



HACISCO JOINT STOCK COMPANY

Materials

ANNUAL GENERAL MEETING OF SHAREHOLDERS YEAR 2026

Hanoi, April 29th, 2026



INVITATION LETTER

ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE YEAR 2026

HACISCO Joint Stock Company would like to invite you to attend Annual General Meeting of Shareholders for the year 2026 (“AGM”) as follow:

Time for the meeting: 8:30AM, Wednesday April 29th, 2026

Location: The main hall on 02nd floor, HACISCO Building, No.51 Vu Trong Phung Street, Thanh Xuan Ward, Hanoi City, Vietnam.

1. Meeting Agenda:

- Report of Board of General Directors (“BoGD”) on the Company's production and business results in 2025; Business plan in 2026;
- Report of Board of Directors (“BoD”) on management activities in 2025 and plan in 2026;
- Report of Independent Board Member's Assessment Report on the Board's Performance in 2025;
- Report of Board of Supervisors (“BoS”) in the year of 2025 and plan in 2026;
- Proposals for approval of Audited Financial Statements in 2025;
- Proposals for approval of the Business Production plan in 2026;
- Proposals for approval of selection of independent auditor for Financial Statements in 2026;
- Proposals for approval of remuneration for BoD, BoS for 2025 and plan for 2026;
- Proposal for approval of changes to the number of Board of Directors members;
- Proposal on the election of Board of Directors members for the term 2026 - 2031. Report on the list of eligible candidates for the Board of Directors;
- Proposal for the election of Supervisory Board members for the 2026 - 2031 term. Report on the list of eligible Supervisory Board candidates;
- Proposals for approval of Profit Distribution plan in 2025.

2. Materials: Kindly prior refer to Materials at AGM on website: www.has.vn.

The Materials will be distributed to shareholders when attending AGM.

3. Attending Condition: All shareholders owning shares of the Company according to the list of shareholders closed on **April 01st, 2026** by Vietnam Securities Depository and Clearing Corporation (“VSDC”) or the authorized delegates attending.



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4. Registration: Shareholders or authorized attending AGM should bring ID card/Passport/Citizens ID card/Meeting invitation letter and Attorney letter in order to make registration procedures.

If any questions, please contact **Ms. Quynh, Pham Thuy** - Secretary of the Board of Directors, Phone: (+84) 97 707 7879 for answers.

We would be honored to invite you to join AGM of HACISCO Joint Stock Company!

On behalf of BOARD OF DIRECTORS

CHAIRMAN 

Nam, Nguyen Hoai



AGENDA
ANNUAL GENERAL MEETING OF SHAREHOLDERS
FOR THE YEAR 2026

No.	Table of content	Time (AM)
1	1.1. Reception and check; 1.2. Confirm as shareholder attendance rate.	8:00 – 8:30
2	2.1. Introduction of President Board; 2.2. Report of result of shareholders' attendance; 2.3. Opening of the General Meeting; 2.4. Introduction and approval of the Presidium; 2.5. Introduction and approval of the Secretariat, the Vote Counting Committee, and the Shareholder Eligibility Verification Committee; 2.6. The Chairman of the General Meeting introduces the General Meeting Agenda; 2.7. Approval of: - Organizational Regulations, - Regulations on the election of Board of Directors and Supervisory Board members term 2026-2031, - Principles of voting and soliciting additional opinions on the agenda.	8:30 – 9:00
3	Contents: 3.1. Report of Board of General Directors (BoGD) on the Company's production and business results in 2025; Business plan in 2026; 3.2. Report of Board of Directors (BoD) on management activities in 2025 and plan in 2026; 3.3. Report of Independent Board Member's Assessment Report on the Board's Performance in 2025; 3.4. Report of Board of Supervisors (BoS) in the year of 2025 and plan in 2026.	9:00 – 9:30
4	Issue to be discussed: 4.1. Proposals for approval of Audited Financial Statements in 2025; 4.2. Proposals for approval of the Business Production plan in 2026; 4.3. Proposals for approval of selection of independent auditor for Financial Statements in 2026; 4.4. Proposals for approval of remuneration for BoD, BoS, for 2025 and plan for 2026; 4.5. Proposal for the approval of changes to the number of	9:30 – 9:45

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No.	Table of content	Time (AM)
	BoD members; 4.6. Proposal for the election of BoD members for the term 2026-2031. Report on the list of eligible candidates for the Board of Directors; 4.7. Proposal for the election of BoS members for the term 2026-2031. Report on the list of eligible Supervisory Board candidates; 4.8. Proposal for approval of the Profit Distribution Plan 2025.	
5	5.1. Discussion on reports; 5.2. Proposals and electing.	9:45 – 10:00
6	6.1. The General Meeting proceeds to vote on and approve the Reports and Proposals (according to the Rules of Procedure of the General Meeting); 6.2. The General Meeting conducts the election of Members of the Board of Directors and Supervisory Board for the term 2026 – 2031 (according to the election rules of the General Meeting).	10:00 – 10:30
7	7.1. The General Meeting adjourns for a break; 7.2. Announcement of the vote count results; 7.3. Announcement of the election results for the Board of Directors and Supervisory Board members.	10:30 – 11:00
8	8.1. Adoption of the Minutes and Resolutions of the General Meeting of Shareholders; 8.2. Closing of the General Meeting.	11:00 – 11:15

On behalf of **BOARD OF DIRECTORS**

CHAIRMAN



Nam, Nguyen Hoai



VOTING PRINCIPLES AND RULES
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
(“AGM”)
HACISCO JOINT STOCK COMPANY

I. Voting Principles:

- In accordance with the law and accurate.
- Shareholders and representatives of shareholders votes for the matters at the AGM 2026 of HACISCO Joint Stock Company by using “**Voting Card**” and “**Voting Form**”.
- Each shareholder has the number of voting shares calculated by the number of shares that he/she owns and/or represents to own by authorization.
- Shareholders with voting rights are shareholders who have registered to attend the AGM. In case a shareholder is absent, the shares of the absent shareholder who does not vote at the time of voting will not be counted in the total number of shares attending and voting.
- In case of voting to pass: the Presidium, the Board of Shareholders' Qualification Examination, the Secretariat, the Board of Votings, the content of the AGM, the on the Organization Regulations, the principles and rules of voting, the Minutes, the Resolution of the AGM and some contents arising at the Congress that need to be agreed upon will be voted on through the Voting Card. Shareholders vote by raising the Voting Card under the direction of the Organizing Board to vote: **Approve/Disapprove/ No opinion**. The results are taken by majority and will be announced by the Organizing Board immediately after voting on each content.

II. Voting Rules

1. General provisions

Information printed on the Voting Form:

- Name of the Shareholder, or the authorized representative of the Shareholder, code number, number of shares owned or represented.
- Voting content.
- "Hang" stamp of HACISCO Joint Stock Company.
- Classification of Voting Forms.
 - + *Valid Voting Form*: Is a form issued by the Organizing Board and has the stamp of HACISCO Joint Stock Company; The ballot is not torn, crossed out, erased, or corrected; The ballot does not contain additional information, no additional symbols; The ballot have the signature of the voter on the Voting Form, the voting content (Report, Proposal) is valid when the Shareholder ticks 01 (one) out of 03 (three) cases: **Approve/Disapprove /No opinion**.
 - + *Invalid Voting Form*: Is a form not issued by the Organizing Board and does not have the stamp of HACISCO Joint Stock Company; The ballot is torn, crossed



out, erased, or corrected; If the ballot contains additional information or symbols; The ballot does not have the signature of the Shareholder/Shareholder Representative; The ballot contains many different opinions on the same voting content, then that voting part is invalid. The voting for each content that needs to be approved in the Voting Ballot is independent of each other and the validity of the voting part of this content does not affect the validity of other voting contents.

2. Method of Votes

According to the direction of the Board of Votings, the voting procedure for the contents under the authority of the AGM is as follows:

- Shareholders attending the meeting mark “X” in one of the three options for each content requesting voting opinions.
- Shareholders attending the meeting do not vote in both cases of “Approve” or “Disapprove”: this case is considered “No opinion”.
- Shareholders attending the meeting who arrive after the meeting has opened are registered to attend the meeting and have the right to participate in voting immediately after registration; in this case, the validity of previously conducted votes is not affected.

3. Summary of results

- The voting results will be summarized by the Board of Votings and announced before approving the Minutes of the AGM.
- Any complaints or questions regarding the voting will be resolved immediately at the General Meeting.
- The voting results must be recorded in the Minutes of the AGM

III. Approval of voting result

1. Resolutions, Decisions and Proposals mentioned in the AGM are valid only when they are approved by shareholders representing more than 50% of the voting rights of all shareholders.
2. Regarding some decisions of the AGM related to amended and supplementary charter; Types of shares and total amount of each type; Changes of business lines ; Change of the company’s organizational structure; project of investment or sale assets of which the values are equal to or higher than 35% of the total asset value written in the latest financial statement of the company, which shall be ratified when it is approved by a number of shareholders that represents at least 65% of votes of attending shareholders.



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IV. Effect

Voting principles and Rules takes effect right after approvals at the AGM 2026 of HACISCO Joint Stock Company

To:

- AGM 2026;
- BoDs./.

