



### III. RESULTS OF CORPORATE GOVERNANCE AND SUPERVISION

As an independent member of the Board of Directors, I have fully performed my duties as required by law, the Company's Articles of Association, and the Board of Directors' operating regulations. The activities I have undertaken during the year are as follows:

- To perform the function and duties of supervising the activities of the Board of Directors through meetings, discussions, and the method of issuing Board resolutions, and to supervise the activities of the General Director ("GD") by monitoring the implementation of Board resolutions/decisions as well as the delegation of authority between the Board of Directors and the GD.
- To supervise compliance with the law, the Company Charter, and Board resolutions/decisions;
- To ensure the independence and objectivity in discussions and decision-making of the Board of Directors;

Overall, the Board of Directors has performed well in supervising the General Director ("GD"), ensuring that the Company's operations are always controlled to stay on the right strategic direction and to adjust decisions promptly when changes affect the Company's business operations.

- All members of the Board of Directors have a high sense of responsibility and professionalism, clear responsibilities in protecting the interests of the Company and Shareholders, and are careful in performing their roles;
- The Board of Directors has fulfilled its role and responsibilities in directing, supporting, and supervising the General Director in implementing the contents approved by the Annual General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations while harmonizing the interests of the Company and Shareholders;
- The General Director has performed well in internal governance, ensuring that operational processes comply with legal regulations, and no cases of self-serving behavior or significant conflicts of interest causing damage to the Company have been detected;
- In 2025, resolutions/decisions were issued within the proper authority. Resolutions/decisions of the Board of Directors were approved at meetings or through written consultations in accordance with legal regulations and were disclosed as stipulated in Circular 96/2020/TT-BTC;



## HACISCO JOINT STOCK COMPANY

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- The Board of Directors has proposed effective and timely solutions to help the General Director overcome a number of challenges in the Company's operation, and to effectively monitor and control the Company's compliance with the law.

#### IV. SUPERVISORY RESULTS ON THE IMPLEMENTATION OF THE COMPANY'S FINANCIAL STATEMENTS

The selected auditing firm demonstrated reliability, integrity, compliance with audit timelines, adherence to professional standards, and maintained objectivity and independence in forming its audit opinions.

#### V. ORIENTATIONS AND TASKS FOR 2026

- Plan and coordinate with Board members to inspect and monitor the Company's operational performance, financial situation, and legal compliance;
- Advise Board members on policy issuance; monitor implementation, identify shortcomings, and propose adjustments if necessary;
- Continue to maintain close coordination with the Board of Directors, the General Director, managers, and departments/divisions of the Company;
- Ensure the Company implements its short-term, medium-term, and long-term development strategies.

#### VI. CONCLUSION

The Board of Directors (BODs) has fully carried out its roles and functions in managing and directing the Company, ensuring the effective use of resources to achieve business efficiency while strictly complying with legal regulations and the Company's Charter.

In addition to its supervisory functions over the Executive Board's operations, the BODs has closely coordinated with the Executive Board to seek solutions for overcoming difficulties in business operations throughout 2026.

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

Sincerely yours./.

*Hanoi, April 29<sup>th</sup>, 2026*

**On behalf of THE BOARD OF DIRECTIORS  
INDEPENDENT BOARD MEMBER**



**Thơ, Phạm Tran**



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

**To: Shareholders of HACISCO Joint Stock Company**

Based on the functions and duties of the Supervisory Board of HACISCO Joint Stock Company for the term 2021-2026, the members of the Supervisory Board ("BKS") unanimously approved the report summarizing the Supervisory Board's activities in 2025 and the Supervisory Board's operational orientation for 2026, to be submitted to the Annual General Meeting of Shareholders ("AGM") in 2026, with the following main contents:

**I. REPORT ON THE IMPLEMENTATION OF RESOLUTIONS OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025. RESULTS OF MONITORING AND EVALUATING FINANCIAL STATEMENTS AND COMMENTS OF THE SUPERVISORY BOARD:**

**1. Results of the Implementation of the Annual General Meeting of Shareholders' Resolution 2025**

- Salaries, Bonuses, and Remuneration of the Board of Directors, Supervisory Board, and General Management Board: In 2025, the Company paid salaries, bonuses, and remuneration to the Board of Directors, the General Management Board ("General Management Board"), and the Supervisory Board according to the Salary - Bonus - Remuneration Regulations and the General Meeting of Shareholders' Resolution No. 01/NQ/ĐHĐCĐ-HAS dated April 29<sup>th</sup>, 2025. Specifically:

+ Remuneration of Board of Directors members was 50% of the amount stipulated in the General Meeting of Shareholders' Resolution and Regulations (due to the Company not meeting the plan): VND 108 million; remuneration of the Supervisory Board was VND 54 million/3 members;

+ Salary of the Chairman of the Board of Directors (full-time): VND 468 million;

+ Salary of the General Management Board: VND 745 million;

- In 2025, the Company has not yet distributed profits due to ongoing losses.

- The Company has selected AASC Auditing Firm Co., Ltd. as the independent auditor for the interim and annual financial statements for 2025, in accordance with the Shareholders' Meeting Resolution.

**2. Results of the audit of the Financial Statements ("FS") and evaluation of business performance ("BPS") for 2025**

**2.1. Audit of separate and consolidated Financial Statements for 2025**

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The financial statements prepared by HACISCO Joint Stock Company as of December 31, 2025, were audited by AASC Auditing Firm Co., Ltd., report numbers 270326.043/BCTC.KT7 and 260326.042/BCTC.KT7 dated March 26, 2026. The Supervisory Board hereby reports the results of the audit as follows:

- The separate and consolidated financial statements, the Statement of Income, and the Statement of Cash Flows for the fiscal year ending December 31, 2025, of the Company, essentially reflect the true and fair aspects in all material respects in accordance with current regulations.

- The recording, opening of accounting books, and classification of economic items comply with the Accounting Standards issued by the Ministry of Finance.

- The company has reported on contracts and transactions with related parties that fall under the approval authority of the Board of Directors or the General Meeting of Shareholders.

- The company has submitted periodic reports and information disclosures in accordance with regulations on information disclosure in the securities market.

## 2.2. Evaluation of the Company's business performance and investment and financial situation in 2025 through several key indicators as follows

### 2.2.1. Regarding business performance in 2025 (Unit: Million VND)

Target	Year 2025	Year 2024	Compare 2025/2024
<i>1</i>	<i>2</i>	<i>3</i>	<i>4 = 2/3</i>
Revenue from sales and services	56.955	69.344	82%
<i>Including:</i>			
- Revenue from construction contracts	49.721	65.779	76%
- Revenue from office and warehouse rentals...	7.233	3.564	203%
Cost of goods sold	52.824	66.808	79%
Financial operating expenses	973	1.982	49%
Other expenses	139	1.781	8%
Administrative expenses	9.482	12.725	75%
Net profit from production and business operations	-3.900	-8.898	44%
Profit after corporate income tax	-3.693	-10.741	34%
Net profit after tax/Average equity ROE	-2,98	-7,4	
Equity turnover ratio	0,45	0,52	
Earnings per share	-473	-1.377	

Total revenue from the sale of goods and provision of services in 2025 is 56.95 billion VND, reaching 46% of the plan set by the General Meeting of Shareholders (123 billion VND). If the loss from the Tra Vinh project/construction is not recorded (a loss of



3.3 billion VND and a reduction in project revenue of nearly 17 billion VND according to the final settlement), the revenue recorded for the year would be 73.9 billion VND, 60% of the plan and 106% compared to the same period. Specifically as follows:

- As of December 31, 2025, revenue from the sale of goods and provision of services reached 56.955 billion VND, equivalent to 46% of the plan; and 82% compared to the same period in 2024 (69.3 billion VND in 2024);
- Revenue recorded from construction contracts executed in 2025 is VND 49.7 billion, equivalent to 76% compared to the same period in 2024;
- Revenue from providing services, leasing warehouses and premises is VND 7.2 billion, equivalent to 203% compared to 2024;

*(As of December 31, 2025, the Company currently has 65 contracts in progress, but only 38 contracts are expected to generate revenue in 2025. Of these, Contract No. 279/2023/HĐXL/VIC-HACISCO dated September 27, 2023, "Construction of social housing in the resettlement, residential and commercial service area of Ward 4, Tra Vinh City," recorded a loss of VND 3.3 billion and a reduction in project revenue of nearly VND 17 billion in 2025)*

- Revenue from financial activities in 2025 reached VND 2.4 billion, equivalent to 74% compared to 2024. Financial operating expenses were VND 973 million, equivalent to 49% compared to the same period, a decrease of VND 1 billion, mainly due to interest payments on loans;
- In 2025, the company's business operations were inefficient, with revenue falling short of expectations and plans (reaching VND 56.955 billion/VND 123 billion planned), and the cost of goods sold was VND 52.8 billion. Of this, the cost of construction contracts accounted for 43%; the cost of goods and services accounted for 57%; gross profit from goods and services reached VND 4.1 billion, equivalent to 163% compared to 2024.

