



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



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;



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

CHAIRMAN

(signed)

Nam, Nguyen Hoai

Recipient:

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





HACISCO JOINT STOCK COMPANY

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**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 (“BOSs”) 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.



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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:



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- + 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



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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;



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- 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;



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- 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



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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

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.



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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

(signed)

Nam, Nguyen Hoai



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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.
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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Telephone number: (84-24) 3858.3792

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



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**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
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.



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ELECTION BALLOT
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE YEAR 2026
MEMBER OF BOARD OF DIRECTORS AND MEMBER OF BOARD OF SUPERVISORS
FOR TERM 2026 – 2031

SHAREHOLDER CODE:

Name of Shareholder:

Full name of authorized person (if any):

Number of valid voting shares:

ELECTION CONTENT

1. Election of BoDs members for the term 2026 - 2031

Number of BoDs members elected: 07 (seven) people

Total number of votes for Supervisory Board members	x	7	=
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The election plan is as follows:

No.	List of candidates for the Board of Directors	Number of votes
1
2
3
4
5
6
7
Total	

2. Election of BoSs members for the term 2026 - 2031

Number of BoDs members elected: 03 (three) people

Total number of votes for Supervisory Board members	x	3	=
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The election plan is as follows:

No.	List of candidates Supervisory Board	Number of votes
1
2
3
4
Total	

Hanoi, April 29th, 2026

Signature of the Shareholder/Representative/

Authorized Person

(Signature and full name)



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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 President to vote: **Approve/Disapprove/Other opinions**. 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**.





HACISCO JOINT STOCK COMPANY

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Telephone number: (84-24) 3858.3792

- + *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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Telephone number: (84-24) 3858.3792

IV. Effect

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

To:

- AGM 2025;

- BoDs./.

On behalf of BOARD OF DIRECTORS

CHAIRMAN

(signed)

Nam, Nguyen Hoai





HACISCO JOINT STOCK COMPANY



VOTING CARD

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

SHAREHOLDER CODE:

Full Name	:
Number of Shares Owned	:
Number of Shares Represented under Authorization	:
Total Number of Voting Rights	:

Hanoi, April 29th, 2026



HACISCO JOINT STOCK COMPANY

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VOTING BALLOT

SHAREHOLDER CODE:

Full Name:.....

Total Number of Voting Rights:

Number of Owned Votes:

Number of Authorized Votes:

Item 1: Report of the Board of Management on business performance in 2025 and business operation orientation for 2026

Approve Disapprove No opinion

Item 2: Report of the Board of Directors on corporate governance activities in 2025 and the plan for 2026

Approve Disapprove No opinion

Item 3: Assessment report of the Independent Member of the Board of Directors on the activities of the Board of Directors in 2025

Approve Disapprove No opinion

Item 4: Report of the Board of Supervisors on its activities in 2025 and the operational plan for 2026

Approve Disapprove No opinion

Item 5: Proposal No. 01: Approval of the audited financial statements for 2025

Approve Disapprove No opinion

Item 6: Proposal No. 02: Approval of the 2026 business and production plan

Approve Disapprove No opinion

Item 7: Proposal No. 03: Selection of the auditing/reviewing firm for the 2026 financial statements

Approve Disapprove No opinion

Item 8: Proposal No. 04: Approval of the final settlement of remuneration for the Board of Directors, the Board of Supervisors for 2025, and approval of the remuneration payment plan for the Board of Directors and the Board of Supervisors for 2026

Approve Disapprove No opinion

Item 9: Proposal No. 05: Approval of the change in the number of members of the Board of Directors, election of members of the Board of Directors for the 2026 – 2031 term; and report on the valid list of BOD candidates

Approve Disapprove No opinion

Item 10: Proposal No. 06: Approval of the election of members of the Board of Supervisors for the 2026 – 2031 term; and report on the valid list of BOS candidates

Approve Disapprove No opinion

Item 11: Proposal No. 07: Approval of the profit distribution plan for 2025

Approve Disapprove No opinion

Hanoi, April 29th, 2026

Signature of the Shareholder/Representative/Authorized Person

(Signature and full name)

Notes:

- Shareholders are kindly requested to mark an “x” in the appropriate box;
- A valid ballot is a ballot with a clear response selected from the above options;
- An invalid ballot is a ballot with no opinion selected or with two (02) or more options selected.



**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%)

**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. 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:

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Tel: (84-24) 3858.3792

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 construction of fixed broadband network expansion infrastructure in Binh Dinh in 2023)	1.2 billion VND	Expected final settlement in Q2/2026
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
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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. 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

(signed)

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

In 2026, the Board of Directors set a strategy for solid and effective development in priority areas, continuing cooperation with reputable businesses in the market, and initially completing a sustainable and highly competitive development ecosystem. The company will focus on a synergy strategy, recovering bad debts, and laying the foundation for the period from 2026 to 2031.

In addition, regarding the difficult times the company faced in 2024-2025, the Board



of Directors recognized that these were both challenges and opportunities to carefully reassess its strategic planning, operations, and risk management. It also provided 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 the quality of human resources, and fulfilling the tasks approved by the Annual General Meeting of Shareholders.

To ensure transparency in the Board of Directors' operations, in accordance with the Charter and Governance Regulations, the Board of Directors ensures the following activities and tasks to be performed in 2026:

- The Board of Directors will hold regular quarterly meetings as stipulated. The meeting agenda includes requesting the Board of Directors to explain the results of production and business operations, the progress of the plan implementation for each quarter, and to propose a production and business plan for the next quarter based on the key plan outlined in the annual General Meeting of Shareholders.
- Develop an effective human resources strategy, attracting highly qualified, enthusiastic, and professional personnel to serve the Company's business operations.
- Monitor the preparation of the financial statements and provide explanations for relevant items.
- Maintain governance and supervision activities in line with corporate governance regulations, and continuously improve upon existing weaknesses.

