

Hai Phong, August 7th, 2026

RESOLUTION

**On the Payment of Dividends from Accumulated Retained Earnings up to the End
of 2025 to the Shareholders of Habeco – Hai Phong Joint Stock Company**

THE BOARD OF DIRECTORS

HABECO – HAI PHONG JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019,
as amended and supplemented by Law No. 56/2024/QH15 dated November 29, 2024;

Pursuant to the Charter of Habeco – Hai Phong Joint Stock Company;

Pursuant to the Resolution of the 2026 Annual General Meeting of Shareholders
No. 01/NQ-DHDCD/HHP dated April 8, 2026;

Pursuant to the Minutes of the Board of Directors' Meeting No. 07/BB-
HDQT/HHP dated August 7, 2026;

The Board of Directors of Habeco – Hai Phong Joint Stock Company hereby
resolves as follows:

HEREBY RESOLVES:

Article 1. To approve the payment of dividends from accumulated retained
earnings up to the end of 2025 with the following details:

- Ticker symbol: HBH
- Par value: VND 10,000 per share
- Dividend rate: 2.6% of par value (VND 260 per share)
- Record date: August 21, 2026
- Payment date: September 8, 2026

Article 2. The Board of Directors authorizes the General Director to direct the
implementation of the above resolution and instruct relevant individuals and
departments to carry out the necessary procedures in compliance with the applicable
laws and regulations.

Article 3. This Resolution shall take effect from the date of signing. The Board of Management, the Chief Accountant, and all relevant individuals shall be responsible for the implementation of this Resolution.

Recipients:

- Board of Directors Office of HABECO (for reporting);
- As mentioned in Article 3;
- Board of Supervisors;
- Archived at the Administration Office and the Secretariat of the Board of Directors.

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



Pham Anh Tuan