In the company's consolidated financial statements, revenue from the sale of goods and services before adjustment reached VND 73.9 billion. However, due to incurring losses from the Tra Vinh project, revenue decreased by nearly VND 17 billion, so the adjusted revenue from the sale of goods and services reached VND 56.955 billion, operating profit (negative) -VND 3.9 billion; pre-tax profit (negative) -VND 3.44 billion; Net profit after tax (negative) -3.69 billion VND.

- The ratio of cost of goods sold to net revenue in 2025 is 92.7%, although it has decreased compared to 95% in 2024, it is still at a high level;
- The ratio of business management expenses to net revenue in 2025 is 16.6%, a significant decrease compared to 2024 (over 18%). Management expenses decreased from 12.7 billion VND in 2024 to 9.482 billion VND in 2025. This is because in 2025, the Board of Directors of the Company continued to restructure the management system towards a more streamlined, efficient, and effective approach; screening and recruiting

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employees (including leaders, managers, and specialists) to meet and suit the actual needs and situation.

- + Labor costs and salaries: decreased by 15%, amounting to VND 1.15 billion;
- + Taxes, fees, and charges: decreased by 55%, amounting to VND 650 million;
- + Outsourced service costs: decreased by 80%, amounting to VND 180 million;
- + Other cash expenses: decreased by 63%, amounting to VND 1.62 billion.

In 2025, pre-tax profit will be (negative) -VND 3.44 billion (planned for 2025 is VND 500 million); (in 2024: -VND 10.6 billion). Therefore, all indicators related to the company's business performance are negative ( $<0$ ). Specifically: Return on Equity (ROE) is (negative) -2.98% (in 2024: -7.7%); The return on assets (ROA) is (negative) -2.15% (2024: -5.76%); the return on sales (ROS) is (negative) -6.48% (2024: -14.2%)

\* *Regarding cash flow:*

(Unit: million VND)

Target	Year 2024	Year 2025	Difference	Percentage
	1	2	3=2-1	4=2/1
Net cash flow from operating activities	(26.043)	(17.693)	8.350	0,68
Net cash flow used for investing activities	31.767	2.428	(29.339)	0,08
Net cash flow from financing activities	(8.496)	15.068	23.564	(1,77)
(Decrease)/Increase in net cash and cash equivalents during the year	(2.772)	(196)	2.576	0,07
Cash and cash equivalents at the beginning of the year	5.914	3.141	(2.773)	0,53
Effect of changes in foreign exchange rates	-			
Cash and cash equivalents at the end of the year	3.142	2.945	(197)	0,94

- The Cash Flow Statement (“CFS”) ending in 2025 shows:

+ Cash flow from operating activities is (negative) -VND 17.69 billion, indicating that the Company's business is facing difficulties, with a cash flow shortage. Urgent and decisive measures are needed to accelerate the progress of unfinished projects, promptly recognize revenue from construction contracts, and definitively recover outstanding debts... to maintain regular production and business operations;

+ Net cash flow from investment activities is (positive) +VND 2.4 billion. This includes the sale/liquidation of fixed assets of VND 1.053 billion; the recovery of loans and resale of debts of VND 2.29 billion; and other recovered funds. This demonstrates that the Company's cash flow for investment is limited/or shrinking. In 2025, the Company



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has not yet invested in the purchase of fixed assets, tools and equipment, or capital contributions to subsidiaries;

*(In 2025, the Company liquidated 1 Ford Tuner car for 275 million VND and 1 dump truck for 778 million VND)*

+ Net cash flow from financial activities is currently (positive) 15 billion VND. Of which, the Company has borrowed 32.5 billion VND; principal repayment is 17.4 billion VND. The Company is using the mobilized capital for production and business activities during the year. The Company needs to take measures to boost production and business, accelerate the completion of construction contracts, quickly recover debts, and quickly convert investments to create a good business cash flow to repay loans.

- Net cash flow for the period of the Company is (negative) -196 million VND. This means that the total cash inflow during the period is less than the total cash outflow, indicating that the Company's cash capital is shrinking.

- At the end of 2025, the Company's cash and cash equivalents at the end of the period amounted to VND 2.9 billion, showing that the Company's current financial capacity is very limited.

**2.2.2. Regarding the management and utilization of capital and assets in 2025**

Target	December, 2025		January, 2025		End of year/Beginning of year (%)
	Value	Percentage	Giá trị	Percentage	
	(million VND)		(million VND)		
<b>I. TOTAL ASSETS</b>	<b>171.748</b>	<b>100%</b>	<b>155.659</b>	<b>100%</b>	<b>110%</b>
1. Current Assets	149.806	87,22%	132.146	84,89%	113,36%
<i>Including: Short-term receivables</i>	<i>115.895</i>	<i>67,48%</i>	<i>102.701</i>	<i>65,98%</i>	<i>112,85%</i>
<i>Inventory</i>	<i>29.875</i>	<i>17,39%</i>	<i>25.197</i>	<i>16,19%</i>	<i>118,57%</i>
2. Long-term Assets	21.942	12,78%	23.513	15,11%	93,32%
<i>Including: Fixed assets</i>	<i>927</i>	<i>0,54%</i>	<i>2.315</i>	<i>1,49%</i>	<i>40,04%</i>
<b>II. TOTAL CAPITAL</b>	<b>171.748</b>	<b>100%</b>	<b>155.659</b>	<b>100%</b>	<b>110%</b>
1. Liabilities	47.772	27,82%	27.990	17,98%	170,68%
<i>Including: - Short-term liabilities</i>	<i>46.907</i>	<i>27,31%</i>	<i>26.269</i>	<i>16,88%</i>	<i>178,56%</i>
<i>-Short-term accounts payable to suppliers</i>	<i>12.358</i>	<i>7,20%</i>	<i>4.857</i>	<i>3,12%</i>	<i>254,44%</i>
<i>-Short-term loans and financial lease liabilities</i>	<i>26.636</i>	<i>15,51%</i>	<i>10.436</i>	<i>6,70%</i>	<i>255,23%</i>
2. Equity	123.976	72,18%	127.669	82,02%	97,11%
<i>Owner's contributed capital</i>	<i>80.000</i>	<i>46,58%</i>	<i>80.000</i>	<i>51,39%</i>	<i>100,00%</i>
<i>Development investment fund</i>	<i>3.832</i>	<i>2,23%</i>	<i>3.832</i>	<i>2,46%</i>	<i>100,00%</i>



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<i>Undistributed after-tax profit</i>	(14.476)	-8,43%	(10.783)	-6,93%	134,25%
<b>III. DEBT STRUCTURE</b>					
1. Liabilities/Total Assets (%)		27,82%		25,17%	
2. Liabilities/Equity (%)		38,53%		33,64%	
<b>IV. CAPITAL UTILIZATION EFFICIENCY</b>					
1. Return on Equity (ROE)		-2,98%		-7,4%	
2. Return on Assets (ROA)		-2,15%		-5,76%	
Equity Turnover Ratio					
Working Capital Turnover Ratio					
Inventory Turnover Ratio		1,92		3,39	
Inventory Turnover = 360 Days/Inventory Turnover Ratio		190,27		106,2	

- At the end of the 2025 fiscal year, the company's equity decreased from VND 127.7 billion at the beginning of the year to VND 123.976 billion, equivalent to a decrease of approximately 3% (VND 3.69 billion); the equity preservation ratio was 0.97 => The company has not preserved its equity.

- In 2025, both the company's equity and working capital have not completed one turnover cycle: The equity turnover ratio is 0.45; the total working capital turnover ratio is 0.35%. The turnover rates of the above ratios are very low, indicating that the company is not using capital efficiently and has not generated profits from equity and working capital.

- The value of inventory as of December 31, 2025 is VND 29.87 billion, an 18% increase compared to January 1, 2025, with an additional value of VND 4.7 billion, mainly consisting of work-in-progress, accounting for 92% of the inventory. The inventory turnover ratio (Vtk) is 1.9, equivalent to 190 days per turnover. The company also needs to consider the progress of projects that are causing capital stagnation and putting pressure on short-term debt repayment. Simultaneously, it needs to review the progress of economic and construction contracts, complete settlement documents, and improve the company's inventory turnover ratio.

- Regarding the asset and capital structure: at the end of the 2025 fiscal year, short-term assets/total assets account for a large proportion, 87%, while long-term assets make up the remaining 13%. The asset investment ratio between current assets and long-term assets is 6.8, indicating a significant difference in the structure of the Company's short-term and long-term assets.