In 2026, the Company will have more development opportunities due to preparation efforts from previous years and new national prospects. However, this will also require Board Members to proactively follow operational developments, innovate in thinking, and be creative in strategic orientation to help the Company achieve the highest level of performance. Core issues include:

1. General Orientation:

Instruct the Board of Directors 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.

3. Regarding system management:

Standardizing the management system towards transparency, efficiency, and approaching advanced standards, specifically:

- **Management according to advanced standards:** Integrating reputable standards such as the ASEAN Corporate Governance Scorecard, the Corporate Governance Handbook of the State Securities Commission, IFC (International Finance Corporation), and OECD (Organization for Economic Cooperation and Development) into operational activities to strengthen internal control systems, manage risks effectively, and ensure financial safety;
- **Optimizing resources and ecosystem:** Managing and allocating resources scientifically, while effectively and transparently exploiting strategic partnerships within the Company's ecosystem and with stakeholders;
- **Disseminating HACISCO corporate culture:** Identifying a strong corporate culture as a key factor for growth, efficiency, and sustainability.

4. For Sustainable Development:



The company is committed to green growth, linking business performance with responsibility towards the community and the environment:

- **Green and Sustainable Investment Strategy:** The company prioritizes portfolio optimization by increasing its investment in green capital markets and businesses with sound financial foundations and transparent governance;
- **Digital Operations:** Gradually realizing its commitment to environmental protection through a cloud-based enterprise management system – a "paperless office" model that allows for flexible storage, work, and decision-making anytime, anywhere;
- **Humanistic Environment and Community Responsibility:** Upgrading employee benefits and corporate culture as a foundation for long-term growth. - Long-term commitment to shareholders, partners, and customers: With a service-focused approach, the Company is committed to long-term partnerships with partners and customers to deliver high-quality, effective, and sustainable services. For shareholders, the Company always aims to ensure their rights and maximize their benefits for every investment;

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

III. CONCLUSION

The above is the Report on the Activities of the Board of Directors in 2025 and the Corporate Governance Plan for 2026. The Board of Directors firmly believes that, with the dedication and efforts of the Board members and the Executive Board, the Company will fulfill and potentially exceed the business plan entrusted by the Shareholders.

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

Sincerely yours./.

Hanoi, April 29th, 2026

On behalf of THE BOARD OF DIRECTIORS

CHAIRMAN

(signed)

Nam, Nguyen Hoai





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.





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;





- 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 29th, 2026

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

(Signed)

Tho, Pham Tran





**REPORT OF THE SUPERVISORY BOARD
ON THE PERFORMANCE IN 2025 AND THE OPERATIONAL
ORIENTATION FOR 2026
OF
HACISCO JOINT STOCK COMPANY**

To: The Esteemed Shareholders of HACISCO Joint Stock Company

Pursuant to the functions and duties of the Supervisory Board of HACISCO Joint Stock Company for the 2021–2026 term, the members of the Supervisory Board (“SB”) convened and unanimously approved this report summarizing the SB’s activities in 2025 and setting out its operational orientation for 2026, for submission to the 2026 Annual General Meeting of Shareholders (“AGM”), with the principal contents as follows:

**I. REPORT ON THE IMPLEMENTATION OF THE RESOLUTION OF THE
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS; RESULTS
OF SUPERVISION, REVIEW OF THE FINANCIAL STATEMENTS, AND
COMMENTS OF THE SUPERVISORY BOARD**

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

- Salaries, Bonuses and Remuneration of the Board of Directors, the Supervisory Board and the Board of Management:

In 2025, the Company paid salaries, bonuses and remuneration to the Board of Directors (“BOD”), the Board of Management (“BOM”) and the Supervisory Board in accordance with the Salary–Bonus–Remuneration Regulations and Resolution No. 01/NQ/ĐHĐCĐ-HAS dated April 29, 2025 of the General Meeting of Shareholders. Specifically:

+ Remuneration of members of the BOD and the Supervisory Board was paid at 50% of the level approved by the AGM Resolution and the applicable Regulations (as the Company did not achieve its business plan), of which: Remuneration of the BOD: VND 108 million / 05 members; Remuneration of the Supervisory Board: VND 54 million / 03 members.

+ Salary of the full-time Chairman of the Board of Directors: VND 468 million.

+ Salary of the Board of Management: VND 745 million.

- In 2025, the Company did not distribute profits, as it incurred a loss during the year.

- The Company selected AASC Auditing Firm Company Limited as the independent auditor for the 2025 semi-annual and annual financial statements in accordance with the AGM Resolution.



2. Results of the Review of the 2025 Financial Statements and Assessment of Business Performance

2.1. Review of the 2025 Separate and Consolidated Financial Statements

The financial statements of HACISCO Joint Stock Company as at December 31, 2025 were audited by AASC Auditing Firm Company Limited under Audit Reports No. 270326.043/BCTC.KT7 and 260326.042/BCTC.KT7, both dated March 27, 2026. The Supervisory Board hereby reports the review results as follows:

- The separate and consolidated financial statements, the statement of profit or loss, and the cash flow statement for the fiscal year ended December 31, 2025 have, in all material respects, fairly and reasonably presented the Company's financial position and operating results in accordance with applicable regulations.

- The recording of accounting entries, maintenance of accounting books, and classification of economic transactions were carried out in accordance with the accounting standards issued by the Ministry of Finance.

- The Company prepared reports on contracts and related-party transactions falling within the approval authority of the Board of Directors or the General Meeting of Shareholders.

- The Company has made periodic reports and information disclosures in compliance with regulations on information disclosure in the securities market.

