



Ho Chi Minh City, April 24, 2026

**RESOLUTION**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Pursuant to:**

- Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Charter of Organization and Operations of Ba Ria - Vung Tau House Development Joint Stock Company;
- The proposals of the Board of Directors at the 2026 Annual General Meeting of Shareholders;
- Minutes of the 2026 Annual General Meeting of Shareholders dated April 23, 2026.

**RESOLVES**

**Article 1:** The General Assembly unanimously approved the report No 205/BC-ĐHĐCĐ-PTN on production and business performance in 2025; the production and business plan for 2026, as follows:

Implementation of the 2025 production and business plan and the 2026 plan (*targets after consolidation*):

(Unit: billion VND)

Item	2025 plan	2025 Production and Business Results	Rate (%)	2026 plan targets
Revenue	1,651	1,321	80	1,959
Profit before tax	530	813	153	616
Profit after tax	424	641	151	493
Dividend	15% in shares	15% in shares		15% in shares

**Article 2:** The general assembly unanimously approved the report No 206/BC-ĐHĐCĐ-PTN of the BOD on operating results in 2025; The assessment of the BOD's performance for the 2021 – 2025 term and the Orientation for the 2026 – 2030 term. Key targets for the 2026 – 2030 term

No	CONTENT/YEAR	2026	2027	2028	2029	2030
1	Value SL (billion VND)	3,551	2,272	3,498	1,921	1,332
2	Revenue (billion VND)	1,959	2,172	2,335	3,137	3,480
3	Profit before tax (billion VND)	616	728	863	993	1,143
4	Profit after tax (billion VND)	493	582	690	794	914
5	Corporate tax income (billion VND)	123	145	172	198	228
6	Share capital (billion VND)	2,497	3,171	3,647	4,194	4,823
7	Dividend rate (%)	15%	15%	15%	15%	15%

**Article 3:** The general assembly unanimously approved the report of the Supervisory Board for 2025.

**Article 4:** The general assembly unanimously approved the report No207/BC-ĐHCD-PTN on the result of convertible bonds offering for 2025; amendment of capital utilization plan, and the capital utilization proceeds from the offering.

**Article 5:** The general assembly unanimously approved the financial report; proposal No 208/TTr-ĐHCD-PTN on the plan for fund deduction, profit distribution, and 2025 dividend rate in shares at 15%

a. Basic financial targets for 2025 are as follows:

No	Items	Unit	Parent company	Consolidation
1	Total assets	Billion VND	5,950	6,082
2	Charter capital	Billion VND	1,997	1,997
3	Owners' equity	Billion VND	2,904	2,936
4	Revenue	Billion VND	1,116	1,321
5	Profit before tax	Billion VND	762	813
6	Profit after tax	Billion VND	593	641
7	Basing earnings per share	VND/share		3,559



- b. Plan for funds appropriation, profit distribution, and the 2025 dividend rate in shares at 15%

No	Content	Amount of money	Note
I	Previous year's remaining profit	128,672,099,453	
II	Total profit before tax this year	762,102,018,141	
	- Corporate income tax payable	168,108,086,970	
	- Profit after tax	593,993,931,171	
	<b>Profit distribution</b>		
	- Deduction for development investment fund	59,399,393,117	<i>Development investment fund = 10% profit after tax</i>
	- Deduction for Bonus and welfare fund	59,399,393,117	<i>Bonus and welfare fund = 10% profit after tax</i>
	- Deduction for the Board of Directors' bonus fund (According to the Resolution of the General Meeting of Shareholders)	21,239,393,117	<i>1% Profit after tax and 10% Profit exceeding plan</i>
	- Expected dividend payment in shares	299,631,856,500	The dividend payout rate is 15%
	- Remaining profit	282,995,994,773	

*(The audited financial statements of BR - VT House Development Joint Stock Company are fully posted on the website: [www.hodeco.vn](http://www.hodeco.vn) and the official website of the State Securities Commission and Ho Chi Minh City Stock Exchange.)*

**Article 6:** The general assembly unanimously approved the proposal No 209/TTr-DHCD –PTN on presenting the report on remuneration (allowances) and bonuses of the Board of Directors and Supervisory Board, and salaries of the Company's Executive Board for 2025, and the implementation plan for 2026.