At the end of 2025, the Company's total capital will be VND 171.7 billion, a 10% increase compared to the beginning of 2025 (VND 155.7 billion). The Company's liabilities currently account for 27.8% of total capital; equity accounts for 72% of total capital.

Specifically:



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- Liabilities as of December 31, 2025 are VND 47.7 billion, a 71% increase compared to the beginning of 2025, corresponding to an increase of over VND 19 billion. Short-term liabilities are VND 46.9 billion, accounting for 98% of total liabilities and 27% of total capital. This will put pressure on the Company to repay short-term debt.

- At the end of 2025, the Company recorded short-term loans and financial lease liabilities totaling VND 26 billion, accounting for 15% of total capital, and a 250% increase compared to the beginning of 2025. Of this, bank loans for production and business operations amounted to VND 25.4 billion; long-term debt due for repayment was VND 744 million.

- As of December 31, 2025, equity decreased by 3%, equivalent to a reduction of VND 3.69 billion (VND 123.97 billion / VND 127.7 billion). Owner's equity accounted for 46% of total capital, compared to 51% as of January 1, 2025. The main reason for the decrease in equity in 2025 is the loss-making results of the Company's production and business operations, and the Company's failure to preserve its equity capital.

- The Debt-to-Asset Ratio (DAR) is 0.27: This indicates that the majority of assets are equity and the company is not heavily burdened by debt; however, based on the loss-making business results, it shows that the company's use of financial leverage in 2025 was ineffective.

- The Debt-to-Equity Ratio (D/E Ratio) is 0.38. This figure shows that the company's liabilities account for a small percentage of total assets or total capital. However, short-term debt accounts for 98% of the company's liabilities (with short-term loans and financial leases accounting for 56% of total liabilities), which will put pressure on the company's immediate liquidity.

**2.2.3. Regarding the Company's debt situation and solvency in 2025**

*\* Indicators of solvency and profitability:*

Target	Unit of measurement	Year 2024	Year 2025	Percentage	Increase/ (decrease)
<b>Solvency</b>					
Current Ratio (= Current Assets/Bank Liabilities)	Once	3,57	3,20	0,90	- 0,37
Quick Ratio (= Current Assets - Inventory)/Bank Liabilities	Once	2,94	2,57	0,87	- 0,37
<b>Accounts Receivable Turnover Ratio = Sales Revenue/Average</b>	<b>Once</b>	<b>0,75</b>	<b>0,52</b>	0,69	- 0,23
Accounts Receivable	A day	486,7	701,85	1,44	215,15
<b>Average Collection Period = 365/Accounts Receivable Turnover Accounts Payable Turnover Ratio</b>	<b>Once</b>	<b>5,64</b>	<b>6,13</b>	1,09	0,49



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Average Payment Period = 365 / Accounts Payable Turnover	A day	64,7	59,51	0,92	- 5,19
<b>Inventory Turnover Ratio = Cost of Goods Sold / Average Inventory</b>	<b>Once</b>	<b>3,39</b>	<b>1,92</b>	<b>0,57</b>	<b>- 1,47</b>
Inventory Turnover (days per cycle) = 360 / Inventory Turnover	A day	106,19	190,27	1,79	84,08
<b>Asset Turnover Ratio = Net Revenue / Average Total Assets</b>	<b>Once</b>	<b>0,36</b>	<b>0,35</b>	<b>0,96</b>	<b>- 0,01</b>
<b>Profitability</b>					-
Return on Sales (ROS) = Net Profit / Revenue	%	-14,27%	-6,48%		
Return on Equity (ROE) = Net Profit / Average Equity	%	-7,40%	-2,98%		
Gross Profit Margin = Gross Profit / Net Revenue	%	4,83%	7,25%		
Return on Assets (ROA) = Net Profit / Total Assets	%	-5,76%	-2,15%		

Considering the Company's solvency in 2025 with three ratios: general solvency (Ktq=3.6); short-term debt solvency (Kng=3.2); and quick solvency (Knh=2.6), it shows that the Company currently has sufficient ability to pay its debts when due. However, the Company's immediate solvency is not good (Ktt=0.06, far below the safe level of 1), meaning the Company does not have enough cash to flexibly pay off unexpected short-term debts; the Company's overall solvency is unsafe.

In 2024, the Company's accounts receivable decreased by approximately 35% (equivalent to recovering nearly VND 40 billion), from VND 112.57 billion at the beginning of the year to VND 72.7 billion as of December 31, 2024. However, at the end of fiscal year 2025, accounts receivable from customers increased slightly compared to 2024, by over 2 billion VND, with the total amount receivable from customers reaching 74.77 billion VND. Customers are tying up a significant amount of the Company's capital due to unfinished and stalled construction projects, and numerous difficulties in settlement and payment procedures. Some customers have large, long-standing outstanding debts, specifically as follows:

No.	Customer Name	December, 2025	January, 2025
1	VNPT	8,266,093,326	7,833,080,637
2	VICTORIA Real Estate Management Company Limited	18,504,576,915	26,584,771,954
3	Viettel Network Corporation	6,116,956,171	12,167,442,769
<b>Total</b>		<b>32,887,626,412</b>	<b>46,585,295,360</b>

We propose that the Company actively pursue debt recovery, implementing measures and solutions to recover uncollectible debts that have been transferred to off-balance sheet monitoring as per the General Meeting of Shareholders' Resolutions No.



102/NQ-HAS dated April 27, 2021 and No. 86/NQ-HAS dated April 27, 2023. Clearly assign tasks, linking responsibilities and benefits to individuals responsible for debt collection.

Furthermore, the Company also needs to control other short-term receivables, especially resolving outstanding debts related to advances from construction teams, amounting to VND 35 billion, representing 32% of the Company's total short-term receivables.

## **II. OPERATIONAL SITUATION OF THE SUPERVISORY BOARD IN 2025**

**1. Personnel:** The Supervisory Board has 03 (three) members, 01 (one) Head of the Supervisory Board and 02 (two) members of the Supervisory Board.

### **2. Remuneration and operating expenses of the Supervisory Board and each Supervisor in 2025**

Due to the Company's business, investment, and financial performance in 2025 not meeting the set plan, the members of the Supervisory Board received remuneration at 50% of the remuneration level according to Resolution No. 01/NQ-ĐHĐCĐ-HAS approved at the Annual General Meeting of Shareholders in 2025 held on April 29<sup>th</sup>, 2025, specifically:

- Head of the Supervisory Board: 24 million VND/year 2025;
- Members of the Supervisory Board: Ms. Lan: 15 million VND/year 2025; Ms. Huong: 15 million VND/year (2025);
- Other expenses: no additional costs.

### **3. Regarding the Supervisory Board's performance in 2025**

- In 2025, the members of the Supervisory Board will always strictly adhere to the law, the Company's Charter, the resolutions of the General Meeting of Shareholders, and professional ethics in performing their assigned rights and duties honestly, carefully, and to the best of their ability to ensure the maximum legitimate interests of the Company and its shareholders. They will not use the Company's information, trade secrets, or business opportunities, nor abuse their position, title, or assets for personal gain or to serve the interests of other organizations or individuals. They will fulfill other obligations as stipulated by the current Enterprise Law and the Company's Charter.

- Based on the provisions regarding the rights and responsibilities of the Supervisory Board as stipulated in the Enterprise Law and the Company's Articles of Association, the Supervisory Board, on behalf of the General Meeting of Shareholders, supervises the business, investment, financial, management, and operational activities of the Company, focusing on the following key issues:

+ The Supervisory Board supervises the implementation of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors; supervises and evaluates the management and operation of the Board of Directors and the General Director regarding the legality and reasonableness of annual business, investment, and financial activities in accordance with resolutions of the General Meeting of Shareholders



and current laws; audits the Company's annual financial statements; attends meetings of the Board of Directors and the Company; and provides input on amendments to the Articles of Association and internal governance regulations in accordance with the Enterprise Law upon notification..

+ In 2025, the Supervisory Board worked indirectly at the Company in accordance with actual conditions, based on the contents, records, documents, data, financial reports, and accounting books provided by the Company; it also conducted direct exchanges and solicited opinions via email to evaluate issues related to accounting, finance, management, business operations, investment, and financial activities of the Company.

+ In 2025, the Supervisory Board held 3 meetings. All meetings of the Supervisory Board were documented and reports were submitted promptly as required. The Supervisory Board fully attended all meetings of the Board of Directors and the Company's Executive Board upon receiving notification.

#### **4. Evaluation of the Board of Directors and the Executive Management Board**

The Supervisory Board monitors and evaluates the performance of the Board of Directors and the Executive Management Board in managing and operating the Company. It examines the reasonableness, legality, honesty, and level of prudence in the management and operation of business activities. It checks the systematic, consistent, and appropriate nature of accounting, statistics, and annual financial reporting at the Company to ensure the legitimate interests of shareholders and the Company. It considers the relationships involved in the Company's management, the relationships between shareholders, and the separation between owners and direct managers to ensure the transparency of the Company's production and business activities.