2.2. Assessment of the Company's Business Performance and Investment and Financial Position in 2025

2.2.1. Business Performance in 2025 (Unit: VND million)

No.	2025	2024	2025/2024
<i>1</i>	<i>2</i>	<i>3</i>	<i>4 = 2/3</i>
Revenue from sales and service rendering	56.955	69.344	82%
<i>Of which:</i>			
- Revenue from construction contracts	49.721	65.779	76%
- Revenue from office/warehouse leasing, etc...	7.233	3.564	203%
Cost of goods sold	52.824	66.808	79%
Financial expenses	973	1.982	49%
Other expenses	139	1.781	8%
Administrative expenses	9.482	12.725	75%
Net profit/(loss) from business operations	-3.900	-8.898	44%

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Profit/(loss) after corporate income tax	-3.693	-10.741	34%
ROE (PAT / average equity)	-2,94	-8,05	
Equity turnover ratio	0,45	0,52	
Basic earnings per share	-473	-1.377	

Total revenue from sales and service rendering in 2025 was VND 56.955 billion, equivalent to 46% of the target approved by the AGM Resolution (VND 123 billion). If the loss from the Tra Vinh project/contract had not been recognized (loss amounting to VND 3.3 billion, together with a revenue reduction of nearly VND 17 billion following final settlement), recognized revenue for the year would have been VND 73.9 billion, equivalent to 60% of the annual plan and 106% of the same period last year. Specifically:

- As at December 31, 2025, revenue from sales and service rendering reached VND 56.955 billion, equal to 46% of the plan and 82% of the 2024 level (VND 69.3 billion).
- Revenue recognized from construction contracts performed in 2025 was VND 49.7 billion, equal to 76% of the same period in 2024.
- Revenue from services and warehouse/premises leasing was VND 7.2 billion, equal to 203% of 2024.

(As at December 31, 2025, the Company had 65 ongoing contracts, but only 38 contracts generated revenue during 2025. Among them, Contract No. 279/2023/HĐXL/VIC-HACISCO dated September 27, 2023 for the project "Construction of social housing in the resettlement, residential and commercial-service area, Ward 4, Tra Vinh City" recorded a loss of VND 3.3 billion and a reduction in contract revenue of nearly VND 17 billion in 2025 following final settlement.)

- Financial income in 2025 reached VND 2.4 billion, equal to 74% of 2024. Financial expenses amounted to VND 973 million, equal to 49% of the same period, down by approximately VND 1 billion, mainly consisting of loan interest expenses.

- In 2025, the Company's business performance remained inefficient. Revenue fell short of expectations and the approved plan (VND 56.955 billion vs. VND 123 billion planned), while cost of goods sold amounted to VND 52.8 billion. Of this, the cost of construction contracts accounted for 93.4%, while the cost of goods and services accounted for 6.6%. Gross profit from sales and services was VND 4.1 billion, equivalent to 163% of 2024.

Under the Company's consolidated financial statements, revenue from sales and service rendering before adjustment reached VND 73.9 billion. However, due to the loss incurred from the Tra Vinh project and the required downward adjustment of nearly VND 17 billion in revenue, revenue after adjustment amounted to VND 56.955 billion; loss from operating activities was VND 3.9 billion; loss before tax was VND 3.44 billion; and loss after tax was VND 3.69 billion.

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- The ratio of cost of goods sold to net revenue in 2025 was 92.7%. Although this improved from 95% in 2024, it remained high.

- The ratio of administrative expenses to net revenue in 2025 was 16.6%, down significantly from over 18% in 2024. Administrative expenses decreased from VND 12.7 billion in 2024 to VND 9.482 billion in 2025, as the Board of Management continued to restructure the management apparatus toward a leaner and more efficient model and refined its recruitment and personnel structure to better align with operational needs and actual conditions. Notable reductions in expenses included:

+ Labor and salary expenses: down 20%, equivalent to VND 1.62 billion;

+ Taxes, fees and charges: down 66%, equivalent to VND 773 million;

+ Other cash expenses: down 50%, equivalent to VND 1.3 billion.

In 2025, profit after tax was negative VND 3.693 billion (compared with the 2025 target of VND 500 million, and negative VND 10.74 billion in 2024). Accordingly, all indicators relating to the Company's operating efficiency remained negative. Specifically: ROE: -2.94% (2024: -8.05%); ROA: -2.26% (2024: -5.81%); ROS: -6.48% (2024: -15.5%).

*** Regarding Cash Flows:**

(Unit: VND million)

Item	2024	2025	Variance	Ratio (%)
	1	2	3=2-1	4=2/1
Net cash flows from operating activities	(26.043)	(17.693)	8.350	0,68
Net cash flows used in investing activities	31.767	2.428	(29.339)	0,08
Net cash flows from financing activities	(8.496)	15.068	23.564	(1,77)
Net decrease in 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 exchange rate fluctuations on foreign currency translation	-			
Cash and cash equivalents at the end of the year	3.142	2.945	(197)	0,94

- The Statement of Cash Flows (the "Cash Flow Statement") for the year ended 2025 shows that:

+ Net cash flows from operating activities remained negative at VND 17.69 billion, indicating that the Company's business operations were facing difficulties and that cash



flows were under pressure. The Company should promptly and decisively implement measures to accelerate the progress of ongoing projects, timely recognize revenue from construction contracts, and recover outstanding receivables in full in order to maintain its regular production and business operations;

+ Net cash inflows from investing activities were positive at VND 2.4 billion. Of this amount, proceeds from the sale/liquidation of fixed assets were VND 1.053 billion; and interest income from loans, dividends and distributed profits received amounted to VND 1.84 billion. This indicates that the Company's investment cash outflows were limited and/or scaled down. In 2025, the Company did not make any investments in the acquisition of fixed assets, tools and equipment, or capital contributions to subsidiaries;

(During 2025, the Company liquidated one Ford Fortuner automobile, generating proceeds of VND 275 million, and one dump truck, generating proceeds of VND 778 million.)

