance with current laws;

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- f. Determine on the contents of documents, contracts, and agreements required to be signed for the implementation of the share issuance plan for debt swap;
- g. Carry out the procedures for allocating the issued shares to the creditors;
- h. Complete the necessary procedures to report the issuance results to the State Securities Commission;
- i. Register and additionally deposit the shares with the Vietnam Securities Depository and Clearing Corporation, and register for additional trading/listing of the shares with the Ho Chi Minh City Stock Exchange for the actual number of shares issued within the time limit prescribed by applicable laws;
- j. Decide on and carry out the procedures for amending the enterprise registration information (including the procedures for registering the increase of charter capital after the completion of the issuance), and sign all necessary documents related to the adjustment of the charter capital as recorded in the Enterprise registration certificate/Establishment and Operation License with the competent State authorities; revise the charter capital, number of outstanding shares, and other related contents in the Company's charter, and carry out other procedures related to the aforementioned capital increase with the competent authorities and relevant parties;
- k. Decide on all matters and carry out all necessary procedures and other tasks to successfully implement the share issuance plan for debt swap mentioned above;
- l. The Board of Directors shall have the right to authorize the Chairman of the BOD, the General Director, or the legal representative to perform one or several of the above-mentioned tasks, execute agreements, and implement the aforementioned matters to complete the share issuance;
- m. The Board of Directors shall have full authority to decide on and handle any other arising matters related to the share issuance for debt swap.

ISSUE 3: APPROVAL OF THE REVIEWED SEPARATE AND CONSOLIDATED SEMI-ANNUAL FINANCIAL STATEMENTS FOR 2025

According to Article 13 of the 2025 Annual General Meeting Resolution, the General Meeting of Shareholders approved the share issuance plan to swap a portion of the bonds issued by the Company on December 30, 2016 – Group B Bonds. However, as of June 30, 2025, the entire amount of the HAGL 2016 Bonds – Group B Bonds – including principal and interest, amounting to VND 4,047,866,161,793 (in words: Four trillion, forty-seven billion, eight hundred sixty-six million, one hundred sixty-one thousand, seven hundred ninety-three dong), has been converted into a payable (“**the Debt**”) to the bondholders of Group B Bonds (“**the Creditors**”). Details of the Debt and the list of Creditors are disclosed in the reviewed combined and consolidated semi-annual financial statements for 2025.

Therefore, the BOD collects shareholders' written opinions to approve the reviewed separate and consolidated semi-annual financial statements for 2025. The content of the reviewed separate and consolidated semi-annual financial statements for 2025 will be published on the Company's website: www.hagl.com.vn (*under Investor Relations/Shareholders' meeting*), expected from August 10, 2025.

Shareholders are kindly requested to access the link above or scan the QR code below to view the detailed information.



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ISSUE 4: AMENDMENT OF THE COMPANY'S CHARTER BASED ON THE CHANGE OF THE HEAD OFFICE ADDRESS PURSUANT TO RESOLUTION NO. 1664

1. Based on Resolution No. 1664, the BOD collects shareholders' written opinions to approve the amendment to the head office address as specified in Clause 3, Article 2 of the Company's Charter in accordance with the arrangement of commune-level administrative divisions in Gia Lai Province, specifically as follows:

Content before the amendment	Content after the amendment
<p>3. The registered head office of the Company:</p> <ul style="list-style-type: none">- Head office address: 15 Truong Chinh Street – Phu Dong Ward - Pleiku City - Gia Lai Province - Viet Nam- Telephone: (84 269) 2225888- Fax: (84 269) 2222335- Website: www.hagl.com.vn	<p>3. The registered head office of the Company:</p> <ul style="list-style-type: none">- Head office address: 15 Truong Chinh Street – Pleiku Ward – Gia Lai Province - Viet Nam- Telephone: (84 269) 2225888- Fax: (84 269) 2222335- Website: www.hagl.com.vn

2. Assign the BOD to amend and update the head office address in the Company's charter in accordance with the amendment approved by the GMS.

ISSUE 5: AUTHORIZATION FOR THE BOD TO PROACTIVELY IMPLEMENT AND CARRY OUT THE CONTENTS APPROVED BY THE GMS

The BOD collects shareholders' written opinions to approve the authorization for the BOD to proactively implement and carry out the matters approved by the General Meeting of Shareholders.