##### **4.1. Supervision of the Company's Board of Directors**

- The Board of Directors consists of 05 (five) members, 01 (one) Chairman (of which Mr. Nam, Nguyen Hoai is the full-time Chairman of the Board of Directors at the Company according to Resolution No. 86/NQ-ĐHCD-HAS dated May 18<sup>th</sup>, 2022 of the Annual General Meeting of Shareholders 2022 and is appointed as the second legal representative of the Company according to Resolution No. 86/NQ-ĐHCD-HAS dated April 27<sup>th</sup>, 2024 of the Annual General Meeting of Shareholders 2024), 01 (one) Vice Chairman, 03 (three) members of the Board of Directors (including 01 independent member, Mr. Tho, Pham Tran).

- Through monitoring and supervision of the Board of Directors' activities in 2025, it was found that they basically performed their functions, duties, and powers correctly according to the law, the Company's Charter, and the resolutions of the General Meeting of Shareholders, based on the principles of centralization, democracy, and the highest interests of shareholders. During the year, the Board of Directors implemented the resolutions of the General Meeting of Shareholders with key contents such as production and business plans/strategies, investment, finance, selection of auditing firms, etc, ...



- In 2025, although not frequent or periodic, the Board of Directors held meetings in accordance with the Company's Charter and the Board's operating regulations. Meetings chaired and conducted by the Chairman of the Board of Directors ensured seriousness and responsibility in discussions. Board members fully participate in meetings and demonstrate a high sense of responsibility in contributing opinions on meeting agendas to ensure the effective management and utilization of assets and capital, thereby promoting production, business, investment, and financial activities in line with set objectives and aiming for safe, efficient growth and sustainable development.

#### **4.2. Supervision of the Company's Board of Directors**

- Regarding the activities of the Company's Board of Directors in 2025, they have basically performed their functions, duties, and powers in accordance with the law, the Company's charter, financial regulations, and resolutions of the General Meeting of Shareholders, fulfilling all obligations to the State budget and policies for employees. They have implemented resolutions in specific areas according to the direction of the General Meeting of Shareholders and the resolutions of the Board of Directors.

- Based on the business plan set forth at the annual General Meeting of Shareholders and the objectives of the Board of Directors, in 2025 the Company's General Management Board consistently focused on leadership, management, and operation, proactively implementing measures and solutions to seek markets, sign economic contracts, construction and service contracts, accelerate the implementation of business projects, strengthen inventory management and work-in-progress costs, expand investment in assets used for business operations, and enhance financial and debt management to recover capital, aiming for efficient use of assets, capital, and funding sources.

- However, the Company's business, investment, and financial activities in 2025 did not meet the targets for revenue, after-tax profit, profit margin, and dividend payout ratio as planned at the annual General Meeting of Shareholders for fiscal year 2024, as well as the objectives of the Board of Directors. In 2025, the company did not pay dividends (due to the company incurring losses).

#### **4.3. Assessment of Coordination between the Supervisory Board and the Board of Directors, the General Director and Shareholders**

- The Supervisory Board fully participated in all meetings of the Board of Directors and the Company upon receiving notification.

- The Board of Directors and the General Director coordinated in monitoring, inspecting, and controlling the business, investment, and financial activities of the Supervisory Board at the Company; and coordinated in providing information and documents related to the Company's business, investment, and financial activities to the Supervisory Board upon request to ensure that the Supervisory Board could carry out and complete its tasks in accordance with the Law and the Company's Articles of Association.



- In 2025, the Supervisory Board did not receive any documents from Shareholders or groups of Shareholders sent directly to the Supervisory Board requesting review or clarification of accounting books, documents, records, and other documents, or requesting inspection related to the Company's business, investment, financial, management, and operation activities.

#### **5. Recommendations of the Supervisory Board**

- To date, the "Construction" segment remains the Company's main product; therefore, the Company needs appropriate solutions to accelerate the progress of outstanding economic contracts, promptly recognize revenue, and settle accounts with investors.

- The Company must strictly control difficult-to-collect accounts receivable that have been tracked off-balance sheet, and accurately identify the causes to resolve these debts definitively.

- The Company also needs to consider and carefully review the advance payments and recovery of advance payments to construction teams. In cases where projects/works extend over several fiscal years, each item must be inspected and accepted for final settlement and advance payment repayment to ensure efficient use of cash flow.

- The investment and liquidation of fixed assets must also comply with the Company's management regulations, financial regulations, and applicable laws..

- The Board of Directors and the General Management Board need to seriously reassess the signing of contracts and projects that have caused prolonged losses (Contract No. 279/2023/HĐXL/VIC-HACISCO dated September 27, 2023, "construction of social housing in the resettlement, residential and commercial service area of Ward 4, Tra Vinh City," recorded a loss of 3.3 billion VND). The collective and individual responsibilities of those involved must be clearly defined (civilian lawsuits may be filed) to recover the money for the Company. If necessary, the matter should be brought to legal action to reclaim the Company's rights.

- The Board of Directors and the General Management Board of the Company must be more proactive and decisive in transforming the business model from telecommunications construction and purely construction to a multi-industry business model...in order to achieve the highest business efficiency in the shortest possible time.

- According to company data, there are currently 65 ongoing contracts, but only 38 are expected to generate revenue in 2025. We request that the Board of Directors and the General Management Board review and direct relevant departments to liquidate/suspend/terminate/settle these contracts to recover capital and outstanding debts, thereby preserving the company's capital.

- We request that the Board of Directors and the General Management Board review and direct relevant departments to implement specific measures and solutions to recover outstanding debts, currently exceeding 74 billion VND. Furthermore, the company needs



to definitively resolve outstanding debts related to advances from construction teams, amounting to 35 billion VND.

**III. OPERATIONAL DIRECTIONS OF THE SUPERVISORY BOARD IN 2026**

- The Supervisory Board shall supervise the Board of Directors and the General Director in the management and operation of the Company, examine the reasonableness, legality, honesty, and prudence in the management and operation of business activities, and the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting in 2026 at the Company.

- Attend and participate in discussions at the General Meeting of Shareholders, the Board of Directors, and other Company meetings when notified.

- Ensure coordination with the Board of Directors, the General Director, and Shareholders.

- Exercise other rights and obligations as stipulated by the Enterprise Law, the Company Charter, and resolutions of the General Meeting of Shareholders..

- Members of the Supervisory Board shall continue to proactively carry out their assigned tasks. The Supervisory Board will hold meetings in accordance with the law and the Company's Charter, continuing to perform its duties in honestly and objectively assessing the Company's business, investment, and financial performance in the best interests of the Shareholders and the Company.

- Based on reports and documents provided by the Company's Executive Board, it will assess the completeness, legality, and accuracy of the Company's business performance report and financial statements, and present the assessment report at the annual General Meeting of Shareholders.

- Recommend to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure for managing, supervising, and operating the Company's business activities..

- Review, examine, and evaluate the effectiveness and efficiency of the Company's internal control system, internal audit, risk management, and early risk warning system.

- We propose and recommend that the General Meeting of Shareholders approve the list of auditing firms authorized to audit the Company's financial statements.

We respectfully submit this to the General Meeting of Shareholders for review, consideration, and approval.

Sincerely yours!

Hanoi, April 29<sup>th</sup>, 2026  
On behalf of BOARD OF SUPERVISORS  
  
Thang, Phạm Đình



HACISCO  
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Hanoi, April 29<sup>th</sup>, 2026

## PROPOSAL 01

*Re: Approval of the Audited Financial Statements for 2025*

- 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) as amended and supplemented by the General Meeting of Shareholders on April 29<sup>th</sup>, 2025;
- Based on the 2025 Financial Statements of HACISCO Joint Stock Company audited by AASC Auditing Firm Co., Ltd.