+ Net cash inflows from financing activities were positive at VND 15 billion. Specifically, the Company borrowed VND 32.5 billion and repaid VND 17.4 billion of loan principal. The Company was using mobilized capital to finance its production and business activities during the year. The Company should strengthen measures to boost production and business activities, accelerate the completion of construction contracts, promptly recover receivables, and rapidly convert investments into cash so as to generate healthy operating cash flows for debt repayment.

- The Company's net cash flow for the period remained negative at VND 196 million. This means that the total cash inflows during the period were lower than the total cash outflows, indicating that the Company's cash holdings were contracting.

- As at the end of 2025, the Company's cash and cash equivalents amounted to VND 2.9 billion, indicating that the Company's current financial capacity remained very limited.

2.2.2. Capital Management and Utilization; Asset Management and Utilization in 2025

Item	31/12/2025		01/01/2025		Year-end/ Beginning of year (%)
	Value	Ratio	Value	Ratio	
	(VND million)	(%)	(VND million)	(%)	
I. TOTAL ASSETS	171.748	100%	155.659	100%	110%
1. Current assets	149.806	87,22%	132.146	84,89%	113,36%


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<i>Of which: Short-term receivables</i>	115.895	67,48%	102.701	65,98%	112,85%
<i>Inventories</i>	29.875	17,39%	25.197	16,19%	118,57%
2. Non-current assets	21.942	12,78%	23.513	15,11%	93,32%
<i>Of which: Fixed assets</i>	927	0,54%	2.315	1,49%	40,04%
II. TOTAL CAPITAL SOURCES	171.748	100%	155.659	100%	110%
1. Liabilities	47.772	27,82%	27.990	17,98%	170,68%
<i>Of which: Short-term liabilities</i>	46.907	27,31%	26.269	16,88%	178,56%
<i>- Short-term trade payables</i>	12.358	7,20%	4.857	3,12%	254,44%
<i>- Short-term borrowings and finance lease liabilities</i>	26.636	15,51%	10.436	6,70%	255,23%
2. Owners' equity	123.976	72,18%	127.669	82,02%	97,11%
<i>Contributed capital of owners</i>	80.000	46,58%	80.000	51,39%	100,00%
<i>Investment and development fund</i>	3.832	2,23%	3.832	2,46%	100,00%
<i>Undistributed post-tax profits</i>	(14.476)	-8,43%	(10.783)	-6,93%	134,25%
III. DEBT STRUCTURE					
1. Liabilities / Total assets (%)		27,82%		25,17%	
2. Liabilities / Owners' equity (%)		38,53%		33,64%	
IV. CAPITAL UTILIZATION EFFICIENCY					
1. Return on equity (ROE)/ Average owners' equity		-2,94%		-8,05%	
2. Return on assets (ROA)/ Average total assets		-2,26%		-5,81%	
Equity turnover ratio					
Business capital turnover ratio					
Inventory turnover		1,92		3,52	
Days per inventory turnover = 365 / Inventory turnover		190		104	

- At the end of fiscal year 2025, the Company's owners' 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 owners' equity preservation ratio was 0.97, indicating that the Company did not preserve its owners' equity.



- During 2025, neither the Company's owners' equity nor its business capital completed one full turnover cycle. The equity turnover ratio was 0.45, while the overall business capital turnover ratio was 0.35. These turnover ratios remained very low, indicating that the Company's use of capital was inefficient.

- As at 31 December 2025, inventories amounted to VND 29.87 billion, an increase of 18% compared with 1 January 2025, equivalent to an increase of VND 4.7 billion. This increase mainly consisted of work in progress, which accounted for 92% of total inventories. The inventory turnover ratio was 1.9 times, equivalent to 190 days per turnover cycle. The Company should review the progress of projects causing capital to remain tied up and increasing pressure to repay short-term borrowings. At the same time, it should review the progress of economic and construction contracts, complete acceptance and final settlement documentation, and improve the Company's inventory turnover ratio.

- Regarding the asset and capital structure, at the end of fiscal year 2025, current assets accounted for a high proportion of total assets, at 87%, while non-current assets accounted for the remaining 13%. The ratio of current assets to non-current assets was 6.8, reflecting a significant imbalance in the Company's asset structure.

- At the end of 2025, the Company's total capital sources amounted to VND 171.7 billion, an increase of 10% compared with the beginning of 2025 (VND 155.7 billion). Liabilities accounted for 27.8% of total capital sources, while owners' equity accounted for 72% of total capital sources.

Specifically:

- Liabilities as at 31 December 2025 amounted to VND 47.7 billion, an increase of 71% compared with the beginning of 2025, equivalent to an increase of more than VND 19 billion. Short-term liabilities amounted to VND 46.9 billion, accounting for 98% of total liabilities and 27% of total capital sources, which will place pressure on the Company's short-term debt repayment capacity.

- At the end of 2025, the Company recorded short-term borrowings and finance lease liabilities of VND 26 billion, accounting for 15% of total capital sources and representing an increase of 250% compared with the beginning of 2025. Of this amount, bank borrowings for production and business activities amounted to VND 25.4 billion, while current portion of long-term borrowings and lease liabilities due within one year amounted to VND 744 million.

- As at 31 December 2025, owners' equity decreased by 3%, equivalent to VND 3.69 billion (VND 123.97 billion compared with VND 127.7 billion). Contributed capital of owners accounted for 46% of total capital sources, compared with 51% as at 1 January 2025. The main reason for the decrease in owners' equity in 2025 was the Company's loss



from production and business activities; accordingly, the Company failed to preserve its owners' equity.