The BOD respectfully submits to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOARD OF

DIRECTORS

CHAIRMAN

(signed)

DOAN NGUYEN DUC

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APPENDIX I
LIST OF CREDITORS AND VALUE OF DEBT TO BE SWAPPED

No.	Creditor	Business Registration/ID No.	Type of Creditor	Value of Debt to be Swapped (VND) (*)	Number of shares owned before the issuance	Expected number of shares to be swapped for creditors (shares)	Par value of issued shares (VND)	Expected ownership ratio after the issuance (%)
1	Huong Viet Investment Consulting JSC	Business Registration No. 0309139688 issued by the Department of Planning and Investment of Ho Chi Minh City on July 25, 2009	Domestic Entity	720,720,000,000	0	60,060,000	600,600,000,000	4.74%
2	Nguyễn Thị Đào		Domestic Individual	478,800,000,000	800,000	39,900,000	399,000,000,000	3.21%
3	Phan Công Danh		Domestic Individual	60,480,000,000	0	5,040,000	50,400,000,000	0.40%
4	Nguyễn Anh Thảo		Domestic Individual	60,480,000,000	0	5,040,000	50,400,000,000	0.40%
5	Hồ Phúc Trường		Domestic Individual	599,760,000,000	0	49,980,000	499,800,000,000	3.94%
6	Nguyễn Đức Trung		Domestic Individual	599,760,000,000	0	49,980,000	499,800,000,000	3.94%
TOTAL				2,520,000,000,000	800,000	210,000,000	2,100,000,000,000	16.63%

() The debts to be swapped were disclosed in Notes 21 and 23.2 to the 2024 audited consolidated financial statements and have been approved by the General Meeting of Shareholders. Further details of these debts have been clarified in the reviewed consolidated financial statements for the first half of 2025*

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No. : 02/25/NQĐHĐCD-HAGL

Gia Lai, August 24, 2025

RESOLUTION

THE GENERAL MEETING OF SHAREHOLDERS

(Collecting Shareholders' Written Opinions)

GENERAL MEETING OF SHAREHOLDERS

HOANG ANH GIA LAI JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and its amendments and supplements (the "Law on Enterprises");
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019 (the "Law on Securities");
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities
- Pursuant to Resolution No. 1664/NQ-UBTVQH15 passed by the Standing Committee of the National Assembly on June 16, 2025 regarding the arrangement of commune-level administrative units in Gia Lai Province in 2025 ("Resolution No. 1664");
- Pursuant to the Charter of Hoang Anh Gia Lai Joint Stock Company;
- Pursuant to the Company's internal regulations on corporate governance;
- Pursuant to the Resolution of the Board of Directors No. 15/25/NQHĐQT-HAGL dated July 23, 2025 approving specific matters for the implementation of collecting Shareholders' written opinions;
- Pursuant to the Minutes of vote counting for collecting Shareholders' written opinions No. 02/25/BBĐHĐCD-HAGL dated August 24, 2025.

RESOLUTION:

Article 1: Approval of the termination of the share issuance plan for swapping bond debt

The General Meeting of Shareholders ("GMS") approved the termination of the share issuance plan for the purpose of swapping bond debt, as approved under Resolution No. 01/25/NQĐHĐCD-HAGL dated June 6, 2025 of the 2025 Annual General Meeting of Shareholders ("2025 AGM Resolution").

Article 2: Approval of the share issuance plan for swapping debt

The GMS approved the share issuance plan for debt swap, replacing the bond debt swap plan mentioned in Article 1. The main details are as follows:

2.1 Share issuance plan for swapping debt:

1. Issuer	Hoang Anh Gia Lai Joint Stock Company
2. Name of Share	Shares of Hoang Anh Gia Lai Joint Stock Company
3. Stock code	HAG
4. Share type	Common shares (hereinafter referred to as “Shares”)
5. Par value	VND 10,000/share (In words: Ten thousand Vietnamese dong per share)
6. Form of issuance	Issuance of shares for debt swap
7. Purpose of issuance	To issue shares to swap existing debts and restructure the financial position of the Issuer.
8. Current charter capital	VND 10,574,679,470,000
9. Total number of issued shares	1,057,467,947 shares
10. Total number of outstanding shares	1,057,399,283 shares
11. Total number of treasury shares	68,664 shares
12. Number of shares expected to be issued for swapping	210,000,000 shares
13. Total of issuance value (expected at par value)	VND 2,100,000,000,000
14. List of creditors	Specified in detail in the attached Appendix I
15. Value of debts to be swapped	VND 2,520,000,000,000 (details in the attached Appendix I)
16. Expected number of shares to be swapped for each creditor	The expected number of shares to be issued and swapped for each creditor is specified in detail in Appendix I
17. Method for determination and ratio of swap	<ul style="list-style-type: none"> According to the audited consolidated financial statements for the year 2024, the book value per HAG share as of December 31, 2024, was VND 8,819 per share;