**To: The General Meeting of Shareholders of HACISCO Joint Stock Company**

The Board of Directors of HACISCO Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the content of the 2025 Financial Report, audited by AASC Auditing Firm Co., Ltd. In which, some key financial indicators are as follows:

### 1. Separate Financial Statements Audited

No.	Indicator Separate Financial Statement	Year 2025
1	Total Assets	172.098.374.205
2	Liabilities	48.108.878.860
3	Equity	123.989.495.345
4	Net Revenue from Sales and Services	45.105.884.426
5	Cost of Goods Sold	41.372.190.081
6	Financial Operating Revenue	2.413.839.127
7	Financial Operating Expenses	1.005.025.638
8	Administrative Expenses	9.082.735.724

**HACISCO JOINT STOCK COMPANY**

Address: No. 51 Vu Trong Phung Street, Thanh Xuan Ward, Hanoi City, Vietnam

Telephone number: (84-24) 3858.3792

9	Other Income	420.556.994
10	Other Expenses	20.297
11	Total Profit Before Tax	(3.519.691.193)
12	Profit After Tax	(3.519.691.193)

**2. Consodilated Financial Statement**

No.	Indicator Consodilated Financial Statement	Year 2025
1	Total Assets	171.748.232.930
2	Liabilities	47.772.218.265
3	Equity	123.976.014.665
4	Net Revenue from Sales and Services	56.955.123.207
5	Cost of Goods Sold	52.824.436.848
6	Financial Operating Revenue	2.425.285.695
7	Financial Operating Expenses	973.971.351
8	Administrative Expenses	9.482.211.153
9	Other Income	597.340.094
10	Other Expenses	139.620.670
11	Total Profit Before Tax	(3.442.491.026)
12	Profit After Tax	(3.693.036.610)
13	Net profit after tax attributable to non-controlling shareholders	-

*We respectfully submit this to the Annual General Meeting of Shareholders in 2026 for approval.*

*Regards!*

On behalf of the BOARD OF DIRECTORS

CHAIRMAN   
  
Nam, Nguyen Hoai



HACISCO  
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Hanoi, April 29<sup>th</sup>, 2026

## PROPOSAL 02

*V/v: Approval of the Business Production Plan 2026*

- 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) as amended and supplemented by the General Meeting of Shareholders on April 29<sup>th</sup>, 2025.

**To: The General Meeting of Shareholders of HACISCO Joint Stock Company**

The Board of Directors of HACISCO Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the production and business plan targets of the Company for the year 2026, specifically as follows:

No.	Target	Unit	Plan 2026
1	Net revenue from sales and services	VND	150.000.000.000
2	Profit after corporate income tax	VND	2.300.000.000

*We respectfully submit this to the Annual General Meeting of Shareholders in 2026 for approval.*

*Regards!*

On behalf of the BOARD OF DIRECTORS



Nam, Nguyen Hoai



HACISCO  
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

*Hanoi, April 29<sup>th</sup>, 2026*

## PROPOSAL 03

***Re: Approval of the selection of the auditing/reviewing firm for the financial statements 2026***

- *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) as amended and supplemented by the General Meeting of Shareholders on April 29<sup>th</sup>, 2025;*

**To: The General Meeting of Shareholders of HACISCO Joint Stock Company**

In accordance with the Law and the Company's Charter, the Supervisory Board of HACISCO Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the selection of an independent auditing firm to provide review and audit services for the Company's financial statements in 2026. Based on the criteria already applied and updated to meet the governance requirements under the Vietnam Corporate Governance Code 2026 (VNCG Code 2026), the Supervisory Board considers and selects the independent auditing firm according to the following criteria:

- 1. Legal Status:** An auditing firm approved by the State Securities Commission to audit issuers, listed companies, and securities trading organizations in 2026.
- 2. Professional Competence and Experience:** Possesses a team of auditors with qualifications and experience commensurate with the scale of the Company's operations.
- 3. Reputation and Quality Control System:** Has a reputation for audit quality, an internal quality control system, and a review mechanism consistent with professional standards.
- 4. Independence and Conflict of Interest Management:** Ensures independence from the Company, with no significant conflicts of interest, including the provision of non-audit services (if any) considered in accordance with regulations.



**HACISCO JOINT STOCK COMPANY**

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Telephone number: (84-24) 3858.3792

5. **Scope and Implementation Schedule:** Meets the Company's requirements regarding scope of work, risk-based audit approach, and report issuance schedule.
6. **Audit Fees:** Reasonable audit fees commensurate with the quality of the audit.

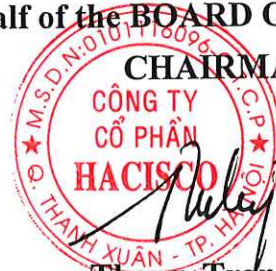
Based on the above selection criteria, the Company's Supervisory Board respectfully submits to the General Meeting of Shareholders for consideration and approval: Selecting AASC Auditing Firm Co., Ltd. as the independent audit firm to provide review and audit services for the Company's Financial Statements in 2026; or authorizing the Supervisory Board to select an audit firm approved by the State Securities Commission to provide review and audit services for the Company's Financial Statements in 2026.

*We respectfully submit this to the Annual General Meeting of Shareholders in 2026 for approval.*

*Regards!*

**On behalf of the BOARD OF SUPERVISORS**

**CHAIRMAN**



**Thang, Tran Dinh**



HACISCO  
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

*Hanoi, April 29<sup>th</sup>, 2026*

## PROPOSAL 04

*Re: Approval of the Board of Directors and Supervisory Board's remuneration settlement for 2025 and Plan for paying Board of Directors and Supervisory Board's remuneration in 2026*

- *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) as amended and supplemented by the General Meeting of Shareholders on April 29<sup>th</sup>, 2025;*

**To: The General Meeting of Shareholders of HACISCO Joint Stock Company**

The Board of Directors of HACISCO Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval the following regarding the settlement of remuneration for members of the Board of Directors and Supervisory Board in 2025 and the plan for paying remuneration to members of the Board of Directors and Supervisory Board in 2026:

**1. Settlement of remuneration for members of the Board of Directors and Supervisory Board in 2025:**

In the 2025 fiscal year, the Company has paid:

- Remuneration for members of the Board of Directors (50%): **108.000.000 VND;**
- Remuneration for members of the Supervisory Board (50%): **54.000.000 VND;**

Thus, the total remuneration paid in 2025 is: **162.000.000 VND.**

Due to the failure to meet the business performance targets for 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the settlement of remuneration for the 2025 fiscal year based on the figures already paid in 2025 as mentioned above.



**HACISCO JOINT STOCK COMPANY**

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Telephone number: (84-24) 3858.3792

**2. Approval of the Salary and Remuneration Plan for Members of the Board of Directors and Supervisory Board in 2026:**

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the remuneration plan for members of the Board of Directors and Supervisory Board in 2026 as follows:

- Chairman of the Board of Directors: 5.000.000 VND per month;
- Vice Chairman of the Board of Directors: 4.000.000 VND per month;
- Member of the Board of Directors: 3.000.000 VND per month;
- Head of the Supervisory Board: 4.000.000 VND per month;
- Member of the Supervisory Board: 2.500.000 VND per month;

*We respectfully submit this to the Annual General Meeting of Shareholders in 2026 for approval.*

*Regards!*

**On behalf of the BOARD OF DIRECTORS**

**CHAIRMAN**



**Nam, Nguyen Hoai**



HACISCO  
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
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*Hanoi, April 29<sup>th</sup>, 2026*

## PROPOSAL 05

***Re: Approval of changes to the number of Board of Directors members***

- *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) as amended and supplemented by the General Meeting of Shareholders on April 29<sup>th</sup>, 2025.*

**To: The General Meeting of Shareholders of HACISCO Joint Stock Company**

The Board of Directors (“BOD”) of HACISCO Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the following change in the number of BOD members::

Based on the provisions of Article 154 of the 2020 Enterprise Law on the Board of Directors, a Joint Stock Company has the right to stipulate the number of BOD members in its Charter, with a number not less than 3 (three) members and not exceeding 11 (eleven) members. Therefore, to meet the requirements of effectively implementing the Company's comprehensive transformation strategy in the period 2026 – 2031, and to be consistent with the increasingly expanding scale of operations and the complexity of governance and management, increasing the number of BOD members is necessary.

### **1.1. The specific reasons are as follows:**

- To strengthen management, supervision, and strategic orientation capabilities in the new development phase;
- To supplement human resources with diverse expertise and to rationally allocate workload, improving the operational efficiency of the Board of Directors;
- To enhance the independence and objectivity of the Board of Directors' operations, aligning with the governance practices of the Vietnam Corporate Governance Code 2026 (“VNCG Code 2026”) under the coordination of the State Securities Commission (“SSC”) and the International Finance Corporation (“IFC”), with the



**HACISCO JOINT STOCK COMPANY**

Address: No. 51 Vu Trong Phung Street, Thanh Xuan Ward, Hanoi City, Vietnam

Telephone number: (84-24) 3858.3792

support of the Swiss Federal Department for Economic Affairs (“SECO”), in order to promote the improvement of corporate governance quality according to international standards and practices published in February 2026.