- The Debt-to-Assets Ratio (DAR) was 0.27, indicating that the majority of the Company's assets were financed by owners' equity and that the Company was not under excessive pressure from debt.

- The Debt-to-Equity Ratio (D/E Ratio) was 0.38. This indicates that the Company's liabilities represented a relatively small proportion compared with its total assets or total capital sources. However, short-term liabilities accounted for as much as 98% of the Company's total liabilities (of which short-term borrowings and finance lease liabilities accounted for 56% of total liabilities), which will place pressure on the Company's immediate liquidity and debt servicing capacity.

2.2.3. Receivables/Payables and the Company's Solvency in 2025

* Liquidity and Profitability Indicators

Item	Unit	2024	2025	2025/2024	Increase/ (Decrease)
Liquidity Ratios					
Current ratio (= Current assets / Current liabilities)	Times	5,03	3,20	0,64	- 1,83
Quick ratio (= (Current assets – Inventories) / Current liabilities)	Times	4,07	2,57	0,63	- 1,50
Receivables turnover = Sales revenue / Average trade receivable	Times	0,58	0,52	0,90	- 0,06
Average collection period = 365 / Receivables turnover	Days	634	700	1,10	66
Payables turnover = Cost of goods sold / Average trade payables	Times	5,42	6,13	1,13	0,71
Average payment period = 365 / Payables turnover	Days	67	59	0,88	- 8
Inventory turnover = Cost of goods sold / Average inventories	Times	3,52	1,92	0,57	- 1,47
Days per inventory turnover = 365 / Inventory turnover	Days	104	190	1,83	86
Total asset turnover = Net revenue / Average total assets	Times	0,38	0,35	0,92	- 0,03
Profitability Ratios					
Return on sales (ROS) = Profit after tax / Revenue	%	-15,49%	-6,48%		
Return on equity (ROE) = Profit after tax / Average owners' equity	%	-8,05%	-2,94%		

**HACISCO JOINT STOCK COMPANY**

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Tel: (84-24) 3858.3792

Gross profit margin = Gross profit / Net revenue	%	3,66%	7,25%		
Return on assets (ROA) = Profit after tax / Average total assets	%	-5,81%	-2,26%		

Based on the Company's solvency in 2025 as measured by three indicators, namely the general solvency ratio ($K_{tq} = 3.6$), the current ratio ($K_{ng} = 3.2$) and the quick ratio ($K_{nh} = 2.6$), the Company currently has sufficient ability to settle debts as they fall due. However, the Company's immediate cash ratio remained weak ($K_{tt} = 0.06$, far below the safe level of 1), indicating that the Company did not have sufficient cash on hand to flexibly settle unexpected short-term liabilities. Therefore, the Company's overall liquidity position should be considered not entirely safe.

In 2024, the Company reduced its receivables 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 at 31 December 2024. However, by the end of fiscal year 2025, trade receivables from customers increased slightly compared with 2024 by more than VND 2 billion, reaching VND 74.77 billion. Customers were still occupying a significant amount of the Company's capital due to projects still under construction, project delays, and numerous difficulties in acceptance and final settlement procedures. Certain customers with large and long-outstanding receivable balances were as follows:

No.	Customer	31/12/2025	01/01/2025
1	VNPT	8,266,093,326	7,833,080,637
2	VICTORIA Property Management Co., Ltd.	18,504,576,915	26,584,771,954
3	Viettel Network Corporation	6,116,956,171	12,167,442,769
Total		32,887,626,412	46,585,295,360

The Company is requested to actively recover outstanding receivables and implement specific measures and solutions to recover bad debts that have been transferred for off-balance-sheet monitoring under General Meeting of Shareholders Resolutions No. 102/NQ-HAS dated 27 April 2021 and No. 86/NQ-HAS dated 27 April 2023. Clear responsibilities should be assigned, with accountability and benefits linked to the individuals in charge of monitoring and debt collection.

In addition, the Company should also strictly control other short-term receivables, especially by definitively resolving receivables related to advances paid to construction teams, which amounted to as much as VND 35 billion, accounting for 32% of the Company's total short-term receivables.

II. OPERATIONS OF THE SUPERVISORY BOARD IN 2025

1. Personnel: The Supervisory Board consisted of 03 (three) members, including 01 (one) Chief of the Supervisory Board and 02 (two) members.



2. Remuneration and Operating Expenses of the Supervisory Board and Each Supervisor in 2025

As the Company's business, investment and financial results in 2025 did not meet the approved targets, the members of the Supervisory Board received remuneration at 50% of the level approved under Resolution No. 01/NQ-ĐHĐCĐ-HAS, adopted at the 2025 Annual General Meeting of Shareholders held on 29 April 2025, specifically as follows:

- Chief of the Supervisory Board: VND 24 million for 2025;
- Members of the Supervisory Board: Ms. Lan: VND 15 million for 2025; Ms. Huong: VND 15 million for 2025;
- Other expenses: Nil.

3. Activities of the Supervisory Board in 2025

- In 2025, the members of the Supervisory Board consistently complied with the law, the Company's Charter, resolutions of the General Meeting of Shareholders, and professional ethics in exercising their assigned rights and duties honestly, prudently and to the best of their abilities, with a view to safeguarding the maximum lawful interests of the Company and its shareholders. They did not use the Company's information, know-how or business opportunities, nor abuse their positions, powers or the Company's assets, for personal gain or for the benefit of other organizations or individuals. They also fulfilled other obligations in accordance with the prevailing Law on Enterprises and the Company's Charter.