✓ Implementation in 2025:

Remuneration for the BOD and Supervisory Board: 2,054 million VND, representing 93% of the year plan. Comprises:

- Remuneration of the Board of Directors: VND 1,677 million
- The remuneration of the Supervisory Board is: VND 312 million

- Operating budget of the Board of Directors and company administrators: 65 million VND

Executive Board salary: VND 6,124 billion, equal to 98.8% of the year plan

Bonuses and other allowances of the Executive Board according to salary and bonus regulations for employees of the Company: VND 7,884 million

Profit allocation for the Board of Directors and the Supervisory Board for 2024: The Company did not implement this, as the business plan was not fully achieved

✓ Plan for 2026:

- Remuneration of the Board of Directors and Supervisory Board is paid no more than VND 2.2 billion.
- Salary of the Executive Board: no more than VND 6.8 billion. Bonuses of the executive board, head of the specialized supervisory board (if any), are paid according to the salary and bonus regulations for company employees and will be reported at the 2027 annual general meeting of shareholders.
- Salary for the Head of the specialized Supervisory Board: Not more than VND 600 million.
- Bonuses for the Board of Directors and key officials of the Company
  - No bonus for the unaccomplished plan
  - Bonus of 1% of the planned after-tax profit for an accomplished plan
  - The additional bonus of 10% of the part beyond the plan from profit after tax for an exceeded plan.

*(Note: Completing the plan is understood as plan, pre-tax profit)*

**Article 7:** The general assembly unanimously approved the proposal No 210/TTr-DHCD-PTN regarding the private placement of Bonds of up to VND 1,000 Billion in 2026.

**Article 8:** The general assembly unanimously approved the proposal No 211/TTr-DHCD-PTN on the registration and listing of bonds after public offering.

**Article 9:** The general assembly unanimously approved the full text of proposal No 212/TTr-DHCD-PTN on share issuance for dividend payment for 2025;

Approval of the registration to increase the charter capital with the competent state authority in accordance with the law and adjustment of the charter capital in the Business Registration Certificate of Ba Ria – Vung Tau Housing Development Joint Stock Company corresponding to the total value of shares (at par value) actually



successfully issued upon completion of the offering, and amendments to the Company Charter based on the actual capital.

**Article 10:** The general assembly unanimously approved the proposal No 213/TTr-DHCD-PTN regarding the approval of the List of Independent Auditing Firms and authorizing the Board of Directors to select the appropriate financial auditing firm for 2026.

**Article 11:** The general assembly unanimously approved the proposal No 214/TTr-DHCD-PTN regarding the amendments and supplements to the Company Charter and Internal Corporate Governance Regulations.

**Article 12:** The general assembly unanimously approved the proposal No 233/TTr-DHCD-PTN regarding the approval of the list of candidates for election to the Board of Directors and the Supervisory Board for the 2026–2030 term.

**Article 13:** The general assembly unanimously approved the regulations on voting the bod's member & the supervisory board for the 2026 – 2030 term.

**Article 14:** The general assembly elected 07 members of the BOD and 03 members of the Supervisory Board for the 2026 – 2030 term, as follows:

- **The Company's Board of Directors consists of 7 members**

1. Mr. Doan Huu Thuan
2. Mr. Le Viet Lien
3. Mr. Doan Huu Ha Vinh
4. Mr. Nguyen Dinh Duy
5. Mr. Le Quoc Trung
6. Mr. Le Quy Dinh
7. Mr. Nguyen Tuan Anh

At its first meeting of the 2026–2030 term, the Board of Directors unanimously elected **Mr. Doan Huu Thuan as Chairman of the Board of Directors; Mr. Doan Huu Ha Vinh as Vice Chairman of the Board of Directors.**

- **The Supervisory Board consists of 03 members**

1. Mr. Ho Dien Tieu
2. Mr. Hoang Chung Kien
3. Mr. Phan Van Thang

At its first meeting of the 2026–2030 term, the Supervisory Board unanimously elected **Mr. Ho Dien Tieu as Head of the Supervisory Board.**

**Article 15:** Implementation provisions

The General Meeting of Shareholders assigns the Board of Directors the responsibility to develop a detailed plan to successfully implement this resolution.

This resolution was adopted at the Company's General Meeting of Shareholders at 12:30 on April 24, 2026, with a 98.09% approval rate by voting.

**ON BEHALF OF THE PRESIDIUM  
CHAIRMAN**



**Doan Huu Thuan**