On behalf of BOARD OF DIRECTORS



Nam, Nguyen Hoai



ORGANIZATION REGULATIONS

ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE YEAR 2026

HACISCO JOINT STOCK COMPANY

- *Based on the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam and its guiding, amending, supplementing, and implementing documents;*
- *Based on the Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam and its guiding, amending, supplementing, and implementing documents;*
- *Based on the Charter of Organization and Operation of HACISCO Joint Stock Company (HAS), which was amended and supplemented by the General Meeting of Shareholders on April 29th, 2025;*
- *Based on the functions, duties, and powers of the Board of Directors of HACISCO Joint Stock Company.*

In order for the Annual General Meeting of Shareholders (“AGM”) to achieve the highest level of consensus among shareholders, and to proceed according to the agenda and regulations of the Charter of Organization and Operation of HACISCO Joint Stock Company, the Board of Directors of the Company has developed the Rules of Procedure for the General Meeting with the following specific contents:

Target:

- Ensuring the principles of transparency, fairness, democracy, and constructive dialogue;
- Acting in the best interests of shareholders;
- Facilitating the organization and conduct of the AGM.

CHAPTER I GENERAL PROVISIONS

Article 1. Scope of Applications

1. This Regulation applies to the organization of the Annual General Meeting of Shareholders 2026 (“AGM”) of HACISCO Joint Stock Company (hereinafter referred to as “**the Company**” or “**HAS**”).
2. This Regulation stipulates the working principles and order of the Meeting; the conditions and procedures for attending the Meeting; the rights and obligations of shareholders or their authorized representatives and the executive and support



bodies of the Meeting; and the procedures for conducting, voting on, and approving the voting contents at the Meeting.

3. All shareholders and participating parties are responsible for complying with the provisions of this regulation.

Article 2. Targets

1. Ensure the principle of publicity and transparency.
2. Creating favorable conditions for the organization of the Congress to be successfully implemented and comply with the provisions of law.

CHAPTER II

RIGHTS AND OBLIGATIONS OF ALL PARTICIPANTS

Article 3. Participants in Annual General Meeting 2026

1. All individuals and organizations whose names are listed in the Company's Shareholder List as of the Last Registration Date (April 1st, 2026) provided by the Vietnam Securities Depository and Clearing Center ("VSDC") or those duly authorized by these individuals and organizations to attend; the Organizing Committee of the General Meeting and other parties as approved by the Chairman of the AGM.
2. Shareholders must ensure they meet the legal capacity and capacity to participate in the General Meeting and vote on the contents of the AGM.

Article 4. Rights and Obligations of Shareholders

1. To attend, discuss, and vote fully on matters within the authority of the AGM as stipulated by law and the Company's Articles of Association after completing the registration process.
2. To provide the Company with complete and accurate information for the meeting, using information from the shareholder or their authorized representative.
3. To authorize a representative to attend and vote on their behalf at the AGM. An authorized representative may not authorize another person to attend the General Meeting.
4. Shareholders may attend the AGM in one of the following ways:
 - Attending the General Meeting of Shareholders in person.
 - If unable to attend the General Meeting, a shareholder may authorize another person to attend and vote on matters within their authority. This authorization must be in writing using the form attached to the Company's invitation to the AGM.
5. At the General Meeting, each shareholder or authorized representative attending the meeting will receive a Voting Card and Voting Slip (containing the shareholder



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code and the number of shares entitled to vote) after registering to attend the meeting with the Shareholder Eligibility Verification Committee:

- The Voting Card contains information about the shareholder's name, shareholder code, number of shares owned, number of shares represented, number of shares entitled to vote for the shareholder or their representative attending, and the content of the vote at the AGM.
- Shareholders or authorized representatives arriving late to the AGM have the right to register immediately, and then have the right to participate and vote at the meeting. However, the Chairman is not responsible for stopping the meeting, and the validity of previous voting sessions will not be affected. If the Vote Counting Committee is in the process of counting votes, shareholders do not have the right to vote. The Vote Counting Committee is responsible for adding up the number of shares entitled to vote at the AGM to calculate the percentage of votes approved in the following sections.

Article 5. Obligations of Ordinary Shareholders Attending the General Meeting

1. Shareholders attending the meeting must dress in a polite and formal manner.
2. Shareholders or their authorized representatives attending the AGM must bring the following documents:
 - Invitation to the General Meeting;
 - Valid Citizen Identification Card or Passport;
 - Power of Attorney form as sent with the AGM invitation;
 - In case of authorized attendance: If the shareholder is an individual, the power of attorney must be signed by that shareholder; if the shareholder is a legal entity/organization, the power of attorney must be stamped and signed by the legal representative of that legal entity/organization.
3. Carefully read the AGM documents posted on the Company's website, including instructions for attending the General Meeting, comply with the rules of procedure of the AGM and these instructions to ensure that the AGM is conducted in an orderly, stable, and valid manner.
4. Shareholders may only officially attend and vote at the AGM after completing the registration procedures and proving their shareholder status and/or authorized representative's eligibility to the Shareholder Eligibility Verification Committee.
5. During the AGM, shareholders/representatives of shareholders must comply with the instructions and direction of the Chairperson, respect the results of the meeting, behave in a civilized and polite manner, and not cause any disruption.
6. Shareholders must comply with the conditions and procedures stipulated in this Regulation, obey the direction of the Chairperson and the Organizing Committee of



the AGM, respect the results of the meeting, and refrain from any actions that obstruct, disrupt, or cause disorder during the meeting.

7. If a shareholder leaves the meeting before the AGM votes without notifying the Vote Counting Committee, that shareholder will be considered as not having any opinion on all matters to be voted on at the AGM.
8. Maintain confidentiality, adhere to the regulations for the use and preservation of documents, and do not copy, record, or provide them to anyone outside the AGM without the permission of the Presiding Committee.

Article 6. Rights and Obligations of the President

1. The chairperson of the AGM is the Chairman of the Board of Directors or a person authorized by the Chairman of the Board of Directors to preside over the meeting.
2. The authorized person must be a member of the Board of Directors.
3. The chairperson of the AGM has the following rights and obligations:
 - To preside over and conduct the AGM in accordance with the agenda and regulations approved by the AGM;
 - To guide delegates in discussing and voting on the contents of the AGM;
 - When events arise outside the agenda of the AGM, the chairperson will consult with other members of the Organizing Committee (before the General Meeting begins) and the Presiding Committee (during the General Meeting) to find a solution. However, in case of differing opinions, the opinion supported by the chairperson will be decisive;
 - Has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda and reflecting the wishes of the majority of delegates attending;
 - Has the right to postpone the meeting, once the required number of delegates has been reached, to another time and place decided by the Chairman without consulting the meeting, if it is found that:
 - + The meeting place does not have enough convenient seating for all attendees;
 - + Attendees are engaging in disruptive behavior, causing disorder, and posing a risk of the meeting not being conducted fairly and legally.
 - + The postponement is necessary for the valid conduct of the meeting. The maximum postponement period shall not exceed 03 (three) days from the date the meeting was scheduled to begin.



Article 7. Responsibilities of the General Meeting Secretariat

1. The Secretariat is nominated by the Chairman and approved by the AGM by vote to assist the General Meeting. The Secretariat is accountable to the Chairman and the General Meeting for its duties.
2. The Secretariat performs the following tasks as assigned by the Chairman:
 - Accurately and completely record all proceedings of the AGM and issues approved or still under consideration by shareholders at the AGM.
 - Draft and present the minutes of the AGM and resolutions on issues approved at the AGM.
 - Receive and forward to the Chairman questions from delegates.
 - Collect, safeguard, and send to the Board of Directors the opinion submission forms from delegates at the AGM.

Article 8. Responsibilities of the Shareholder Eligibility Verification Committee

1. The Shareholder Eligibility Verification Committee, nominated by the Chairman of the Board of Directors and approved at the AGM, has the following functions and duties:
 - To verify the eligibility of shareholders and their authorized representatives to attend the meeting based on the documents presented by the delegates: verifying ID cards/passports, meeting invitations, power of attorney documents, and accompanying documents (if any);
 - To compile and report to the AGM on the results of the verification of the eligibility of shareholders attending the meeting.
2. In cases where a person attending the meeting does not have the full eligibility to attend the AGM, the Shareholder Eligibility Verification Committee has the right to refuse that person's right to attend the meeting and refuse to provide the meeting documents.

Article 9. Responsibilities of the Vote Counting Committee

1. The Vote Counting Committee is nominated by the Chairman of the Board of Directors and approved at the AGM.
2. The Vote Counting Committee has the following duties:
 - Disseminate and guide the regulations and rules related to voting and elections at the AGM;
 - Control the voting on the contents and elections of the AGM;
 - Count the votes according to each category: Approve, Disapprove, Abstain immediately after the AGM votes;
 - Distribute and collect ballot papers. Verify the validity of the ballot papers;



- Together with the Chairman of the AGM, review and resolve complaints regarding candidates and election results (if any) and report to the AGM for decision;
- Report the results of the AGM attendance rate;
- Perform other assigned tasks.

CHAPTER III

THE PROCESS OF CONDUCTING THE AGM

Article 10. Conditions to conduct the AGM

The AGM of Shareholders shall be conducted when the number of shareholders attending represents 50% or more of the total voting rights of the Company as listed in the List of Shareholders Invited to the Meeting when the decision to convene the AGM was made.