	<ul style="list-style-type: none"> Currently, HAG shares are being traded on the Ho Chi Minh Stock Exchange. The BOD has referenced the average trading price of HAG shares over the last 90 trading sessions at the time of collecting shareholders' written opinions (from March 13, 2025 to July 22, 2025) which was approximately VND 12,890 per share; According to the valuation certificate and report No. 275/2025/4863/VFI-02MN.CT dated July 18, 2025, issued by Lotus Financial Investment and Valuation Joint Stock Company-Ho Chi Minh City branch, the independent valuation firm, the appraised value of one HAG share as of July 14, 2025 is VND 12,334 per share; Based on the book value of HAG shares as of December 31, 2024, which is VND 8,819 per share; the average trading price over the last 90 trading sessions at the time of collecting shareholders' written opinions (from March 13, 2025 to July 22, 2025), which is approximately VND 12,890 per share; and the appraised value of VND 12,334 per share according to the valuation report of the independent valuation firm, as well as taking into account the actual situation to ensure the success of the share issuance for debt swap, the BOD proposes an issuance price of VND 12,000 per share. Accordingly, every VND 12,000 of debt will be eligible for conversion into one newly issued share with a par value of VND 10,000.
18. Issue price (price of swap)	VND 12,000/share (VND Twelve thousand per share)
19. Ratio of swap	12,000 : 1 (VND 12,000 of debt will be converted into 01 newly issued HAG share)
20. Distribution method	Direct distribution to creditors
21. Rounding method and treatment of fractional shares (if any)	<p>When swapping debt into shares, the number of shares to be issued will be rounded down to the nearest whole number. Any resulting fractional shares (if any) will be cancelled</p> <p>Example: Creditor ABC Company has an outstanding debt of VND 10,855,863,123. Based on the swap ratio of 12,000:1, the creditor is entitled to receive 904,655.26025 shares. After rounding down, ABC Company will receive</p>

	904,655 shares, and the remaining 0.26025 fractional shares will be cancelled
22. Transfer restrictions	The shares are restricted from transfer for a period of 01 year from the ending date of issuance, except in cases where the transfer is carried out pursuant to a final and binding court judgment, arbitration award, or inheritance in accordance with the law
23. Implementing time	Expected to be carried out in 2025, after obtaining the Certificate of share issuance registration from the State Securities Commission. The specific timing shall be decided by the BOD, in compliance with applicable laws and regulations
24. Proposal to ensure that the share issuance meets the foreign ownership ratio	All current creditors of the Company are domestic investors; therefore, the share issuance to these creditors still ensures compliance with the permitted foreign ownership ratio in accordance with regulations
25. Cross-ownership	The share issuance for debt swap with the creditors under this issuance proposal does not violate the cross-ownership provisions stipulated in the Law on Enterprise
26. Expected implementation timeline for the conversion	After receiving approval from the State Securities Commission for the share issuance to swap debt

2.2 Registration, depository, and additional listing of the actually issued shares

The GMS approved the additional registration and listing of all actually issued shares. These shares shall be additionally registered for depository with the Vietnam Securities Depository and Clearing Corporation, and registered for trading/additional listing on the Ho Chi Minh City Stock Exchange, in accordance with applicable laws and regulations.

2.3 Increase of charter capital and the amendment of the charter capital, number of outstanding shares, and other related contents in the Company's charter according to the additional capital after the actual number of shares is issued

The GMS approved the increase of charter capital and the amendment of the Company charter, the number of outstanding shares, and other related contents in the Company charter corresponding to the total par value of the shares actually issued under the share issuance plan approved by the GMS as stated in Clause 2.1 of this Article.