**1.2. Details of the changes:**

- Number of old Board of Directors members: **5 (five) members, including 1 (one) independent Board member;**
- Number of new Board of Directors members: **7 (seven) members, including 2 (two) independent Board members;**
- Change information: **An additional 2 (two) Board members.**

*We respectfully submit this to the Annual General Meeting of Shareholders in 2026 for approval.*

*Regards!*

On behalf of the **BOARD OF DIRECTORS**

**CHAIRMAN**   


**Nam, Nguyen Hoai**



HACISCO  
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

*Hanoi, April 29<sup>th</sup>, 2026*

## PROPOSAL 06

***Re: Approval of the election of Board of Directors members for the term 2026-2031***

***Report on the list of eligible candidates for the Board of Directors.***

- *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) as amended and supplemented by the General Meeting of Shareholders on April 29<sup>th</sup>, 2025;*
- *Based on the consolidated results of nominations and candidacies for the election of Board of Director members for the 2026-2031 term, as per the Notice of Nominations and Candidacy for the Election of Board of Director Members.*

**To: The General Meeting of Shareholders of HACISCO Joint Stock Company**

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the election of Board Members for the term 2026 – 2031, with the following details:

1. Approval of the number of Board Members for the term 2026 – 2031: 7 (seven) members.
2. According to Announcement No. 01/2026/TB-HĐQT-HAS dated April 8<sup>th</sup>, 2026, which has been published on the Company's electronic portal. Simultaneously, the Company has received nomination and candidacy documents from candidates participating in the election for the position of Board Member of HACISCO Joint Stock Company for the term 2026 – 2031 as follows::
  - Mr. **Nghiem, Nguyen Duy** nominated by the Vietnam Post and Telecommunications Group (VNPT);
  - Mr. **Tung, Do Thai** nominated by the Vietnam Post and Telecommunications Group (VNPT);



**HACISCO JOINT STOCK COMPANY**

Address: No. 51 Vu Trong Phung Street, Thanh Xuan Ward, Hanoi City, Vietnam

Telephone number: (84-24) 3858.3792

- Mr. **Nam, Nguyen Hoai** nominated by a group of shareholders represented by Mrs. Hanh, Pham Thi;
- Mr. **Hai, Nguyen Thanh** nominated by a group of shareholders represented by Mrs. Hanh, Pham Thi;
- Mr. **Long, Tran Van** nominated by a group of shareholders represented by Mr. Nam, Nguyen Hoai;
- Mr. **Tho, Pham Tran** nominated by a group of shareholders represented by Mrs. Hanh, Pham Thi;
- Mr. **Binh, Nguyen Thanh** nominated by a group of shareholders represented by Mrs. Hanh, Pham Thi.

All information related to the candidates, along with the candidate's documents and files, has been prepared and disclosed in accordance with regulations and is attached to the documents of the General Meeting of Shareholders.

The General Meeting of Shareholders will proceed with the election of Board of Directors members for the term 2026 – 2031 in accordance with the Regulations on the Election of Board of Directors and Supervisory Board members for the term 2026 – 2031 of HACISCO Joint Stock Company.

*We respectfully submit this to the Annual General Meeting of Shareholders in 2026 for approval.*

*Regards!*

On behalf of the **BOARD OF DIRECTORS**



**Nam, Nguyen Hoai**



HACISCO  
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Hanoi, April 29<sup>th</sup>, 2026

## PROPOSAL 07

*Re: Approval of the election of Supervisory Board members for the 2026-2031 term;*

*Report on the list of eligible candidates for the Supervisory Board.*

- *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) as amended and supplemented by the General Meeting of Shareholders on April 29<sup>th</sup>, 2025;*
- *Based on the consolidated results of nominations and candidacies for the election of Supervisory Board members for the 2026-2031 term, as per the Notice of Nominations and Candidacy for the Election of Supervisory Board Members.*

**To: The General Meeting of Shareholders of HACISCO Joint Stock Company**

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the election of Supervisory Board members for the term 2026 – 2031, with the following details:

1. Approval of the number of Supervisory Board members for the term 2026 – 2031:  
**03 (three) members.**
2. According to Announcement No. 01/2026/TB-HĐQT-HAS dated April 8<sup>th</sup>, 2026, which has been published on the Company's electronic portal. Simultaneously, the Company has received nomination and candidacy documents from candidates participating in the election for the position of Supervisory Board member of HACISCO Joint Stock Company for the term 2026 – 2031 as follows:
  - Mr. **Thang, Tran Dinh** nominated by the Vietnam Post and Telecommunications Group (VNPT);
  - Mr. **Tai, Pham Van** nominated by the Vietnam Post and Telecommunications Group (VNPT);



**HACISCO JOINT STOCK COMPANY**

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- Mrs. **Lan, Pham Thi Thanh** nominated by the shareholder group represented by Mrs. Hanh, Pham Thi;
- Mrs. **Hoai, Nguyen Thu** nominated by the shareholder group represented by Mr. Nam, Nguyen Hoai.

All information related to the candidates, along with the candidate's documents and files, has been prepared and disclosed in accordance with regulations and is attached to the documents of the General Meeting of Shareholders.

The General Meeting of Shareholders will proceed with the election of the Supervisory Board members for the term 2026 – 2031 in accordance with the Regulations on the Election of Board of Directors and Supervisory Board members for the term 2026 – 2031 of HACISCO Joint Stock Company.

*We respectfully submit this to the Annual General Meeting of Shareholders in 2026 for approval.*

*Regards!*

**On behalf of the BOARD OF DIRECTORS**



**CHAIRMAN**

**Nam, Nguyen Hoai**



HACISCO  
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

Hanoi, April 29<sup>th</sup>, 2026

## PROPOSAL 08

*Re: Approval of the Profit Distribution Plan for 2025*

- 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) as amended and supplemented by the General Meeting of Shareholders on April 29<sup>th</sup>, 2025;
- Based on the business performance results of HACISCO Joint Stock Company in 2025.

**To: The General Meeting of Shareholders of HACISCO Joint Stock Company**

The Board of Directors respectfully submits to the General Meeting of Shareholders the following profit distribution plan for 2025:

No.	Item	Amount	Note
1	Profit before corporate income tax in 2025	(3.442.491.026)	
2	Corporate income tax payable	250.545.584	
3	Net profit after corporate income tax in 2025	(3.693.036.610)	Due to the negative net profit after corporate income tax, the loss will be carried forward in accordance with tax laws, and no profit distribution will be made

*We respectfully submit this to the Annual General Meeting of Shareholders in 2026 for approval.*

*Regards!*

On behalf of the BOARD OF DIRECTORS

CHAIRMAN   
  
CÔNG TY  
CỔ PHẦN  
**HACISCO**  
Nam, Nguyen Hoai  
Q. THANH XUÂN - TP. HÀ NỘI

# RESUME

(For candidates for the Board of Directors/Supervisory Board)



1. **Full name:** NAM, NGUYEN HOAI
2. **Gender:**  Male  Female
3. **Date of birth:** January 27<sup>th</sup>, 1967
4. **Nationality:** Vietnam
5. **Citizen Identification Card/Passport Number:**  
date of issue in:
6. **Permanent address:**
7. **Telephone number:**
8. **Educational level:** 12/12
9. **Professional qualifications:** Master of Business Administration
10. **Work experience:**

Thời gian	Chức vụ
2021 – now	Chairman of the Board HACISCO Joint Stock Company
2007 – 2021	General Director Syntek Technology Joint Stock Company
2003 – 2007	Software Director Vietsoftware Company
1998 – 2003	DHL International Express Delivery Company

11. **Current job title:** Chairman of the Board – HACISCO Joint Stock Company
12. **Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):** No
13. **Related interests in the Issuing Organization (if any):** No
14. **Other information (if any):** No

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.

Hanoi, April 14<sup>th</sup>, 2026

**DECLARANT**

**Nam, Nguyen Hoai**

# RESUME

(For candidates for the Board of Directors/Supervisory Board)



1. Full name: LONG, TRAN VAN
2. Gender:  Male  Female
3. Date of birth: December 7<sup>th</sup>, 1976
4. Nationality: Vietnam
5. Citizen Identification Card/Passport Number:  
date of issue: in:
6. Permanent address:
7. Telephone number:
8. Educational level: 12/12
9. Professional qualifications: Civil Engineer
10. Work experience:



Time	Position
September, 2024 - now	General Director HACISCO Joint Stock Company Chairman of HACISCO 1 One-Member Limited Liability Company Chairman of HACISCO 8 One-Member Limited Liability Company
2015 - now	Chairman of the Board of Directors LANDCOM Investment Joint Stock Company Member of the Board of Directors, Director Construction and Industrial Production Joint Stock Company
June, 2014 – August, 2023	Head of Investment Projects Department SHB Bank
2009 – 2014	Deputy General Director Hong Ha Joint Stock Company
2007 – 2009	Deputy Director of Investment Department Vietnam Petroleum Construction Joint Stock Corporation
2005 – 2007	Assistant to the General Director

	Hanoi Young Entrepreneurs Joint Stock Company
2002 – 2005	Project Management Department Staff Thanh Tri Housing Development and Trading Company
2000 – 2002	Staff of the Technical Planning Department Thanh Tri Housing Development and Business Company

**11. Current job title:**

- Chairman of the Board of Directors, LANDCOM Investment Joint Stock Company;
- Member of the Board of Directors, Director of Construction and Industrial Production Joint Stock Company;
- General Director, HACISCO Joint Stock Company;
- Chairman of HACISCO 1 One-Member Limited Liability Company;
- Chairman of HACISCO 8 One-Member Limited Liability Company;

**12. Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):**

- Chairman of the Board of Directors, LANDCOM Investment Joint Stock Company;
- Member of the Board of Directors, Director of Construction and Industrial Production Joint Stock Company

**13. Related interests in the Issuing Organization (if any):** No

**14. Other information (if any):** No

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.