Article 11. Method of Conducting the AGM

1. The AGM shall sequentially discuss and approve the contents stated in the General Meeting of Shareholders Agenda. Discussions at the AGM shall be coordinated by the Chairman or a representative of the Organizing Committee of the General Meeting, ensuring compliance with the provisions of the Company's Charter. Discussions shall only be conducted within the prescribed time limit and within the scope of the issues presented in the agenda approved by the AGM, and shall not violate the law, relate to personal matters, or exceed the authority of the Enterprise.
2. The procedures for conducting the AGM are specified in detail in the Annual General Meeting Agenda.

Article 12. Through the Resolutions of the 2026 Annual General Meeting of Shareholders

1. Resolutions, Minutes, and Proposals of the General Meeting are only valid when approved by Shareholders owning or representing 50% or more of the total voting rights of all shareholders present in person or through authorized representatives at the AGM. Resolutions of the General Meeting of Shareholders relating to the following matters are approved when 65% or more of the total voting shares of all shareholders present at the meeting approve:
 - Amendments and additions to the Charter;
 - Types of shares and the total number of shares of each type offered for sale;
 - Changes to the organizational structure of management or dissolution of the Company;
 - Investment projects or sale of assets with a value equal to or greater than 35% of the total asset value recorded in the company's most recent financial statement, unless the Company's Charter stipulates a different percentage or value;



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2. Issues related to the procedures for organizing and conducting the AGM: The decision of the Chairman of the AGM is final and all attending shareholders must abide by it.

Article 13. Handling Cases of Unsuccessful General Meeting of Shareholders

1. If, within 30 (thirty) minutes from the scheduled opening time of the meeting, there is not enough shareholder delegate as stipulated in Article 9 of these regulations, a second meeting must be convened within 30 (thirty) days from the date of the first meeting.
2. The second AGM shall be held when the number of shareholders attending represents 33% or more of the total voting shares. If, within 30 (thirty) minutes from the scheduled opening time of the second meeting, there is not enough delegate, a third meeting must be convened within 20 (twenty) days from the date of the second meeting.
3. The third AGM shall be held regardless of the total number of voting shares of the attending shareholders and shall have the right to decide on all matters of the AGM.

Article 14. Minutes of the Annual General Meeting of Shareholders 2026

All contents of the AGM of HACISCO Joint Stock Company must be recorded in minutes by the Meeting Secretary. The minutes of the meeting shall be read and approved before the closing of the meeting and shall be kept in the Company's minutes book.

**CHAPTER IV
OTHER PROVISIONS**

Article 15. Other provisions

1. Shareholders attending the AGM who wish to speak must obtain the consent of the Chairman of the AGM. Shareholders should speak concisely and focus on the key issues to be discussed, in accordance with the approved agenda of the AGM. The Chairman of the AGM will arrange for shareholders to speak in the order of registration and will answer any questions from shareholders;
2. Shareholders will be disqualified from attending the AGM by the Presidium of the AGM if they intentionally fail to comply with the regulations of the meeting, engage in disruptive behavior, cause disorder, or take actions that directly affect the conduct of the AGM.



CHAPTER V
IMPLEMENTATION CLAUSES

Article 16. Effective Date

1. This Regulation comprises 5 chapters and 16 articles, and is applied by the Organizing Committee of HACISCO Joint Stock Company to the Annual General Meeting of Shareholders of the Company in 2026. It shall take effect immediately upon approval by the General Meeting of Shareholders.
2. Other related matters not addressed in this Regulation shall be governed by the Articles of Association and the Internal Regulations on Corporate Governance.
3. The Chairperson, the Secretariat, the Shareholder Eligibility Verification Committee, the Vote Counting Committee, and the Shareholders are responsible for implementing this Regulation./.

On behalf of THE BOARD OF DIRECTORS

Recipient:

- General Shareholders' Meeting;
- File in the HR Department, BoDs./.

CHAIRMAN 

Nam, Nguyen Hoai



ELECTION REGULATIONS
FOR MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD
OF SUPERVISORS TERM 2026 – 2031
HACISCO JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, together with its guiding, amending, supplementing, and implementing documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, together with its guiding, amending, supplementing, and implementing documents;
- Pursuant to Decree No. 155/2020/ND-CP of the Government of the Socialist Republic of Vietnam detailing a number of articles of the Law on Securities, issued on December 31, 2020 and effective from January 1st, 2021;
- Pursuant to Decree No. 245/2025/ND-CP of the Government of the Socialist Republic of Vietnam amending and supplementing a number of articles of Decree No. 155/2020/ND-CP detailing a number of articles of the Law on Securities, issued on September 11, 2025 and effective from September 11st, 2025;
- Pursuant to the Charter on Organization and Operation of HACISCO Joint Stock Company (HAS), as amended and supplemented, approved by the General Meeting of Shareholders on April 29th, 2025.

The election of members of the Board of Directors and members of the Board of Supervisors for the term 2026 – 2031 at the 2026 Annual General Meeting of Shareholders of HACISCO Joint Stock Company shall be conducted in accordance with the following provisions:

Article 1. Scope and Subjects of Application

1. These Regulations shall apply to the election of members of the Board of Directors (“**BODs**”) and members of the Board of Supervisors (“**BOSSs**”) for the term 2026 – 2031 at the 2026 Annual General Meeting of Shareholders (“**AGM**”) of HACISCO Joint Stock Company.
2. These Regulations shall apply to all shareholders holding shares of HAS whose names appear on the list of shareholders finalized as of April 1st, 2026, or their duly authorized representative.



Article 2. General Provisions

1. The election of members of the BOD and members of the BOS shall be assigned by the AGM of HACISCO Joint Stock Company to the Vote Counting Committee. The Vote Counting Committee shall be approved by the GMS through voting. Members of the Vote Counting Committee must not be included in the list of candidates
2. **The election organization shall include the following tasks**
 - Reviewing and announcing the list of BOD and BOS candidates;
 - Conducting the election and recording the vote-counting results;
 - Preparing the vote-counting minutes and announcing the vote-counting results before the AGM;
 - Coordinating with the Chairperson of the meeting in considering and resolving complaints and denunciations relating to candidates or election results (if any), and reporting to the AGM for decision.
3. **Principles for the election of BOD members and BOS members:**
 - Ensuring compliance with the provisions of law and the Charter of HACISCO Joint Stock Company, and ensuring democracy and fairness;
 - Voting for the election shall be conducted by secret ballot under the cumulative voting method;
 - Number of BOD members to be elected: 07 (seven) members, term 2026 – 2031;
 - Number of BOS members to be elected: 03 (three) members, term 2026 – 2031;
 - The election of BOD and BOS members shall be conducted on the basis of the valid list of candidates reported to the AGM.
4. **Eligibility criteria for BOD and BOS candidates:**
 - BOD members must satisfy the standards and conditions stipulated in Article 155 of the Law on Enterprises No. 59/2020/QH14, Article 275 of Decree No. 155/2020/ND-CP, Clause 78, Article 1 of Decree No. 245/2025/ND-CP, and Article 26 – Composition and Term of Office of BOD Members of the Charter of HACISCO Joint Stock Company;
 - BOS members must satisfy the standards and conditions stipulated in Article 169 of the Law on Enterprises No. 59/2020/QH14, Article 286 of Decree No. 155/2020/ND-CP, and Article 37 – Composition of the Board of Supervisors of the Charter of HACISCO Joint Stock Company.
5. **Nomination and self-nomination of BOD and BOS members:**
 - The self-nomination and nomination of BOD members must comply with Article 25 – Self-nomination and Nomination of BOD Members of the Charter of HACISCO Joint Stock Company;
 - The self-nomination and nomination of BOS members must comply with Article 36 – Self-nomination and Nomination of BOS Members of the Charter of HACISCO Joint Stock Company.
 - Application dossier for nomination/self-nomination to the BOD or BOS includes:
 - + Nomination/Candidacy Notice for Board of Directors and Supervisory Board positions (3 copies) according to the form posted on the website: www.has.vn;



- + Candidate's personal resume (3 copies) according to the form posted on the website www.has.vn (according to the Information Provision Form Appendix III of Circular 96/2020/TT-BTC and information disclosure according to the Principles stipulated in Article 4 of Circular 96/2020/TT-BTC);
- + 4x6 portrait photos taken within the last 6 (six) months (3 photos);
- + Certified copy of Citizen Identity Card/Citizen Identity Card (1 copy);
- + A written commitment regarding the truthfulness and accuracy of the personal information disclosed and a commitment to perform duties honestly and responsibly for the benefit of the Company (according to the template posted on the website www.has.vn);
- + Certified copies of diplomas proving the professional qualifications of the candidates as prescribed (03 copies);
- + A public report on related interests (according to the template posted on the website www.has.vn) as prescribed in Article 164 of the 2020 Enterprise Law (03 copies);
- + In the case that the elected person does not have Vietnamese nationality, in addition to the above documents, the dossier also includes a Criminal Record Certificate (or equivalent document) issued by the competent authority of the country where the foreigner resided before coming to Vietnam. This certificate must be legalized by consular authorities. In the case of a foreigner who has resided in Vietnam for at least 06 (six) months, the Criminal Record Certificate shall be issued by the competent authority of Vietnam where the foreigner is currently residing.

Only nomination/self-nomination dossiers that fully satisfy the conditions, and candidates who fully satisfy the relevant eligibility criteria for BOD or BOS members, shall be included in the list announced at the AGM.

6. List of candidates:

The list of BOD and BOS candidates shall be prepared on the basis of nominations by shareholders or self-nominations by individual shareholders who satisfy all conditions as prescribed by law and the Company's Charter.