- Based on the rights and responsibilities of the Supervisory Board as prescribed by the Law on Enterprises and the Company's Charter, the Supervisory Board, on behalf of the General Meeting of Shareholders, supervised the Company's business, investment, financial, governance and management activities, focusing mainly on the following matters:

+ Supervising the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors; supervising and evaluating the governance, management and administration of the Board of Directors and the Board of Management with respect to the legality and reasonableness of annual business, investment and financial activities in accordance with resolutions of the General Meeting of Shareholders and applicable laws; appraising the Company's annual financial statements; attending meetings of the Board of Directors and of the Company; and providing comments on proposed amendments to the Charter and Internal Corporate Governance Regulations in accordance with the Law on Enterprises upon receipt of notice.

+ In 2025, the Supervisory Board worked indirectly at the Company as appropriate under actual conditions, based on the dossiers, documents, data, financial statements, accounting books and vouchers provided by the Company. It also conducted direct



discussions and collected opinions via email in order to assess issues relating to accounting, finance, management and the administration of the Company's business, investment and financial activities.

+ In 2025, the Supervisory Board held 03 meetings. All meetings were duly documented in writing and reports were submitted in a timely manner in accordance with regulations. The Supervisory Board attended all meetings of the Board of Directors and the Company's Board of Management upon receiving notice.

4. Assessment of the Performance of the Board of Directors and the Executive Board of Management

The Supervisory Board supervised and evaluated the activities of the Board of Directors and the Executive Board of Management in the management and administration of the Company. It reviewed the reasonableness, legality, honesty and prudence exercised in the management and operation of business activities. It also reviewed the systematic, consistent and appropriate implementation of accounting, statistical and annual financial reporting work at the Company in order to protect the lawful interests of shareholders and the Company. In addition, it examined relevant relationships in the Company's governance process, including relationships among shareholders and the separation between ownership and direct management, in order to ensure that the Company's production and business activities were conducted transparently.

4.1. Supervision of the Board of Directors

- The Board of Directors consisted of 05 (five) members, including 01 (one) Chairman (Mr. Nguyen Hoai Nam serves as the full-time Chairman of the Board of Directors pursuant to Resolution No. 86/NQ-ĐHCD-HAS of the 2022 Annual General Meeting of Shareholders dated 18 May 2022, and was appointed as the Company's second legal representative pursuant to Resolution No. 86/NQ-ĐHCD-HAS of the 2024 Annual General Meeting of Shareholders dated 27 April 2024), 01 (one) Vice Chairman, and 03 (three) other members of the Board of Directors (including 01 independent member, Mr. Pham Tran Tho).

- Based on its monitoring and supervision of the Board of Directors' activities in 2025, the Board of Directors fundamentally performed its functions, duties and powers in accordance with applicable laws, the Company's Charter on organization and operation, and resolutions of the General Meeting of Shareholders, 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, focusing on key matters such as business production plans, investment and financial plans, and the selection of the auditing firm.



- In 2025, although meetings were not held regularly on a periodic basis, the Board of Directors organized meetings in accordance with the Company's Charter and the Board of Directors' operating regulations. These meetings were chaired and conducted by the Chairman of the Board of Directors in a serious and responsible manner. All members of the Board of Directors attended the meetings in full and demonstrated a high sense of responsibility in contributing opinions on agenda items, thereby ensuring effective management and use of assets and capital, promoting business, investment and financial activities in line with the approved objectives, and aiming toward safe and efficient growth and sustainable development.

4.2. Supervision of the Executive Board of Management

- With respect to the activities of the Company's Executive Board of Management in 2025, it fundamentally performed its functions, duties and powers in accordance with applicable laws, the Company's Charter on organization and operation, the Financial Regulations, and resolutions of the General Meeting of Shareholders. It also fully performed its obligations to the State budget and complied with policies applicable to employees. It implemented the resolutions in each specific area in line with the orientation of the General Meeting of Shareholders and the resolutions of the Board of Directors.

- Based on the business plan approved at the Annual General Meeting of Shareholders and the strategic direction of the Board of Directors, during 2025 the Executive Board of Management remained focused and made continuous efforts in leadership, management and administration. It proactively implemented measures and business solutions to seek market opportunities, enter into economic, construction and service contracts, accelerate the implementation of business projects, strengthen the management of inventories and work in progress, expand investment in assets used for production and business activities, and improve financial and receivables management in order to recover capital and enhance the efficient use of assets, capital and funding sources.

- However, the Company's business, investment and financial activities in 2025 failed to achieve the targets for revenue, profit after tax, profitability ratios and dividend payout ratio as approved at the Annual General Meeting of Shareholders for fiscal year 2024 and as targeted by the Board of Directors. In 2025, the Company did not pay dividends (as the Company was operating at a loss).

4.3. Assessment of Coordination among the Supervisory Board, the Board of Directors, the Executive Board of Management and Shareholders

- The Supervisory Board attended all meetings of the Board of Directors and the Company upon receiving notice.

- The Board of Directors and the Executive Board of Management cooperated with the Supervisory Board in its supervision, inspection and control of the Company's



business, investment and financial activities. They also coordinated in providing information and documents relating to the Company's business, investment and financial activities to the Supervisory Board upon request, thereby enabling the Supervisory Board to perform and complete its duties in accordance with the law and the Company's Charter.

- In 2025, the Supervisory Board did not receive any written requests directly from any shareholder or group of shareholders requesting that it review or clarify matters relating to accounting books, vouchers, accounting records and other documents, or requesting an inspection relating to the Company's business, investment, financial, management or operational activities.

5. Recommendations of the Supervisory Board

- Up to the present time, the Company's construction and installation segment remains its core business line. Therefore, the Company should adopt appropriate measures to accelerate the progress of outstanding economic contracts, promptly recognize revenue, and complete final settlement with project owners in a timely manner.

- The Company must strictly control difficult-to-collect receivables that are being monitored off-balance sheet, and accurately identify the causes in order to handle and recover such receivables definitively.