Hanoi, April 14<sup>th</sup>, 2026  
**DECLARANT**

**Long, Tran Van**

# RESUME

(For candidates for the Board of Directors/Supervisory Board)



1. Full name: HAI, NGUYEN THANH
2. Gender:  Male  Female
3. Date of birth: February 14<sup>th</sup>, 1970
4. Nationality: Vietnam
5. Citizen Identification Card/Passport Number:  
date of issue: in:
6. Permanent address:
7. Telephone number:
8. Educational level: 12/12
9. Professional qualifications: Electronics Engineer
10. Work experience:

Time	Position
May 24 <sup>th</sup> , 2021 – now	Board Member, Deputy General Director HACISCO Joint Stock Company
January 1 <sup>st</sup> , 2019 – January 23 <sup>rd</sup> , 2021	Project Manager HACISCO Joint Stock Company
April, 2019 – May, 2019	Director of Enterprise No. 4 HACISCO Joint Stock Company
August, 2017 – May, 2018	Deputy Director of Enterprise No. 4 HACISCO Joint Stock Company
March, 2012 – March, 2014	Director of Enterprise No. 6 HACISCO Joint Stock Company
March, 2008 – March, 2012	Working at Enterprise No. 1 HACISCO Joint Stock Company
August, 2003 – March, 2008	Director of the Central Region Enterprise HACISCO Joint Stock Company
February, 2000 – January, 2003	Team Leader – Cable Team 2 HACISCO Joint Stock Company
October, 1998 – February, 2000	Deputy Team Leader – Cable Team 2 HACISCO Joint Stock Company



Time	Position
August, 1997 – October, 1998	Deputy Team Leader – Wire Machine Team III HACISCO Joint Stock Company
December, 1991	Worked at the Wire and Machinery Team 3 of the Hanoi City Post and Telecommunications Construction Company (now renamed: HACISCO Joint Stock Company)

**11. Current job title:**

- Board Member, HACISCO Joint Stock Company
- Deputy General Director, HACISCO Joint Stock Company

**12. Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):** No

**13. Related interests in the Issuing Organization (if any):** No

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.

Hanoi, April 14<sup>th</sup>, 2026  
**DECLARANT**



**Hai, Nguyen Thanh**





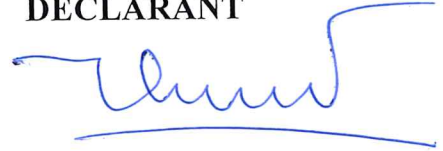
13. **Related interests in the Issuing Organization (if any):** No

14. **Other information (if any):** No

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.

Hanoi, April 14<sup>th</sup>, 2026

**DECLARANT**



**Tho, Pham Tran**



# RESUME

(For candidates for the Board of Directors/Supervisory Board)



1. **Full name:** LAN, PHAM THI THANH
2. **Gender:**  Male  Female
3. **Date of birth:** November 10<sup>th</sup>, 1961
4. **Nationality:** Vietnam
5. **Citizen Identification Card/Passport Number**  
date of issue: in:
6. **Permanent address:**
7. **Telephone number:**
8. **Educational level:** Bachelor of Accounting – Academy of Finance
9. **Professional qualifications:** Accountant
10. **Work experience:**

From month, year to month, year	Job title, position, and work unit
May, 1983 - 1989	Officials from the Central State-Owned Enterprise Revenue Department – Ha Son Binh Provincial Department of Finance
1990 – October, 1990	Officer of the General Affairs Department – Ha Son Binh State Revenue Sub-Department
October, 1990 – October, 1991	Officers from the Accounting, Statistics, and Auditing Department – Ha Son Binh Provincial Tax Department
October, 1991 – December, 2005	Deputy Head of the General Budgeting Department – Ha Tay Provincial Tax Department
January, 2006 – July, 2007	Head of Department – Ha Tay Provincial Tax Department
August, 2008 – November, 2016	Head of Department – Hanoi City Tax Department
December, 2016 – now	CEO of Viet Global Consulting & Services Joint Stock Company



11. **Current job title:**  
General Director of Viet Global Consulting & Services Joint Stock Company

**12. Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):**

+ Supervisory Board Member – HACISCO Joint Stock Company

+ General Director – Viet Global Consulting & Services Joint Stock Company

+ Chief Accountant – Ivy League Vietnam Co., Ltd

+ Accounting Manager – Hanoi Pharmaceutical Investment and Development Joint Stock Company

**13. Related interests in the Issuing Organization (if any) [such as holding shares, having debts with the Company, having related businesses that conduct economic transactions with the Company, etc.] : No**

**14. Other information (if any): No**

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.

Hanoi, April 14<sup>th</sup>, 2026

**DECLARANT**



**Lan, Pham Thi Thanh**



# RESUME

(For candidates for the Board of Directors/Supervisory Board)



1. Full name: BINH, NGUYEN THANH
2. Gender:  Male  Female
3. Date of birth: July 8<sup>th</sup>, 1973
4. Nationality: Vietnam
5. Citizen Identification Card/Passport Number: \_\_\_\_\_ date of issue: \_\_\_\_\_  
in: \_\_\_\_\_
6. Permanent address: \_\_\_\_\_
7. Telephone number \_\_\_\_\_
8. Educational level: 12/12
9. Professional qualifications: Doctor of Economics
10. Work experience:

Time	Position
July, 2013 – now	Head of the Faculty of Economics, Deputy Head of the Faculty of Finance and Investment, Academy of Development Policy
June, 2011 – June, 2013	Deputy Head of the Faculty of Economics and Business Administration Bac Ha International University
September, 2008 – June, 2011	Director of Analysis and Investment Division An Thanh Securities Joint Stock Company APEC Securities Joint Stock Company
May, 2006 – August, 2008	Deputy Director of the Southern Passenger Transport Enterprise, Deputy Head of the Ticketing Center Hanoi Transport Corporation (Transerco)
April, 2004 – May, 2006	Deputy Director, Chairman of the Trade Union Investment and Construction Company 573 – Construction Corporation of Transport Works 5 (CIENCO 5), Ministry of Transport
June, 2001 – April, 2004	Chief Accountant, Northern Branch – Construction Corporation No. 5 (CIENCO 5), Ministry of Transport



January, 2000 – May, 2001	Lecturer Thang Long University
October, 1995 – September, 1997	Management staff, Passenger transport and tourism services company No. 12

- 11. Current job title:** Head of the Faculty of Economics, Deputy Head of the Faculty of Finance and Investment, Academy of Development Policy
- 12. Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):**
- Member of the Board of Directors – HFC Petroleum Joint Stock Company;
  - Chairman of the Board of Directors – NTB Business Management Training and Consulting Company Limited;
  - Head of the Supervisory Board – Hanoi Passenger Transport Joint Stock Company.
- 13. Related interests in the Issuing Organization (if any):** No
- 14. Other information (if any):** No

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.

Hanoi, April 14<sup>th</sup>, 2026

**DECLARANT**

*[Handwritten signature]*  
*Nguyễn Thanh Bình*



## RESUME

(For candidates for the Board of Directors/Supervisory Board)



1. **Full name:** Nguyen Duy Nghiem
2. **Gender:**  Male  Female
3. **Date of birth:** 19/04/1974
4. **Nationality:** Viet Nam
5. **Citizen Identification Card/Passport Number:**  
date of issue:                      in:
6. **Permanent address:**
7. **Telephone number:**
8. **Educational level:** 12/12
9. **Professional qualifications:** Master of Business Administration;  
Telecommunications Engineering; Bachelor of Business Administration.

### 10. Work experience:

From-to	Position
03/09/1996 - 01/08/2004	Staff of Telecommunications Service Company - Hanoi Post Office
01/08/2004 - 01/08/2008	Specialist of Hanoi Telephone Company - Hanoi Post Office
01/08/2008 - 01/08/2011	Deputy Head of Planning Department of Hanoi Telephone Company No. 1 – VNPT Hanoi
01/08/2011 - 01/10/2014	Head of Planning Department of Hanoi Telephone Company No. 1 – VNPT Hanoi
01/11/2014 - 19/05/2016	Deputy Director of Telecommunications Center No. 5 - VNPT Hanoi
20/05/2016 - 30/06/2017	Director of Telecommunications Center No. 5 - VNPT Hanoi
01/07/2017 - 30/11/2023	Head of Investment Department, VNPT Hanoi
01/12/2023 - nay	Deputy Director of VNPT Hanoi

11. **Current job title:** Deputy Director of VNPT Hanoi
12. **Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):**  
- Vice Chairman of the Board of Directors of Hacisco Joint Stock Company

- Chairman of the Board of Directors of Hanoi Post & Telecommunication Development Investment JSC.