The Secretary to the BOD shall be responsible for receiving the application dossiers and the list of nominees/self-nominees, disclosing information on the candidates to shareholders, and re-checking the list before the election to ensure compliance with law and the Company's Charter.

If by **5:00 p.m. on Tuesday, April 14th, 2026**, the total number of BOD and BOS candidates through nomination and self-nomination remains insufficient, the incumbent BOD and BOS shall be entitled to additionally nominate/recommend candidates, provided that such nominated/recommended candidates satisfy the standards and conditions applicable to BOD/BOS members under the law, the Company's Charter, and the Internal Regulations on Corporate Governance.

7. Ballots for election of BOD and BOS members:



- The ballots for the election of BOD and BOS members (hereinafter collectively referred to as the “Ballots”) shall be conducted in person, by secret ballot at the GMS, under the cumulative voting method.
- Certain terms used in the Ballots shall be understood and interpreted as follows:
 - + “Total number of represented voting rights” means the total number of voting rights, including the voting rights attached to shares owned by a shareholder and/or authorized by one or more other shareholders;
 - + “Total number of votes for the election of BOD/BOS members” means that each shareholder shall have a total number of votes equal to the number of shares owned multiplied by the number of BOD/BOS members to be elected as approved by the GMS.

Example: Shareholder A owns 1,000 shares. The total number of BOD members for the 2026 – 2031 term is 07 (seven), and the total number of BOS members for the 2026 – 2031 term is 03 (three). Accordingly, Shareholder A shall have the following total number of votes:

- ➔ Total number of votes for BOD members:
1,000 shares x 7 persons = 7,000 votes, corresponding to 07 (seven) BOD candidates.
- ➔ Total number of votes for BOS members:
1,000 shares x 3 persons = 3,000 votes, corresponding to 03 (three) BOS candidates.
- A shareholder may allocate all of his/her total voting rights to one candidate or distribute his/her total votes among several candidates.

Article 3. Organization and Supervision of the Election

1. Vote Counting Committee:

- The organization and supervision of the election shall be carried out by the Vote Counting Committee on behalf of the General Meeting of Shareholders in accordance with these Regulations.
- The Vote Counting Committee shall consist of 03 members, including 01 Head and 02 members, approved by the General Meeting of Shareholders upon the proposal of the Chairperson. Members of the Vote Counting Committee must not be included in the list of nominees or self-nominees for BOD or BOS membership.

2. The Vote Counting Committee must ensure integrity, objectivity, and confidentiality in the vote-counting process.

3. Duties of the Vote Counting Committee:

- Reviewing and announcing the list of BOD and BOS candidates;
- Explaining the election regulations and guiding shareholders on the voting method;
- Distributing and collecting the Ballots;
- Reviewing and supervising the voting by shareholders and shareholder representatives;
- Conducting vote counting, preparing the vote-counting minutes, and announcing the vote-counting results before the AGM;



-
- Handing over the vote-counting minutes and all Ballots to the Secretary of the Meeting;
 - Coordinating with the Chairperson of the GMS in considering and resolving complaints and denunciations regarding candidates or election results (if any), and reporting to the AGM for decision;
 - Performing other related duties.
 - The Vote Counting Committee shall bear full responsibility before the law and the AGM for compliance with these Regulations and for the accuracy of the vote-counting results.

Article 4. Valid Ballots and Instructions for Completing the Ballots

1. Information shown on the Ballots:

- The Ballots shall be issued by HACISCO Joint Stock Company, uniformly printed, bearing the Company's hanging seal, and indicating the shareholder code, total number of owned/represented shares, and total voting rights;
- Each shareholder or authorized representative shall simultaneously receive 01 (one) ballot for the election of BOD members and 01 (one) ballot for the election of BOS members according to the attendance code (owned shares and authorized shares);
- Upon receiving the ballots, shareholders or shareholder representatives must review the information stated thereon. If any error is found, the shareholder must immediately notify the Vote Counting Committee for replacement with another ballot.

2. Instructions for completing the Ballots:

- If voting in favor of a candidate, the shareholder/authorized representative shall write the number of votes intended for such candidate in the "Number of Votes" column corresponding to that candidate's name;
- If not voting for a candidate, the shareholder/authorized representative shall write "0" or cross out the "Number of Votes" column;
- A shareholder/authorized representative attending the meeting may allocate votes to one or several candidates, vote for all candidates, or vote for none of the candidates;
- The total number of votes allocated by a shareholder/authorized representative to candidates must not exceed the total number of votes permitted for such shareholder/authorized representative (= number of shares x number of members to be elected).

3. Valid Ballots:

- Ballots cast for candidates whose names appear on the approved candidate list and within the number of members to be elected as approved by the AGM;
- The total number of votes is less than or equal to the total number of votes permitted for that shareholder (= number of shares x number of members to be elected);
- Not falling into any of the cases specified in Clause 4 of this Article.

4. Invalid Ballots:

- Ballots not issued by HACISCO Joint Stock Company and/or not bearing the seal of HACISCO Joint Stock Company; or



-
- Ballots with erasures, amendments, or additions not in accordance with regulations (in case of writing errors, a new ballot must be requested); or
 - Ballots containing additional entries or names that are incorrect or not included in the list of candidates approved by the AGM before voting; or
 - Ballots where the total number of votes cast for candidates exceeds the total voting rights of that shareholder (including owned and authorized shares); or
 - Ballots not signed and not clearly stating the full name of the shareholder/authorized representative; or
 - Ballots on which no number of votes is recorded for any candidate.

Article 5. Voting and Vote Counting

1. Voting shall commence once the distribution of Ballots has been completed and shall end when the last shareholder casts his/her ballot into the ballot box;
2. The Vote Counting Committee shall inspect the ballot box in the presence of shareholders;
3. Shareholders shall cast ballots only into the sealed ballot box supervised by the Vote Counting Committee;
4. Vote counting must be conducted by the Vote Counting Committee in the voting room immediately after voting ends. Before opening the ballot box, the Vote Counting Committee must count, prepare minutes for, and seal the unused ballots. The Vote Counting Committee must not erase or amend any Ballot.

Article 6. Principles for Determining Election Results

1. For BOD members: A candidate elected as a BOD member shall be determined based on the number of votes received, in descending order from highest to lowest, starting from the candidate with the highest number of votes until the number of members approved by the AGM is reached.
2. For BOS members: A candidate elected as a BOS member shall be determined based on the number of votes received, in descending order from highest to lowest, starting from the candidate with the highest number of votes until the number of members approved by the AGM is reached.
3. If two or more candidates receive an equal number of votes for the final seat on the BOD or BOS, the candidate owning or representing ownership of a larger number of shares shall be selected. If the number of owned or represented shares is also equal, or if all such candidates are not shareholders of HACISCO Joint Stock Company, a re-election shall be held among the tied candidates to select the final member.
4. If the election does not result in a sufficient number of BOD and/or BOS members, the General Meeting shall proceed with a second round of voting among the remaining candidates.
5. If the second round still does not result in a sufficient number of members, the General Meeting shall vote on whether to conduct a third round of voting or leave the BOD or BOS seat(s) vacant and elect additional member(s) at the next General Meeting, as decided by the Chairperson of the General Meeting.

Article 7. Preparation and Announcement of the Vote-Counting Minutes



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Telephone number: (84-24) 3858.3792

1. After the vote counting, the Vote Counting Committee must prepare the Vote-Counting Minutes.
2. The Vote-Counting Minutes must include the following principal contents:
 - Time and venue of preparation of the Vote-Counting Minutes;
 - Composition of the Vote Counting Committee;
 - Purpose and content of the voting;
 - Total number of attending shareholders and authorized representatives participating in the election at the General Meeting; total number of votes participating in the election, distinguishing between valid votes and invalid votes, together with an appendix listing the shareholders participating in the election;
 - Election results;
 - Signatures of the members of the Vote Counting Committee.
3. The full text of the Vote-Counting Minutes must be announced by the Vote Counting Committee before the General Meeting and recorded in the Resolution of the AGM.

Article 8. Right to Raise Questions

Shareholders/shareholder representatives shall have the right to raise questions and lodge complaints regarding the election and vote counting. The Chairperson of the General Meeting and the Vote Counting Committee shall be responsible for providing explanations and clarifications in response to such questions raised by shareholders, and such matters shall be recorded in the minutes of the AGM.

Article 9. Effectiveness

1. These Regulations consist of 08 Articles, are applied by the Organizing Committee of HACISCO Joint Stock Company to the Company's Annual General Meeting of Shareholders 2026, and shall take effect immediately upon approval by the AGM.
2. Other relevant matters not provided for in these Regulations shall be governed by the Company's Charter and the Internal Regulations on Corporate Governance.
3. The Chairperson, the Secretariat, the Shareholder Eligibility Verification Committee, the Vote Counting Committee, and the shareholders shall be responsible for implementation hereof./.

To:

- AGM 2025;
- BoDs./.

On behalf of **BOARD OF DIRECTORS**



CHAIRMAN

Nam, Nguyen Hoai



APPENDIX 1

GUIDELINES FOR ELECTING MEMBERS OF THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS FOR THE TERM 2026 – 2031 UNDER THE CUMULATIVE VOTING METHOD

(Issued together with the Regulations on the election of members of the Board of Directors and members of the Board of Supervisors for the term 2026 – 2031 of HACISCO Joint Stock Company)

1. **Types of Ballots:** Yellow ballot: Election of BOD, BOS members (shared on a single ballot).
2. **Casting Ballots:** Cast the ballots for the election of BOD and BOS members into the ballot box.
3. **How to complete the Ballots:**
 - Each shareholder shall have a total number of votes equal to the total number of voting shares (including owned and authorized shares) multiplied by the number of BOD or BOS members to be elected.
 - A shareholder may distribute the total number of votes among all candidates, or allocate all votes to one or several candidates, provided that the total number of votes allocated to the candidates does not exceed the shareholder's total number of votes.