- The Company should also review and carefully consider the advance payment and recovery of advances to construction teams. For projects extending over multiple financial years, acceptance should be carried out for each completed work item so that settlement can be made and advances can be recovered, thereby ensuring the efficient use of cash capital.

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

- The Board of Directors and the Executive Board of Management should seriously review the execution of contracts and projects that have caused losses and prolonged financial damage (Contract No. 279/2023/HĐXL/VIC-HACISCO dated 27 September 2023 regarding the "Construction of social housing in the resettlement, residential and commercial service area in Ward 4, Tra Vinh City", which recorded a loss of VND 3.3 billion). Collective and individual responsibilities should be clearly determined (including, where appropriate, initiating civil proceedings) in order to recover funds for the Company. If necessary, the matter should be referred to the competent law enforcement authorities to protect the Company's lawful interests.

- The Board of Directors and the Executive Board of Management must be more closely engaged and more decisive in transforming the Company's business model from a traditional telecommunications construction and general construction contractor into a



diversified, multi-sector business model, with a view to achieving the highest business efficiency in the shortest possible time.

- According to data provided by the Company, there are currently 65 ongoing contracts, but only 38 contracts generated revenue in 2025. The Supervisory Board recommends that the Board of Directors and the Executive Board of Management review and instruct the relevant departments to assess such contracts and, where appropriate, proceed with liquidation / suspension / termination / final settlement in order to recover capital and outstanding receivables and preserve the Company's capital.

- The Supervisory Board also recommends that the Board of Directors and the Executive Board of Management direct relevant departments to implement specific measures and solutions to recover difficult-to-collect receivables. Currently, trade receivables from customers exceed VND 74 billion. In addition, the Company must definitively resolve receivables relating to advances paid to construction teams, which amount to as much as VND 35 billion.

III. OPERATIONAL ORIENTATION OF THE SUPERVISORY BOARD FOR 2026

- The Supervisory Board shall supervise the Board of Directors and the Executive Board of Management in the management and administration of the Company; review the reasonableness, legality, honesty and prudence in the management and conduct of business activities; and review the systematic, consistent and appropriate implementation of accounting, statistical and financial reporting work in 2026 at the Company.

- Attend and participate in discussions at meetings of the General Meeting of Shareholders, the Board of Directors, and other meetings of the Company upon receiving notice.

- Ensure effective coordination with the Board of Directors, the Executive Board of Management and shareholders.

- Exercise other rights and perform other obligations in accordance with the Law on Enterprises, the Company's Charter and resolutions of the General Meeting of Shareholders.

- Members of the Supervisory Board shall continue to proactively perform their assigned duties. The Supervisory Board shall hold meetings in accordance with the law and the Company's Charter, and shall continue to perform its duties in appraising the Company's business, investment and financial results in an honest, objective manner and for the maximum lawful interests of shareholders and the Company.

- Based on the reports and documents provided by the Company's Executive Board of Management, review and appraise the completeness, legality and truthfulness of the



Company's business performance reports and financial statements, and submit the appraisal 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 Company's organizational structure for management, supervision and administration of business operations.

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

- Propose and recommend that the General Meeting of Shareholders approve the list of eligible audit firms to conduct the audit of the Company's financial statements.

- Respectfully submitted to the General Meeting of Shareholders for consideration, review and approval.

Sincerely,

Hanoi, April 29th, 2026

**ON BEHALF OF THE SUPERVISORY BOARD CHIEF
OF THE SUPERVISORY BOARD**

(signed)

Thang, Pham Dinh



HACISCO
JOINT STOCK COMPANY



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Hanoi, April 29th, 2026

PROPOSAL 01

Re: Through 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 29th, 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



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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. Báo cáo tài chính hợp nhất

No.	Indicator Consolidated 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

(signed)

Nam, Nguyen Hoai



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Hanoi, April 29th, 2026

PROPOSAL 02

V/v: Thông qua Kế hoạch sản xuất kinh doanh năm 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 29th, 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
CHAIRMAN**

(signed)

Nam, Nguyen Hoai



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Hanoi, April 29th, 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 29th, 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.





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

(signed)

Thang, Tran Dinh





HACISCO
JOINT STOCK COMPANY



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Hanoi, April 29th, 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 29th, 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.





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**

(signed)

Nam, Nguyen Hoai





HACISCO
JOINT STOCK COMPANY

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Hanoi, April 29th, 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 29th, 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





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**

(signed)

Nam, Nguyen Hoai





HACISCO
JOINT STOCK COMPANY



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hanoi, April 29th, 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 29th, 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 8th, 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./Ms.: nominated by Shareholder (or self-nominated);
 - Mr./Ms.: nominated by Shareholder (or self-nominated);



HACISCO JOINT STOCK COMPANY

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

Telephone number: (84-24) 3858.3792

- Mr./Ms.: nominated by Shareholder (or self-nominated ;
- Mr./Ms.: nominated by Shareholder (or self-nominated ;
-

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

CHAIRMAN

(signed)

Nam, Nguyen Hoai



HACISCO
JOINT STOCK COMPANY



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi, April 29th, 2026

PROPOSAL 07

Re: Through 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 29th, 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 8th, 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./Ms.: nominated by Shareholder (or self-nominated);
 - Mr./Ms.: nominated by Shareholder (or self-nominated);





HACISCO JOINT STOCK COMPANY

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

Telephone number: (84-24) 3858.3792

- Mr./Ms.: nominated by Shareholder (or self-nominated);
- Mr./Ms.: nominated by Shareholder (or self-nominated);
-

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

(signed)

Nam, Nguyen Hoai





HACISCO
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



Hanoi, April 29th, 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 29th, 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

(signed)

Nam, Nguyen Hoai



No: .../2026/BB-BTCĐH

Hanoi, April 29th, 2026

**MINUTES OF SHAREHOLDER ELIGIBILITY VERIFICATION
ATTENDANCE AT THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS 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) as amended and supplemented by the General Meeting of Shareholders on April 29th, 2025.