2.4 Authorization to implement and carry out the share issuance plan stated in Clause 2.1, 2.2, 2.3

The GMS approved the authorization, in addition to the specific authorizations mentioned above, the GMS assigns and authorizes the BOD to have full authority to decide and implement the following matters, including but not limited to:

- a. Approval of the detailed share issuance plan and selection of a specific time for the implementation of the share issuance for debt swap in order to apply for approval/registration with competent State authorities and to proceed with the actual share issuance for debt swap;
- b. Negotiating and reaching agreements with the creditors listed in the proposed swapping debt plan in order to implement the share issuance for debt swap as approved by the GMS;
- c. Supplementing/ amending the plan depending on the actual situation at the time of issuance or as required by competent authorities in order to successfully implement the share issuance for debt swap;
- d. Deciding on the amendment, adjustment, and detailed explanation of the issuance dossier in accordance with the actual situation or at the request of competent State authorities in order to implement the issuance plan in a manner that ensures the best interests of the shareholders and the Company and complies with the applicable laws and regulations, including but not limited to information regarding the creditors subject to the debt swap...;
- e. Approval of the plan to ensure that the share issuance complies with regulations on foreign ownership limits and cross-ownership in accordance with current laws;
- f. Determine on the contents of documents, contracts, and agreements required to be signed for the implementation of the share issuance plan for debt swap;
- g. Carry out the procedures for allocating the issued shares to the creditors;
- h. Complete the necessary procedures to report the issuance results to the State Securities Commission;
- i. Register and additionally deposit the shares with the Vietnam Securities Depository and Clearing Corporation, and register for additional trading/listing of the shares with the Ho Chi Minh City Stock Exchange for the actual number of shares issued within the time limit prescribed by applicable laws;
- j. Decide on and carry out the procedures for amending the enterprise registration information (including the procedures for registering the increase of charter capital after the completion of the issuance), and sign all necessary documents related to the adjustment of the charter capital as recorded in the Enterprise registration certificate/Establishment and Operation License with the competent State authorities; revise the charter capital, number of outstanding shares, and other related contents in the Company's charter, and carry out other procedures related to the aforementioned capital increase with the competent authorities and relevant parties;

- k. Decide on all matters and carry out all necessary procedures and other tasks to successfully implement the share issuance plan for debt swap mentioned above;
- l. The BOD shall have the right to authorize the Chairman of the BOD, the General Director, or the legal representative to perform one or several of the above-mentioned tasks, execute agreements, and implement the aforementioned matters to complete the share issuance;
- m. The BOD shall have full discretion to resolve any other matters arising in connection with the share issuance for debt swap.

Article 3: Approval of the reviewed interim separate and consolidated financial statements for the six-month period ended 30 June 2025

The GMS approved the reviewed interim separate and consolidated financial statements (*the full text: the reviewed interim separate and consolidated financial statements for the six-month period ended June 30, 2025 (the “Reviewed Interim Separate and Consolidated Financial Statements for the six-month period ended June 30, 2025”) has been disclosed in accordance with regulations and published on the Company’s website: www.hagl.com.vn (section Investor Relations/Financial Reports).*)

Article 4: Approval of the amendment to the Company’s charter based on the change of the head office address pursuant to Resolution No. 1664

- 4.1. The GMS approved the amendment to the address of the head office as specified in Clause 3, Article 2 of the Company’s charter, in accordance with the arrangement of commune-level administrative units in Gia Lai Province, as follows:

Content before the amendment	Content after the amendment
<p>3. The registered head office of the Company:</p> <ul style="list-style-type: none"> - Head office address: 15 Truong Chinh Street – Phu Dong Ward - Pleiku City - Gia Lai Province - Viet Nam - Telephone: (84 269) 2225888 - Fax: (84 269) 2222335 - Website: www.hagl.com.vn 	<p>3. The registered head office of the Company:</p> <ul style="list-style-type: none"> - Head office address: 15 Truong Chinh Street – Pleiku Ward – Gia Lai Province - Viet Nam - Telephone: (84 269) 2225888 - Fax: (84 269) 2222335 - Website: www.hagl.com.vn

- 4.2. Assign the BOD to amend and update the head office address in the Company’s charter in accordance with the amendment approved by the GMS.