Example:

Shareholder Nguyen Van A holds (including owned and authorized shares) 1,000 voting shares. Accordingly, the total number of votes of Shareholder Nguyen Van A shall be as follows:

- ➔ Total number of votes for election of BOD members = (1,000 shares x 7) = 7,000 votes
- ➔ Total number of votes for election of BOS members = (1,000 shares x 3) = 3,000 votes

Shareholder Nguyen Van A may allocate votes under the following methods:

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- 3.1. Case 1: Shareholder Nguyen Van A distributes his/her votes equally among 07 (seven) candidates (The example below allocates 1,000 votes to each candidate)**

No.	Candidate's Full Name	Number of Votes
1	Candidate 1	1,000
2	Candidate 2	1,000
3	Candidate 3	1,000
4	Candidate 4	1,000
5	Candidate 5	1,000
6	Candidate 6	1,000
7	Candidate 7	1,000
Total Votes		7,000

- 3.2. Case 2: Shareholder Nguyen Van A allocates all votes to 01 (one) candidate (The example below allocates all votes to Candidate 2)**

No.	Candidate's Full Name	Number of Votes
1	Candidate 1	0
2	Candidate 2	7,000
3	Candidate 3	0
4	Candidate 4	0
5	Candidate 5	0
6	Candidate 6	0
7	Candidate 7	0
Total Votes		7,000

- 3.3. Case 3: Shareholder Nguyen Van A allocates votes to 07 (seven) candidates (but not equally)**

No.	Candidate's Full Name	Number of Votes
1	Candidate 1	4,000
2	Candidate 2	2,000
3	Candidate 3	200
4	Candidate 4	200
5	Candidate 5	200
6	Candidate 6	200
7	Candidate 7	200
Total Votes		7,000

- 3.4. Case 4: Shareholder Nguyen Van A distributes votes to several candidates (The example below allocates votes to 03 candidates: Candidate 2, Candidate 3 and Candidate 4)**

No.	Candidate's Full Name	Number of Votes
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1	Candidate 1	0
2	Candidate 2	3,000
3	Candidate 3	2,000
4	Candidate 4	2,000
5	Candidate 5	0
6	Candidate 6	0
7	Candidate 7	0
Total Votes		7,000

4. Invalid Ballots

- Ballots not issued by HACISCO Joint Stock Company and/or not bearing the seal of HACISCO Joint Stock Company; or
- Ballots with erasures, amendments, or additions not in accordance with regulations (in case of writing errors, a new ballot must be requested); or
- Ballots containing additional entries or names that are incorrect or not included in the list of candidates approved by the AGM before voting; or
- Ballots where the total number of votes cast for candidates exceeds the total voting rights of that shareholder (including owned and authorized shares); or
- Ballots not signed and not clearly stating the full name of the shareholder/authorized representative; or
- Ballots on which no number of votes is recorded for any candidate;
- Other cases as provided in the Election Regulations.



**REPORT OF THE BOARD OF DIRECTORS
2025 BUSINESS PERFORMANCE RESULTS AND 2026 PLAN
OF
HACISCO JOINT STOCK COMPANY**

To: Shareholders of HACISCO Joint Stock Company

The Executive Board of HACISCO Joint Stock Company respectfully presents this report to the Annual General Meeting of Shareholders regarding the Company's business performance in 2025 and its development orientation for 2026 as follows:

I. BUSINESS PERFORMANCE REVIEW FOR 2025

1. General Overview of 2025

In 2025, the economy simultaneously faced international fluctuations and entered a "new era of development" with strategic policy orientations for the 2026-2030 period. The Vietnamese economy faced both opportunities and challenges from geopolitical instability, global economic fluctuations, tariff pressures, and volatility in commodity prices, exchange rates, and interest rates. However, thanks to increased public investment, sustained positive performance in exports, imports, and FDI, consumption recovered and macroeconomic management was effective. GDP growth for the year was 8.02%, reflecting the positive recovery of the economy and the second highest growth rate in the last five years, only lower than that of 2022. Export and import turnover reached a record high of US\$930 billion (+18.2%), with a trade surplus of US\$20.03 billion. Credit growth in 2025 is projected at 19.07%, the highest rate since 2010. Simultaneously, inflation is under control, and major balances are ensured. In addition, gold and silver prices are highly volatile, and exchange rates are rising due to global price movements; domestic gold bar prices are up 81.5%, and silver bar prices are up 155%. The Vietnamese Dong continues to depreciate by 3.2% against the USD compared to 2024.

In this context, HACISCO Joint Stock Company has proactively adapted, seized market opportunities, and strengthened its financial foundation and improved operational efficiency, creating room for growth in the next phase.

2. Business results in 2025

a. Business Results: Actual vs. Plan (Consolidated Report)

No.	Indicator	Unit	2024 Plan	Actual	Achievement (%)
1	Total Revenue	VND	123.000.000.000	56.955.123.209	46,30%
2	Cost of Goods Sold	VND	500.000.000	(3.693.036.610)	(738,61%)

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b. Key Financial Indicators: 2025 vs. 2024 (Consolidated Report)

No.	Indicator	Unit	2025	2024	Change (%) 2025 vs. 2024
1	Total Assets (Liabilities)	VND	171.748.232.930	155.659.997.675	10,34%
2	Payables	VND	47.772.218.265	27.990.946.400	70,67%
3	Total Shareholders' Equity	VND	123.976.014.665	127.669.051.275	(2,89%)
4	Total Revenue	VND	56.955.123.207	69.343.852.258	(17,87%)
5	Cost of Goods Sold	VND	52.824.436.848	66.808.393.562	(20,93%)
6	Financial Revenue	VND	2.425.285.695	3.272.810.914	(25,90%)
7	Financial Expenses	VND	973.971.351	1.981.246.022	(50,84%)
8	Administrative Expenses	VND	9.482.211.153	12.725.131.831	(25,48%)
9	Other Profit	VND	457.719.424	(1.761.487.861)	(125,98%)
10	Profit Before Tax	VND	(3.442.491.026)	(10.659.596.104)	(67,71%)
11	Current Corporate Income Tax	VND	250.545.584	81.202.216	208,55%
12	Profit After Tax	VND	(3.693.036.610)	(10.740.798.320)	(65,62%)

The revenue and after-tax profit targets for 2025 were not met as planned. Net revenue in the audited separate and consolidated financial statements for 2025 decreased compared to 2024. Reason: In reality, the company's revenue in 2025 was higher than in 2024, specifically VND 62,103,842,795 in the separate statement and VND 73,953,081,576 in the consolidated statement. However, in 2025, the General Contractor completed the final settlement of Construction Contract No. 279/2023/HĐXD/VIC-HACISCO dated September 27, 2023, regarding the construction of 129 terraced houses, including lot A16 (01-45); Lot A21(01-22) and Lot A26 (01-62) of the Social Housing Project in the Resettlement, Residential and Commercial Service Area of Ward 4, Tra Vinh City (This project has already calculated revenue and expenses in 2023), resulting in a downward adjustment of revenue in 2025: -16,997,958,369 VND, leading to net revenue on the separate report of 45,105,884,426 VND; on the consolidated report of 56,955,123,207 VND.

In 2025, the Company has successfully controlled the cost of goods sold. The company reduced its cost of goods sold/revenue ratio (in the separate financial statements: 91.7% in 2025 compared to 97.3% in 2024; in the consolidated financial statements: 92.7% in 2025 compared to 96.3% in 2024). The company also tightened its administrative expenses. While revenue generated in 2025 increased compared to 2024, business expenses decreased significantly by 25.48% compared to 2024.

The increase in production and business activities, coupled with a decrease in financial operating expenses compared to 2024, demonstrates the company's success in



balancing its finances to support production and business operations, minimizing the use of borrowed capital from credit institutions, and reducing capital costs to improve capital efficiency.

During the year, the company also fully utilized the warehouse space for rent at 51 Vu Trong Phung, and simultaneously reduced the office space at the 4-story office building at 51 Vu Trong Phung to rent out the entire first floor, creating a stable income source to offset the company's management costs.

Despite numerous efforts in production and business operations and cost management, the after-tax profit generated in 2025 was positive. However, the after-tax profit for 2025 was negative because the profit generated during the year was insufficient to offset the reduction in profit due to the adjustment of revenue/expenses for the Social Housing project in the resettlement, residential and commercial service area of Ward 4, Tra Vinh City (revenue and expenses were calculated in 2023).