- Deputy Director of VNPT Hanoi

**13. Related interests in the Issuing Organization (if any)** [such as holding shares, having debts with the Company, having related businesses that conduct economic transactions with the Company, etc.] No

**14. Other information (if any):** No

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.

*Hanoi, April 16, 2026*

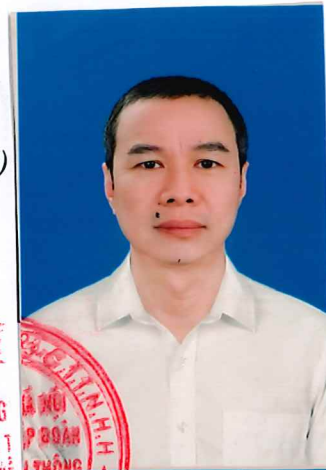
**Declarant**

  
*Nguyen Duy Hien*



# RESUME

(For candidates for the Board of Directors/Supervisory Board)



1. **Full name:** PHAM DINH THANG
2. **Gender:** Male
3. **Date of birth:** 09/07/1972
4. **Nationality:** Vietnam
5. **Citizen Identification Card/Passport Number:**  
date of issue:                      in:
6. **Permanent address:**
7. **Telephone number:**
8. **Educational level:** 12/12
9. **Professional qualifications:** Master of Finance, Bachelor of Business Administration
10. **Work experience:**

01/09/1999 - 30/04/2000	Accountant of Accounting Department - Ha Tay Provincial Post Office
01/05/2000 - 30/09/2001	Accountant - Thach That District Post Office - Ha Tay Province Post Office
01/10/2001 - 31/03/2003	Accountant - Ha Tay Provincial Post and Telecommunications Company
01/04/2003 - 31/12/2007	Accountant - Planning Department - Ha Tay Provincial Post and Telecommunications Company - Production and Business Planning
01/01/2008 - 30/09/2008	Deputy Head of Department - General Business Planning Department - Ha Tay Telecommunications
01/10/2008 - 31/12/2008	Deputy Head of Department - Business Planning Department - Hanoi Telephone Company 3, VNPT Ha Noi
01/01/2009 - 30/06/2013	Head of Department - Marketing and Sales Department - Hanoi Telephone Company 3 – VNPT Ha Noi
01/07/2013 - 30/09/2013	Head of Department - Marketing and Sales Department, Hanoi Telephone Company 3 - Head of Marketing and Sales Department also in charge of Investment and Construction
01/10/2013 - 31/10/2014	Head of Department - Head of Capital Construction Investment Department - Hanoi Telephone Company 3 – VNPT Ha Noi
01/11/2014 - 31/10/2019	Deputy Director of Center 7 – VNPT Ha Noi
01/11/2019 - 30/09/2022	Deputy Director of Telecommunication Center 7 – VNPT Ha Noi
01/10/2022 - nay	Deputy Head of Accounting and Planning Department – VNPT Ha Noi

11. **Current job title:** Deputy Head of Accounting and Planning Department – VNPT Ha Noi

12. **Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):**None

13. **Related interests in the Issuing Organization:** None

14. **Other information (if any):** None

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.

Hanoi, (day) (month) (year) 2026

**Declarant**



# RESUME

(For candidates for the Board of Directors/Supervisory Board)



1. **Full name:** Do Thai Tung
2. **Gender:**  Male  Female
3. **Date of birth:** 16/08/1975
4. **Nationality:** Viet Nam
5. **Citizen Identification Card/Passport Number**  
date of issue:                      in

6. **Permanent address:**
7. **Telephone number:**
8. **Educational level:** 12/12
9. **Professional qualifications:** Master of Electronic Engineering; Telecommunications Engineering Engineer; Information Technology Engineer.

**10. Work experience:**

From-to	Position
01/04/1998 – 01/07/2002	Technician – Dong Anh Post Office – Hanoi Post Office
01/08/2002 - 01/05/2003	Technical Team Leader – Dong Anh District Post Office
01/05/2003 - 01/09/2008	Deputy Head of Dong Anh Telephone Exchange – Hanoi Telephone Company No. 1
01/10/2008 - 01/12/2008	Deputy Head (Acting) of Dong Anh Telecommunications Center – Hanoi Telephone Company No. 1 – Hanoi Telecommunications
01/01/2009 – 31/10/2014	Head of Dong Anh Telecommunications Center – Hanoi Telephone Company No. 1
01/11/2014 - 30/06/2017	Deputy Director of Telecommunications Center 5 – VNPT Hanoi
01/07/2017 – 31/03/2018	Acting Deputy Director of Telecommunications Center 5 – VNPT Hanoi
01/04/2018 – 31/05/2021	Director of Telecommunications Center 5 – VNPT Hanoi
01/06/2021 – 30/09/2025	Director of Telecommunications Center 2 – VNPT Hanoi
01/10/2025 - Present	Director of Long Bien Telecommunications Center – VNPT Hanoi



11. **Current job title:** Director of Long Bien Telecommunications Center – VNPT Hanoi.
12. **Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):**  
- Director of Long Bien Telecommunications Center – VNPT Hanoi.

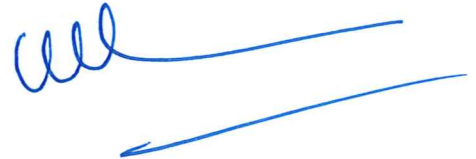
13. **Related interests in the Issuing Organization (if any)** [such as holding shares, having debts with the Company, having related businesses that conduct economic transactions with the Company, etc.] No

14. **Other information (if any):** No

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.

Ha Noi, 15 April 2026

**Declarant**

A handwritten signature in blue ink, consisting of a stylized 'D' followed by a horizontal line and a diagonal stroke.

**Do Thai Tung**



# RESUME

(For candidates for the Board of Directors/Supervisory Board)



1. **Full name:** PHAM VAN TAI
2. **Gender:** Male
3. **Date of birth:** 11/04/1994
4. **Nationality:** Vietnam
5. **Citizen Identification Card/Passport Number:**  
date of issue                      in:
6. **Permanent address:**
7. **Telephone number**
8. **Educational level:** 12/12
9. **Professional qualifications:** Master of Accounting, Bachelor of Finance
10. **Work experience:**  
09/2020 - 10/2021: Specialist of Department of General Administration – Vietnam Yellow Pages Joint Stock Company  
10/2021-12/2021: Probationary contract at Accounting and Planning Department – VNPT Ha Noi  
01/2022 – nay: Specialist of Accounting and Planning Department – VNPT Ha Noi
11. **Current job title:** Specialist of Accounting and Planning Department – VNPT Ha Noi
12. **Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):** None
13. **Related interests in the Issuing Organization:** None
14. **Other information (if any):** None

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.

Hanoi, (day) 16 (month) 4 (year) 2026  
**Declarant**

Jai  
Pham Van Tai

# RESUME

(For candidates for the Board of Directors/Supervisory Board)



1. **Full name:** HOAI, NGUYEN THU
2. **Gender:**  Male  Female
3. **Date of birth:** August 13<sup>rd</sup>, 1984
4. **Nationality:** Vietnam
5. **Citizen Identification Card:** 001184051257 **date of issue:** September 22<sup>nd</sup>, 2024  
**in:** Ministry of Public Security
6. **Permanent address:** No. 68, Lane 178, Tay Son Street, Dong Da Ward, Hanoi City
7. **Telephone number:** (+84) 913 345 915
8. **Educational level:** 12/12
9. **Professional qualifications:** PhD in Business Administration
10. **Work experience:**

Time	Position
2006	Corporate Group Accounting HABUBANK
2006 - 2007	Financial Management – Accounting 3B International Inc.
2009 - 2010	Board of Directors Accountant Thang Long Private University
2007 - now	Lecturer in Accounting Thang Long Private University
2019 - 2020	General Accountant AVIAN Joint Stock Company



11. **Current job title:** Lecturer in the Faculty of Economics and Management, Thang Long University

**12. Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):** No

**13. Related interests in the Issuing Organization (if any):** No

**14. Other information (if any):** No

I hereby declare that the above statements are completely true, and if they are found to be false, I will be fully responsible before the law.

Hanoi, April 14<sup>th</sup>, 2026

**Declarant**



**Hoai, Nguyen Thu**