Article 5: Approval of the authorization for the BOD to proactively implement and carry out the contents approved by the GMS

The GMS approved the authorization for the BOD to proactively implement and carry out the contents approved by the GMS.

Article 6: Implementation

1. This resolution shall take effect from the date of signing.
2. Members of the BOD, the Board of Supervisors, the Board of Management, and relevant departments shall be responsible for implementing this resolution.

Recipients:

- *As stated in Article 6;*
- *BOD, BOS,*
- *Archived.*

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

(signed)

DOAN NGUYEN DUC

APPENDIX I
LIST OF CREDITORS AND VALUE OF DEBT TO BE SWAPPED

No.	Creditor	Business Registration/ID No.	Type of Creditor	Value of Debt to be Swapped (VND) (*)	Number of shares owned before the issuance	Expected number of shares to be swapped for creditors (shares)	Par value of issued shares (VND)	Expected ownership ratio after the issuance (%)
1	Huong Viet Investment Consulting JSC	Business Registration No. 0309139688 issued by the Department of Planning and Investment of Ho Chi Minh City on July 25, 2009	Domestic Entity	720,720,000,000	0	60,060,000	600,600,000,000	4.74%
2	Nguyễn Thị Đào		Domestic Individual	478,800,000,000	800,000	39,900,000	399,000,000,000	3.21%
3	Phan Công Danh		Domestic Individual	60,480,000,000	0	5,040,000	50,400,000,000	0.40%
4	Nguyễn Anh Thảo		Domestic Individual	60,480,000,000	0	5,040,000	50,400,000,000	0.40%
5	Hồ Phúc Trường		Domestic Individual	599,760,000,000	0	49,980,000	499,800,000,000	3.94%
6	Nguyễn Đức Trung		Domestic Individual	599,760,000,000	0	49,980,000	499,800,000,000	3.94%
TOTAL				2,520,000,000,000	800,000	210,000,000	2,100,000,000,000	16.63%

(*) The debts to be swapped were disclosed in Notes 21 and 23.2 to the 2024 audited consolidated financial statements and have been approved by the General Meeting of Shareholders. Further details of these debts have been clarified in Notes 22 and 23.4 to the reviewed interim consolidated financial statements (for the six-month period ended June 30, 2025).

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

No.: 17/25/NQHĐQT-HAGL

Gia Lai, August 24, 2025

RESOLUTION

Re: Approval of the implementation of the share issuance plan for debt swap and matters related to the issuance plan

**THE BOARD OF DIRECTORS
HOANG ANH GIA LAI JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020, and its amendments and supplements (the “Law on Enterprises”);
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Pursuant to the current Charter of Hoang Anh Gia Lai Joint Stock Company;
- Pursuant to the Resolution of the General Meeting of Shareholders (“GMS”) No. 02/25/NQĐHĐCĐ-HAGL dated August 24, 2025, of the Company’s General Meeting of Shareholders (“GMS Resolution No. 02”);
- Pursuant to the Minutes of the Board of Directors’ (“BOD”) Meeting No. 17/25/BBHHDQT-HAGL dated August 24, 2025.

RESOLUTION:

Article 1. Approval of the implementation of the share issuance plan for debt swap as approved under GMS Resolution No. 02, with the following details:

1. Issuer : Hoang Anh Gia Lai Joint Stock Company (“Company”)
2. Name of shares : Shares of Hoang Anh Gia Lai Joint Stock Company
3. Stock code : HAG
4. Share type : Common shares (hereinafter referred to as “Shares”)
5. Par value : VND 10,000 per share (In words: Ten thousand Vietnamese dong per share)
6. Form of issuance : Issuance of shares for debt swap

7. Purpose of issuance : To issue shares to swap existing debts and restructure the financial position of the Issuer

8. Current charter capital : 10,574,679,470,000 VND

9. Total number of issued shares : 1,057,467,947 shares

10. Total number of outstanding shares : 1,057,399,283 shares

11. Total number of treasury shares : 68,664 shares

12. Number of shares expected to be issued for swapping : 210,000,000 shares

13. Total of issuance value (expected at par value) : VND 2,100,000,000,000

14. List of creditors : Specified in detail in the attached Appendix I

15. Value of debts to be swapped : VND 2,520,000,000,000 (details in the attached Appendix I)

16. Expected number of shares to be swapped for each creditor : The expected number of shares to be issued and swapped for each creditor is specified in detail in Appendix I