3. Assessment of the reasons why the 2025 business results did not meet the plan

In 2025, the Company signed and implemented several new contracts in the field of civil construction and electrical works. These projects basically yielded favorable profits. However, the business results in 2025 still did not meet the set plan due to many difficulties and obstacles. The main reasons are as follows:

- All of the Viettel projects could not be implemented due to obstacles in permit application procedures, which are expected to be resolved in 2026.
- The projects under the Tuyen Son Project (Da Nang) were planned for final settlement in 2025, but due to stormy weather and floods, the implementation items related to painting, waterproofing, and infrastructure were significantly affected by the weather, requiring multiple extensions of the deadline. - The plan will only be completed by the end of March/April 2026, so revenue recognition will be in Q1/Q2 2026.
- The project for supplying and installing electromechanical systems for the social housing project at 39 Luong Khanh Thien Street, with projected revenue of over 6 billion VND, could not be finalized due to legal procedural issues with the investor.
- The projects for the Dai Nam University Canteen, Lotte Vo Chi Cong, and Woomaster Trung Yen are facing procedural obstacles with the investor and could not be finalized in 2025, only being recognized in Q1/Q2 2026.
- Revenue for 2025 was not achieved according to plan due to objective conditions, but in addition, after finalizing the settlement figures, the company will also have to record a downward adjustment in revenue for the Tra Vinh Social Housing project (already recorded in 2023), causing a further decrease in revenue.

4. Overall Assessment of the Company's Operations and Production/Business Performance in 2025

4.1 Restructuring, Organization, and Personnel Arrangement

In the context of a challenging general economic situation, a declining construction and investment market, and the Company's workload and revenue not meeting planned targets, in order to ensure financial balance, maintain stable operations, and improve



production and business efficiency, the Company must continue to review its organizational structure, rearrange its workforce, and streamline personnel in some departments that are not truly necessary or have overlapping functions and responsibilities. Personnel streamlining aims to create a lean, efficient, and specialized workforce based on establishing the functions and responsibilities of each specialized department, linked to specific and detailed staffing levels. Personnel streamlining is a necessary solution to optimize resources, reduce cost pressure, and focus resources on core activities, creating a foundation for the company's sustainable development in the future.

Specifically, the total number of employees as of December 31, 2025, will be approximately 34 people, a 53% reduction compared to the same period last year. The payroll budget will also decrease from VND 590,333,200 in 2024 to VND 400,473,892 in 2025. Insurance costs will decrease from VND 177,006,554 to VND 84,986,874 across the entire system.

To date, the company's personnel structure has been largely stabilized, and the organizational structure has been reviewed and streamlined for greater efficiency. Job positions are assigned according to professional competence, ensuring the principle of "the right person for the right job."

4.2. Debt Collection

The company's outstanding debt remains high, encompassing both on-book and off-balance sheet debt. Therefore, debt collection has been identified as a key priority. The Debt Collection and Processing Department has collaborated with the Finance and Accounting Department and other relevant departments/divisions to review and reconcile records, classify debtors, and confirm internal and external debts. Simultaneously, they have developed a plan to urge debt collection from key debtors and implemented appropriate collection measures.

Projects implemented in 2024-2025 have all achieved good capital recovery. However, the handling of long-standing outstanding debts remains challenging and problematic. The company is also facing significant pressure from the auditing firm and the Securities Commission's review regarding the requirement to make provisions for outstanding receivables that have remained uncollected over multiple accounting periods, based on their age. In 2025, the auditing firm requested the company to set aside a provision of VND 600,506,471 for these risky and uncollectible receivables. Therefore, in 2026, the Debt Collection and Recovery Department, along with other functional departments, will have to continue researching and proposing specific solutions for each debtor to gradually resolve the outstanding debts.

In addition, accounts receivable from some projects in previous years were recorded incorrectly due to improper revenue recognition, resulting in accounts receivable appearing on the books but in reality still being advances from the Investor. This necessitates a review and completion of documentation to package the projects, reflect the true nature of the debts, and establish a basis for debt recovery.



4.3. Settlement and Payment Procedures

Due to the specific nature of telecommunications construction projects, the acceptance and settlement process often takes a long time, affecting the progress of revenue recognition and debt recovery from the Investor, and also resulting in additional costs compared to the initial estimate. Furthermore, in the previous period, entrusting all of this work to the Enterprises led to a lack of strict control over the management and monitoring of settlement and payment documents.

In 2025, the Company's Departments/Divisions organized a review and classification of the status of acceptance and settlement documents for each project; simultaneously, they directly coordinated with the Enterprises to complete the documents and worked with the Investor to gradually resolve outstanding projects.

On the Company's side, in 2025, internal settlement was implemented for projects already settled with the Investor, working with the Project Manager to control all costs incurred in the project before making the final payment, balancing and retaining payments at an appropriate level for projects not yet settled for tax purposes, thereby strengthening cost management and limiting financial risks.

4.4. Financial and Accounting Work

Accounting work is carried out fully, complying with legal regulations and the Company's Financial Management Regulations. The preparation and completion of the Company's separate and consolidated financial statements are carried out promptly, ensuring timely auditing and information disclosure.

In 2025, the Accounting and Finance Department conducted a review and reform of its operational methods, gradually addressing shortcomings in accounting, archiving, and record-keeping from the previous period.

4.5. Employee Policies and Salaries

Regarding salary and wage policies, the company strictly adheres to the regulations of the Labor Code and other policies for employees; fully participates in social insurance, health insurance, and unemployment insurance for 100% of employees with contracts of one month or more; and takes care of the well-being of its staff, ensuring income and welfare benefits for employees.

II. BUSINESS PLAN FOR 2026 AND IMPLEMENTATION SOLUTIONS

1. Business Plan for 2026

The global geopolitical landscape in 2026 is complex and transitional, with high conflict risks in the Middle East and Ukraine, threatening supply chain disruptions. Increased competition in technology (AI), trade protectionism, and the race for strategic autonomy are closely linked to security in the global economy. This context forces countries and businesses to shift from a defensive to a proactive approach to adapt to these changes.

In this context, the Vietnamese economy enters the first year of its five-year plan (2026-2030) with the goal of achieving high double-digit growth, driven by sustained export growth, increased public investment, and the recovery of domestic demand.



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However, risks to the Vietnamese economy include: (i) Sensitivity to international trade and policy fluctuations in the context of increasing economic openness; (ii) Challenges in the process of transforming the growth model and institutional reforms.

For the construction industry, 2026 presents a positive scenario, with the biggest support coming from the government accelerating the implementation of key projects, continuing the trend of expanding public spending in recent years to boost economic growth. In addition, the removal of legal bottlenecks for housing projects, along with the expansion of social housing programs nationwide, will help to significantly boost construction demand. Despite the positive outlook, the construction industry still faces a structural challenge: already thin profit margins are further pressured by rising input costs. Construction material costs typically account for 60-70% of total construction costs. This makes the construction industry particularly sensitive to fluctuations in raw material prices. With global energy prices trending upwards due to geopolitical tensions in the Middle East, the risk of escalating input costs is clearly evident. Not only material costs, but also rising interest rates are putting significant pressure on the profit margins of construction companies.

Faced with a contrasting outlook for the construction industry in 2026 – on one hand, the expectation of growth thanks to strong public investment policies, and on the other, the heavy cost pressure on already thin profit margins – the Board of Directors and Heads/Deputy Heads of Departments/Divisions and units within the Company began expanding the market and seeking work for 2026 and subsequent years from the end of 2025 to the beginning of 2026. As of the reporting date, in addition to ongoing projects, the Company has been preparing to launch new projects:

No.	Project Name	Value	Execution Time
1	Dai Nam University Canteen Project	4.5 billion VND	Expected final settlement in Q2/2026
2	Lotte Vo Chi Cong Project	0.8 billion VND	Expected final settlement in Q2/2026
3	Woonmaster Trung Yen Project	1.1 billion VND	Expected final settlement in Q1/2026
4	Construction of underground transmission network expansion infrastructure in Binh Dinh in 2022	1.2 billion VND	Expected final settlement in Q2/2026
5	Investment in construction of fixed broadband network expansion infrastructure in Binh Dinh in 2023 (Part of the Investment Project for	1.2 billion VND	Expected final settlement in Q2/2026

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No.	Project Name	Value	Execution Time
	construction of fixed broadband network expansion infrastructure in Binh Dinh in 2023)		
6	Construction of 4 conduit lines and cable laying on Phung Hung, Hoe Nhai, Hoang Tich Tri, Tran Nhat Duat streets, Hoan Kiem District, Binh Dinh, Dong Da District	1 billion VND	Expected final settlement in Q2/2026
7	Investment in construction of network expansion infrastructure Fixed broadband infrastructure expansion in Hai Phong in 2023	2.1 billion VND	Expected final settlement in Q3/2026
8	Investment in expanding fiber optic network infrastructure in Hai Phong in 2023	1 billion VND	Expected final settlement in Q2/2026
9	Investment in expanding fixed broadband network infrastructure in Son La in 2023	1.5 billion VND	Expected final settlement in Q1/2026
10	X9-XDHT Underground PV culvert and manhole on Tran Binh 800 A road	4.7 billion VND	Expected final settlement in Q3/2026
11	Luong Khanh Thien social housing	6.0 billion VND	Expected final settlement in Q4/2026
12	Construction and equipment installation for the low-voltage power line renovation after T1 and T2 substations	1.6 billion VND	Expected final settlement in Q1/2026

Projected revenue for 2026: Existing projects: 27 billion VND, Tuyen Son cluster projects: 12 billion VND, new projects and commercial activities: 105 billion VND, leasing and asset exploitation activities: 7 billion VND.

