



HANOI CITY PEOPLE'S
COMMITTEE

THANG LONG METAL WARES
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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Hanoi, May 28th 2025

No: 01-NQ/DHCD/2025

RESOLUTION

ANNUAL GENERAL MEETING OF SHAREHOLDERS OF THANG LONG METAL WARES JOINT STOCK COMPANY 2025 ANNUAL MEETING

Pursuant to the Law on Enterprises No. 59/2020/QH14 of 2020 of the National Assembly of the Socialist Republic of Vietnam;

- Pursuant to the Charter on organization and operation of Thang Long Metal Wares Joint Stock Company in 2023;

- Pursuant to the Official Dispatch of the Hanoi Department of Finance No. 4939/STC-DKDN dated April 29, 2025 on the content of voting by the representative of state capital at Thang Long Metal Wares Joint Stock Company at the 2025 annual shareholders' meeting.

- Pursuant to the voting results at the Annual General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company on May 28th 2025;

RESOLUTION

ARTICLE 1: The General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company approves the reports and reports of the Chairman to be announced before the General Meeting with the following contents:

Content 1: Approve the report of the Board of Directors on business results in 2024, plans and measures for the implementation of business plans in 2025:

No	INDICATORS	UNIT	2024 PLAN	2024 ACTUAL	ACTU AL/PL AN (%)	2025 PLAN	2025 PLAN /2024 ACTUAL (%)
1	Total assets	Million VND	980,000.00	867,688.68	88.54	885,000.00	102
2	Charter capital (average)	Million VND	192,000.00	192,000.00	100	192,000.00	100
3	Revenue and Other income	Million VND	932,772.00	1,052,541.00	112.84	995,000.00	94.53
4	Total profit after tax	Million VND	65,000.00	66,271.88	101.96	46,000.00	69.41
5	Total Profit after tax/Owner's Equity	%	17.62	17.95	101.88	12.25	68.27
6	Dividend payout ratio	%	7	7.5	107.14	7	93.33
7	Average number of employees	People	1,072	1,044	97.39	955	91.48

8	Average income	Million VND/Person/ Month	10.6	12.2	115.06	12.81	105.03
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Content 2: Approving the financial statements & business results in 2024 (Audited)

Content 3: Approve the plan to distribute profits and dividends of 2024 at the rate of 7.5% in cash or bank.

Content 4: Approving the remuneration of the Board of Directors and non-professional Board of Supervisors in 2024 and the 2025 plan, Deducting the bonus fund of the specialized Company Manager in 2024 and the 2025 plan:

No	Content	2024 Plan (VND)	2024 Actual (VND)	2025 Plan (VND)
1	remuneration of the Board of Directors and non-professional Board of Supervisors	126,000,000	108,000,000	108,000,000
2	Bonus fund for specialized company managers	0	679,899,215	0

Content 5: Approve the authorization of the Board of Directors to select an Audit firm for the fiscal year 2025:

Content 6: Approve the Report of the Board of Supervisors on 2024 performance and 2025 orientation:

ARTICAL 2 : Implementation:

- The meeting minutes, Reports and Proposals at the 2025 Annual General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company are an inseparable part of the Resolution of the 2025 Annual General Meeting of Shareholders.
- This Resolution has been approved by the 2025 Annual General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company and takes effect immediately after the meeting on 28th May 2025.
- The Annual General Meeting of Shareholders of Thang Long Metal Wares Joint Stock Company authorizes the Board of Directors to organize the implementation and supervision of the implementation of the contents unanimously approved by the shareholders at this General Meeting in accordance with the provisions of the Law and the Charter of Thang Long Metal Wares Joint Stock Company.

**On behalf of the Annual General Meeting
of Shareholders
Chairman**



PHAM HONG THANH