17. Method for determination and ratio of swap :

- According to the audited consolidated financial statements for the year 2024, the book value per HAG share as of December 31, 2024, was VND 8,819 per share;
- At the time the Company conducts the collection of shareholders' written opinions, HAG shares are being traded on the Ho Chi Minh Stock Exchange. The BOD has referenced the average trading price of HAG shares over the last 90 trading sessions (from March 13, 2025 to July 22, 2025) which was approximately VND 12,890 per share;
- According to the valuation certificate and report No. 275/2025/4863/VFI-02MN.CT dated July 18, 2025, issued by Lotus Financial Investment and Valuation Joint Stock Company-Ho Chi Minh City branch, the independent valuation firm, the appraised value of one HAG share as of July 14, 2025 is VND 12,334 per share;
- Based on the book value of HAG shares as of December 31, 2024, which is VND 8,819 per share; the average trading price over the last 90 trading sessions at the time of collecting shareholders' written opinions (from March 13, 2025 to July 22, 2025), which is approximately VND 12,890 per share; and the appraised value

of VND 12,334 per share according to the valuation report of the independent valuation firm, as well as taking into account the actual situation to ensure the success of the share issuance for debt swap, the BOD proposes an issuance price of VND 12,000 per share. Accordingly, every VND 12,000 of debt will be eligible for conversion into one newly issued share with a par value of VND 10,000.

- 18. Issue price (price of swap) : VND 12,000/share (VND Twelve thousand per share)
- 19. Ratio of swap : 12,000 : 1 (VND 12,000 of debt will be converted into 01 newly issued HAG share)
- 20. Distribution method : Direct distribution to creditors
- 21. Rounding method and treatment of fractional shares (if any) : When swapping debt into shares, the number of shares to be issued will be rounded down to the nearest whole number. Any resulting fractional shares (if any) will be cancelled

Example: Creditor ABC Company has an outstanding debt of VND 10,855,863,123. Based on the swap ratio of 12,000:1, the creditor is entitled to receive 904,655.26025 shares. After rounding down, ABC Company will receive 904,655 shares, and the remaining 0.26025 fractional shares will be cancelled.
- 22. Transfer restrictions : The shares are restricted from transfer for a period of 01 year from the ending date of issuance, except in cases where the transfer is carried out pursuant to a final and binding court judgment, arbitration award, or inheritance in accordance with the law
- 23. Implementing time : Expected to be carried out in 2025, after obtaining the Certificate of share issuance registration from the State Securities Commission.
- 24. Proposal to ensure that the share issuance meets the foreign ownership ratio : All current creditors of the Company are domestic investors; therefore, the share issuance to these creditors still ensures compliance with the permitted foreign ownership ratio in accordance with regulations
- 25. Cross-ownership : The share issuance for debt swap with the creditors under this issuance proposal does not violate the cross-ownership provisions stipulated in the Law on Enterprise

26. Expected implementation timeline for the conversion : After receiving approval from the State Securities Commission for the share issuance to swap debt.

Article 2. Approval of the registration, depository, and additional listing of the actually issued shares.

Approval of the registration and additional listing of the entire number of shares actually issued. The above shares shall be additionally registered for depository with the Vietnam Securities Depository and Clearing Corporation, and registered for trading/additional listing on the Ho Chi Minh Stock Exchange, in accordance with applicable laws and regulations.

Article 3. Approval of the increase in charter capital and the amendments to the Company's charter regarding charter capital, outstanding shares, and other related matters in accordance with the additional capital after the actual share issuance.
Approval of the increase of charter capital and the amendment of the charter, the number of outstanding shares, and other related contents in the Company's Charter, corresponding to the total par value of shares actually issued in accordance with the above-mentioned share issuance plan.

Article 4. Approval of the share issuance plan for debt swap complies with the regulations on foreign ownership limits.