Based on the Company's current capabilities, the Board of Directors has developed a business plan for 2026, aiming to gradually stabilize production, offset negative undistributed after-tax profits, and achieve profitable and efficient business operations. Specifically, the planned targets for 2026 are as follows:

No.	Indicator	Unit	Plan 2026
1	Total revenue from sales and service provision	VND	150.000.000.000
2	Net profit after tax	VND	2.300.000.000
	To offset the accumulated negative undistributed after-tax profit		



2. Implementation Solutions for 2026

To achieve the goals set for 2026, the Board of Directors proposes the following solutions:

- Continue to refine the new organizational and management model, implement centralized management, and consolidate the functions and responsibilities of the relevant departments/divisions in accordance with the new management model.
- Strengthen marketing and expand relationships to proactively seek feasible projects. Connect with reputable investors and form joint ventures with major contractors to expand job opportunities and long-term development.
- Pay special attention to human resource development. The shortage of highly skilled technical workers in the construction industry is widespread due to the strong shift of personnel to rapidly urbanizing areas and large construction sites, making it necessary to build a dynamic and modern work environment to foster creativity and employee engagement. Develop human resources according to a long-term human resource strategy.
- Develop policies to incentivize capable and dedicated employees. Implement internal training programs to improve the quality of human resources, develop professional skills, and create a foundation for long-term growth.
- Continue to improve the salary and bonus system to be more aligned with work performance, fostering employee awareness, responsibility, motivation, and long-term commitment to the company.
- To streamline the organizational structure effectively and reduce office management costs, a plan for office renovation in 2026 is needed to create a more centralized workspace for personnel and to arrange offices scientifically to increase rentable office space.
- Continuously review and evaluate construction management processes and economic management plans for each project, thereby proposing specific and timely solutions to control quality and costs, ensuring adaptability to complex price fluctuations and achieving planned targets.
- Continue to innovate and improve financial and accounting management. Optimize resources, optimize capital utilization, and minimize unnecessary expenses to gradually reduce the cost of goods sold and business management costs. Strengthen financial and accounting management in the following areas: cash flow, accounts payable, fixed assets, revenue, advance payments, and project settlements.
- Closely monitor and recover accounts payable, including external and internal debts, both on the company's books and off-balance sheet debts. Be decisive in using measures to recover debts, including legal tools.
- Continue to review and refine project documentation to package accounts payable, accurately reflecting their nature and providing a basis for debt recovery measures with investors.
- Maintain regular oversight to ensure that the Company's commitments, agreements, contracts, and documents are drafted, issued, and signed in accordance with the law.



HACISCO JOINT STOCK COMPANY

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Ensure proper reporting and information disclosure in accordance with current regulations.

III. CONCLUSION

The above is the report of the Board of General Directors on the business performance, review, and analysis of accomplishments and shortcomings in each area of work in 2025. The report also outlines the business plan and tasks for 2026. The Board of General Directors and all staff will strive to fulfill the outlined plans. The Company looks forward to continuing support and valuable contributions from the Board of Directors and esteemed shareholders in order to overcome difficulties and challenges and achieve the 2026 goals.

Respectfully submitted to the AGM for review, consideration, and approval.

Sincerely yours./.

Hanoi, April 29th, 2026

On behalf of THE BOARD OF GENERAL DIRECTIORS

GENERAL DIRECTOR 



Long, Tran Van



**REPORT OF THE BOARD OF DIRECTORS ON MANAGEMENT
ACTIVITIES IN 2025 AND MANAGEMENT PLAN IN 2026
HACISCO JOINT STOCK COMPANY**

To: Shareholders of HACISCO Joint Stock Company

The Board of Directors (“BoDs”) of HACISCO Joint Stock Company would like to report to the Annual General Meeting of Shareholders (“AGM”) on the Board of Directors' performance in 2025, the results of monitoring the Board of Directors' performance and the development goals and orientations in 2026 as follows:

I. REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Management model of the Board of Directors:

In 2025, the Board of Directors of the Company will maintain the number of 05 (five) members - including 01 (one) independent member of the BoDs. The current structure of the BoDs is balanced and consistent with the Company's business orientation.

The members of the BoDs all have experience, knowledge, understanding of governance, law, finance and are consistent with the structure prescribed by law, ensuring independence and objectivity.

On behalf of the Board of Directors, the Chairman of the BoDs regularly listens to and closely follows the operations of the BoDs, functional departments, business opportunities and the implementation status of the Company's projects, promptly provides comments and direct instructions to ensure that the Company's strategic development orientations are followed. In addition, the Chairman of the BoDs also regularly exchanges information with the members of the BoDs on the Company's operations to unify opinions and make decisions when necessary.

2. Summary of meetings and decisions of the Board of Directors

In 2025, the BoDs held 12 meetings, including 04 face-to-face meetings and 8 meetings to collect opinions of Board members in writing with the participation of Board members, promptly making correct decisions, resolving issues related to the Company's production and business activities within the scope and authority of the Board of Directors.

Based on the Resolutions issued in 2025, the Board of Directors' responsibility to supervise the Company's operations has been fully and regularly implemented by the BoDs, especially in matters related to the implementation of Resolutions of the AGM and the BoDs, ensuring compliance with the provisions of the Company's Charter, the Securities Law and the current Enterprise Law.



3. Report on transactions between the Company, Subsidiaries, Companies in which the Public Company controls 50% or more of the Charter capital with the Board of Directors and related persons of such members; Transactions between the Company and Companies in which the Board of Directors member is a founding member or an Enterprise manager within the last 03 (three) years before the time of the transaction

All transactions were disclosed by the Company in its Corporate Governance Statement for 2025, dated January 30th, 2026. This statement includes the following related relationships with the Company:

No.	Name of organization/individual	Relationship with the Company	Time of transaction	Transaction content
1	Vietnam Posts and Telecommunications Group	Major shareholder	2025	Construction of telecommunications infrastructure

4. Activities of Independent Board Members and Evaluation Results of Independent Board Members on the Activities of the Board

In the structure of the BoDs, 1/5 of the BoDs is an independent member, Mr. Tho, Pham Tran. The BoDs ensures that the number of Board meetings and the number of members convened to meet the requirements of legality and effectiveness, and determines the role of each Board Member - between independent Board Members, non-executive Board Members and executive Board Members.

Independent members of the Board of Directors are responsible for advising and reviewing policies and potential risks, and developing risk management strategies. They propose solutions to address shortcomings and limitations to improve the Company's production and business operations.

The Board of Directors' activities in 2025 comply with the law, the Articles of Association, and other governance regulations of the Company. The Board of Directors regularly reviews the Company's policies and regulations and makes timely adjustments to suit new situations or requirements. The Board of Directors approves resolutions consistent with the business strategy in each period and monitors the implementation of resolutions of the General Meeting of Shareholders. At the same time, the Board of Directors also provides guidance, direction, and regular supervision of the activities of the General Director's Office and the departments supporting the General Director's Office, ensuring that operations comply with the Company's regulations and policies.



Details related to the activities of the Independent Board Members and their assessment of the Board of Directors' activities have been compiled and presented in the Report on the Activities of the Independent Board Members in 2025 – which is part of the document submitted to the Company's Annual General Meeting in 2026.

5. Results of the Board of Directors' supervision of the Board of Directors and other Executives

5.1. Results of supervision of the Board of General Directors (BoGDs)

In 2025, under the leadership of Mr. Tran Van Long – General Director, the Company implemented a series of innovations in internal governance policies and regulations, reviewed existing issues and obstacles in the process of transforming and expanding the business model, and enhanced its ability to grasp market trends and seize investment opportunities in the new phase. The Board of Directors and the Management Board have consistently adjusted and agreed on appropriate development directions, promptly addressed difficulties and implemented solutions, built and strengthened management processes and company culture, ensuring effective and sustainable development in the coming years.

To ensure transparency in the Management Board's operations, in accordance with the Charter and Governance Regulations, the Board of Directors regularly monitors the Management Board's activities in implementing the Board's resolutions. Specifically:

- Requires compliance with internal regulations and policies in operational management and financial accounting, ensuring balance for the Company's business activities;
- The Board of Directors holds quarterly meetings to request quarterly work reports and provide quarterly assessments and summaries;
- Requires the General Director to develop and implement a plan according to the strategic objectives approved by the General Meeting of Shareholders and the Board of Directors;
- Requires strengthening safety measures and proactive risk management throughout the Company;
- Reports on personnel changes and recruitment plans;
- Prepares financial statements and explains information regarding related items
- Coordinate with Departments/Divisions to promptly grasp risks and provide timely solutions.

Based on the implementation results, the Board of Directors acknowledges the Board of Directors' efforts in managing the Company's operations with prudence and a proactive spirit, gradually building rigorous processes to ensure the efficiency and



coordination of departments, and progressively developing a civilized, innovative work culture consistent with the Company's long-term development strategy. The Board of Directors has also fulfilled its assigned rights and duties as stipulated in the Company's Charter and the resolutions/decisions of the General Meeting of Shareholders and the Board of Directors, striving to bring benefits to the Company and all shareholders, and will gradually overcome the difficulties the Company is facing during the reform process, while developing plans to enhance the Company's position in the market.

5.2. Supervision Results for Other Executives

The Board of Directors assesses that, overall, the executive personnel are individuals with strong professional competence and well-established knowledge, having received formal and professional training from reputable domestic universities. They possess extensive experience in both management and specialized fields, hold appropriate degrees and certifications for their assigned positions, and ensure the highest benefits for shareholders.

6. Remuneration, Operating Expenses, and Benefits of the Board of Directors and Individual Board Members

At the 2025 Annual General Meeting, the General Meeting approved the budget plan, total remuneration, bonuses, allowances, and other benefits for the Board of Directors in 2025, equivalent to VND 108,000,000/year.

The total remuneration for the Board of Directors in 2025 will be used within the budget approved by the General Meeting. Details of the remuneration for each Board Member are shown in the audited financial statements for 2025, which will be presented to the General Meeting for approval at the Annual General Meeting 2026.

Remuneration, operating expenses, bonuses, allowances, and other benefits for each Board Member; Salaries and bonuses for the General Director and other managers are paid by the Company based on business results, in accordance with the Law and income tax regulations, Resolutions/Decisions of the General Meeting of Shareholders/Board of Directors, and are detailed in the audited financial statements for 2025.

II. OPERATIONAL ORIENTATION FOR 2026

Entering 2026, the economy is expected to enter a more pronounced recovery phase, with public investment continuing to be a crucial driving force, creating opportunities for businesses in the construction sector. The Board of Directors has set a strategy for solid and effective development in priority areas, continuing to cooperate with reputable businesses in the market, and initially completing a sustainable and highly competitive development ecosystem. The company focuses on a synergistic strategy, aggressively



recovering bad debts, laying the foundation for the period 2026-2031.

Furthermore, regarding the challenging times the Company will face in 2024-2025, the Board of Directors recognizes that these are both challenges and opportunities for the Company to carefully review and reassess its strategic planning, operations, and risk management. It also provides an opportunity for the Company to conduct a comprehensive review of its governance model, mechanisms, processes, and management personnel at all levels.

Therefore, the Board of Directors will focus on addressing key issues related to business performance, improving personnel quality, and fulfilling the tasks approved by the Annual General Meeting of Shareholders.

In 2026, the company will have more opportunities for growth due to preparations made in the previous year and new opportunities opening up for the country. However, this also requires the Board of Directors to proactively monitor developments in operations, innovate thinking, and be creative in strategic direction to help the company achieve the highest possible operational efficiency. Core issues include:

1. General Orientation:

The Board of Directors is directed to build a capable and long-term committed workforce, focusing on strengthening the core team and applying technology in the digital age 4.0 to help the Company restructure and lay a solid foundation for a new development path. The Company also needs to consolidate and continue to promote a corporate culture system suitable for the development of the modern economy.

Focus on overcoming problems and shortcomings in management: management processes, highly skilled personnel, risk management, project appraisal capabilities, construction supervision, and the ability to forecast major market fluctuations, especially during the highly volatile period of the global economy in 2026.

2. Specific Tasks:

Closely monitor developments in the global and domestic markets, proactively forecast market risks and fluctuations, and direct the Board of Directors to decisively and effectively implement the contents outlined in the Board's Resolution to promptly meet business objectives, specifically:

- Completing a comprehensive system of internal regulations that are consistent with reality and compliant with the law;
- Promoting streamlining and improving the quality of human resources to meet current production and business requirements;
- Continuing to improve the organizational model and restructure units due to reduced personnel to ensure more efficient and synchronized operation in production;



- Strengthening the professional skills of employees at the workplace in combination with external training. Emphasis should be placed on employee quality from the recruitment stage. Priority should be given to recruiting individuals with experience in construction and telecommunications;
- Implement improvements to the salary and bonus system to ensure employee job security;
- Implement short-term and long-term training plans, study tours to improve the professional skills and expertise of employees to meet the requirements of the Company's business development and expansion;
- Link the Company's activities with its responsibility to the community and society;
- Promote HACISCO's corporate culture, recognizing that a strong corporate culture is a key factor for growth, efficiency, and sustainability.

The Board of Directors will learn from experience and maximize its capacity in management, direction, and supervision, working alongside the Company's leadership to continue maintaining the development direction for 2026, strengthening financial supervision and closely monitoring the implementation of the business plan and financial targets set for 2026.

III. SUMMARY OF THE TERM 2021-2026

1. Overall Assessment

The 2021-2025 period was a particularly challenging term for the Company, as the telecommunications construction industry continued its downward trend from previous years and entered a phase of increasingly fierce competition, creating a volatile business environment that forced the company to adapt flexibly and gradually adjust its operating model.

The workload decreased, the market depended on a few large investors such as VNPT, Viettel, FPT, and MobiFone, while the organizational model of enterprises with a high degree of interdependence revealed limitations in adapting flexibly to the market, as well as limitations in resource coordination and the ability to quickly adapt to market fluctuations.

Furthermore, the prolonged impact of the Covid-19 pandemic for nearly two years, along with fluctuations in the domestic and international economies, particularly the decline in the real estate market and the slowdown in public investment during certain periods, has created a challenging business environment.

In this context, the Company's leadership has made significant efforts to seek and expand new areas of operation, with a focus on construction – the Company's core business.



Simultaneously, the Company has been gradually implementing a restructuring of its governance and operational model. However, due to the unique nature of the industry, with long-term projects, large outstanding debts, and long-standing issues, the restructuring process has faced many objective constraints and requires time to address.

By 2025, the Company will have essentially completed the important restructuring steps, shifting to a more centralized governance model, while expanding its market and establishing new partnerships.

These changes create a positive foundation, helping the company to be better prepared to enter a new growth cycle in the coming period.

2. Lessons Learned

From the practical experience of the past term, the Board of Directors has drawn several important lessons:

- The organizational model needs to be more flexible to adapt to market fluctuations.
- Dependence on a few large investors poses risks and needs to be gradually reduced.
- Financial management, especially debt control, needs to be implemented rigorously and continuously.
- Restructuring is a process that requires time, especially in industries with long project cycles.

These lessons are an important basis for shaping the approach in the next phase of the Company's development.

3. Orientation for the next phase in the term 2026-2031

In the coming period, the economy is expected to experience many positive changes, with public investment continuing to play a leading role in growth, creating opportunities for businesses in the construction sector.

Based on this, the Board of Directors believes that the Company needs to focus on several major orientations:

- Continue to strengthen the governance model towards centralization and improve operational efficiency.
- Develop the construction sector as a foundation, while gradually expanding into related fields.
- Diversify markets and partners to reduce dependence.
- Enhance financial capacity and internal governance quality.
- Strengthen the ability to adapt to market fluctuations.

The above orientations are suggestive and serve as a reference for the new Board of Directors in building a suitable development strategy.



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4. Reorganizing the Board of Directors for the New Term

For the 2026–2030 term, the Board of Directors plans to increase its membership to seven members to enhance governance capacity and meet the Company's development requirements.

The Board of Directors is expected to include the General Director – who has directly managed the Company for over a year and demonstrated effective governance capabilities – along with an independent member with in-depth expertise in finance and investment, combining practical experience and academic background.

This reorganization of the Board of Directors is expected to contribute to improving governance quality and supporting the Company's strategic direction in the coming period.

IV. CONCLUSION

Dear Shareholders,

The term 2021–2026 has been a period of significant change, and also a period in which the Company has faced fundamental demands for transformation.

Personally, I believe that although the past period has been challenging, it has been a necessary time for the Company to comprehensively reassess its organizational model, operational methods, and long-term development direction. Accepting a slower pace at certain times is essential to building a more solid foundation for the next phase of development.

The achievements during this term may not immediately reflect growth targets, but they have significantly contributed to reshaping the Company's direction.

The Board of Directors respectfully acknowledges and thanks the Shareholders for their support, the efforts of the General Director, and all employees throughout the past term.

With a sense of responsibility and long-term commitment, the Board of Directors will continue to support the Company in its next phase of development.

Respectfully submitted to the AGM for review, consideration, and approval.

Sincerely yours./.

Hanoi, April 29th, 2026

On behalf of THE BOARD OF DIRECTORS





REPORT OF THE INDEPENDENT BOARD MEMBER HACISCO JOINT STOCK COMPANY

To: Shareholders of HACISCO Joint Stock Company

The Independent Member of the Board of Directors of HACISCO Joint Stock Company respectfully submits the following report to the General Meeting of Shareholders regarding the activities of the Board of Directors during the year:

I. ORGANIZATIONAL STRUCTURE

In 2025, the Board of Directors consisted of 05 (five) members, including 02 (two) Executive Directors, 01 (one) Independent Board Member, and 02 (two) Non-Executive Board Members. All members of the Board of Directors fully participated in the meetings and actively engaged in discussions on the issues raised.

II. BOARD MEETINGS

In 2025, the Board of Directors held 12 (twelve) meetings, including 4 (four) in-person meetings and 8 (eight) meetings to gather opinions from Board members in writing. The Board of Directors' meetings were convened and conducted according to a specific schedule, with complete documentation prepared, in compliance with the Company Charter and applicable laws. The content of the meetings was discussed, debated, and evaluated thoroughly and carefully by the Board members. Resolutions/decisions of the Board of Directors at these meetings were approved by majority vote, and meeting minutes were fully prepared and signed by all attending Board members.

From these meetings, the Board of Directors developed strategic directions related to the Company's business operations and governance. The Board of Directors makes decisions aimed at implementing and achieving the goals and tasks set forth in the Resolution of the 2025 Annual General Meeting of Shareholders.

Board members fully attend meetings and fulfill their assigned roles and responsibilities, contributing their opinions and votes to the development and strategic direction of the Company.

The Board of Directors regularly supervises and directs the General Director and other executives to properly perform their assigned duties and strategic directions; approves matters within the Board's authority, and reports to the General Meeting of Shareholders as stipulated in the Charter and the Law.