4.1 Information on the Company's foreign ownership ratio:

- The Company is currently operating under Enterprise Registration Certificate No. 5900377720, initially issued by the Gia Lai Department of Planning and Investment on June 1, 2006, and now replaced by Enterprise Registration Certificate No. 5900377720, amended for the 34th time on July 14, 2025, issued by the Gia Lai Department of Finance. The Company conducts business activities in the sectors specified in the Confirmation of Changes to Enterprise Registration No. 3905/23 issued by the Gia Lai Department of Planning and Investment on May 8, 2023.
- There is no provision in the Company's Charter regarding maximum foreign ownership ratio.
- Based on Official Letter No. 2453/UBCK-PTTT dated April 29, 2022, of the State Securities Commission regarding the notification dossier on the Company's maximum foreign ownership limit, the maximum foreign ownership limit of the Company is determined to be 49%.

4.2. Plan to ensure compliance with the company's maximum foreign ownership limit:

- As of the record date for collecting shareholders' written opinions (July 15, 2025), the number of shares held by foreign investors was 23,894,251 shares, accounting for 2.26% of the Company's charter capital.
- As stated above, the maximum foreign ownership limit at the Company is set at 49%. In this share issuance for debt swap, the General Meeting of Shareholders has approved the offering of 210,000,000 shares, representing 19.86% of the Company's current charter capital. Furthermore, the list of creditors consists solely of domestic investors, with no foreign investors involved; therefore, compliance with the Company's maximum foreign ownership limit of 49%, as prescribed by law, will be ensured.

Article 5. Authorization

The BOD authorizes and assigns **Mr. Nguyen Xuan Thang**, General Director and legal representative of the Company, to negotiate and reach agreements with creditors for debt swaps, and to sign agreements, contracts, and other necessary documents and dossiers to implement the share issuance plan for debt swap. Mr. Nguyen Xuan Thang is also authorized to direct the

relevant departments/divisions to prepare documents and carry out the necessary procedures to implement the share issuance plan for debt swap as stated in this Resolution.

Article 6. Implementation

This Resolution shall take effect from the date of signing. The members of the BOD, the Board of Management, and all relevant departments of the Company shall be responsible for enforcing this Resolution.

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

Recipients:

- *As stated in Article 6;*
- *Members of BOD, BOS, BOM;* (signed)
- *Archived*

DOAN NGUYEN DUC

APPENDIX I
LIST OF CREDITORS AND VALUE OF DEBT TO BE SWAPPED

No.	Creditor	Business Registration/ID No.	Type of Creditor	Value of Debt to be Swapped (VND) (*)	Number of shares owned before the issuance	Expected number of shares to be swapped for creditors (shares)	Par value of issued shares (VND)	Expected ownership ratio after the issuance (%)
1	Huong Investment Consulting JSC	Viet Business Registration No. 0309139688 issued by the Department of Planning and Investment of Ho Chi Minh City on July 25, 2009	Domestic Entity	720,720,000,000	0	60,060,000	600,600,000,000	4,74%
2	Nguyễn Thị Đào		Domestic Individual	478,800,000,000	800,000	39,900,000	399,000,000,000	3.21%
3	Phan Công Danh		Domestic Individual	60,480,000,000	0	5,040,000	50,400,000,000	0.40%
4	Nguyễn Anh Thảo		Domestic Individual	60,480,000,000	0	5,040,000	50,400,000,000	0.40%
5	Hồ Phúc Trường		Domestic Individual	599,760,000,000	0	49,980,000	499,800,000,000	3.94%
6	Nguyễn Đức Trung		Domestic Individual	599,760,000,000	0	49,980,000	499,800,000,000	3.94%
TOTAL				2,520,000,000,000	800,000	210,000,000	2,100,000,000,000	16.63%

(*) The debts to be swapped were disclosed in Notes 21 and 23.2 to the 2024 audited consolidated financial statements and have been approved by the General Meeting of Shareholders. Further details of these debts have been clarified in Notes 22 and 23.4 of the 2025 reviewed interim consolidated financial statements (for the six-month period ended June 30, 2025).

RELATIONSHIP BETWEEN THE CREDITORS AND THE ISSUER, MEMBERS OF THE BOD, BOS, AND BOM

No.	Creditor	Business Registration/ID No.	Relationship with the Company, members of the BOD, BOS and BOM
1	Huong Viet Investment Consulting JSC	Business Registration No. 0309139688 issued by the Department of Planning and Investment of Ho Chi Minh City on July 25, 2009	None
2	Nguyễn Thị Đào		Shareholder
3	Phan Công Danh		None
4	Nguyễn Anh Thảo		None
5	Hồ Phúc Trường		None
6	Nguyễn Đức Trung		None