Today, April 29th, 2026, at the meeting hall on the 2nd floor of HACISCO Joint Stock Company headquarters, 51 Vu Trong Phung Street, Thanh Xuan Ward, Hanoi City, the Committee for Verifying Shareholder Eligibility to attend the Annual General Meeting of Shareholders 2026 of HACISCO Joint Stock Company includes:

1. Mr/Mrs Prefect
2. Mr/Mrs Member
3. Mr/Mrs Member

The eligibility of shareholders to attend the Annual General Meeting of Shareholders 2026 of HACISCO Joint Stock Company, to be held on April 29th, 2026, has been verified. The results of the shareholder eligibility verification are as follows:

No.	Contents	Detail
1	Total number of shares of the Company	8.000.000
2	Total number of voting shares	7.800.000
3	Treasury shares do not have voting rights	200.000

No.	Contents	Detail
4	Total number of shareholders entitled to attend the record date of April 1 st , 2026	
5	As ofh..... on April 29 th , 2026, the number of shareholders attending the meeting in person and by proxy is as follows	
6	Representatives of the voting shares attended the meeting	
7	The percentage of shares attending the meeting out of the total number of shares entitled to vote	

Based on the 2020 Enterprise Law and the Charter of HACISCO Joint Stock Company, the General Meeting of Shareholders is conducted when the number of shareholders attending represents more than 50% of the total number of voting shares. Therefore, with a voting share attendance rate of%, the Annual General Meeting of Shareholders 2026 of HACISCO Joint Stock Company is eligible to proceed, and all decisions of the General Meeting of Shareholders are legally valid according to the law.

Shareholders and their representatives attending the meeting have the right to vote according to the number of shares they own and represent.

This minutes was prepared ath..... on April 29th, 2026, to report to the General Meeting and to be included in the General Meeting's records.

The members of the Shareholder Eligibility Verification Committee unanimously approved the verification results and signed the minutes.

PREFECT

MEMBER 1

MEMBER 2

.....

.....

.....





No. .../2026/BB-BTCĐH

Hanoi, April 29th, 2026

MINUTES OF VOTING COUNT
ATTENDANCE AT THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS 2026
HACISCO JOINT STOCK COMPANY

The Vote Counting Committee was elected by the Annual General Meeting of Shareholders of HACISCO Joint Stock Company on April 29th, 2026, to count the votes, and consists of the following members:

- Mr/Mrs Prefect
- Mr/Mrs Member
- Mr/Mrs Member
- Mr/Mrs Member

The Vote Counting Committee has fully performed its duties and unanimously agreed to draw up the Vote Counting Minutes as follows:

- The total number of shareholders and shareholder representatives with voting rights present at the Annual General Meeting of Shareholders 2026 is shareholders.
- The total number of voting rights of the shareholders and shareholder representatives attending the Annual General Meeting of Shareholders 2026 is voting rights.

I. THE GENERAL MEETING OF SHAREHOLDERS CONDUCTS VOTING ON MATTERS THROUGH TWO METHODS

1. Raising Voting Cards:

- Approval of the Composition of the Shareholder Eligibility Verification Committee, the Presiding Committee, the Secretariat, and the Vote Counting Committee;
- Approval of the Meeting Agenda, the Regulations on the Organization of the 2026 Annual General Meeting of Shareholders, the Regulations on the Election of Members of the Board of Directors and the Supervisory Board, and the Principles and Procedures for Voting.

2. Voting ballot:

- **Item 1:** Approval of the General Director's Report on business operations in 2025 and the business plan for 2026;
- **Item 2:** Approval of the Board of Directors' Report on governance activities in 2025 and the governance plan for 2026;
- **Item 3:** Approval of the Independent Board Member's evaluation report on the Board of Directors' activities in 2025;

- **Item 4:** Approval of the Supervisory Board's Report on activities in 2025 and the Activity Plan for 2026;
- **Item 5:** Proposal 01: Approval of the audited financial statements for 2025;
- **Item 6:** Proposal 02: Proposal for approval of the business production plan for 2026;
- **Item 7:** Proposal 03: Selection of the auditing/reviewing unit for the Financial Statements for 2026;
- **Item 8:** Proposal 04: Approval of the settlement of remuneration for the Board of Directors and Supervisory Board in 2025 and the plan for paying remuneration to the Board of Directors and Supervisory Board in 2026;
- **Item 9:** Proposal 05: Approval of the change in the number of Board of Directors members;
- **Item 10:** Proposal 06: Approval of the election of Board of Directors members for the term 2026 – 2031. Report on the list of eligible Board of Directors candidates;
- **Item 11:** Proposal 07: Approval of the election of Supervisory Board members for the term 2026 – 2031. Report on the list of eligible Supervisory Board candidates;
- **Item 12:** Proposal 08: Approval of the Profit Distribution Plan for 2025.

II. RESULTS OF THE VOTING ON THE CONFERENCE AGENCY'S ITEMS

1. Through the Shareholder Eligibility Verification Committee

	Number of votes	Percentage of voting rights present at the Congress
Percentage of votes in favor		...%
Percentage of votes against		...%
Percentage of votes with differing opinions		...%

2. Through the Presidium

	Number of votes	Percentage of voting rights present at the Congress
Percentage of votes in favor		...%
Percentage of votes against		...%
Percentage of votes with differing opinions		...%

3. Through the Secretariat

	Number of votes	Percentage of voting rights present at the Congress
Percentage of votes in favor		...%
Percentage of votes against		...%
Percentage of votes with differing opinions		...%

4. Through the Vote Counting Committee

	Number of votes	Percentage of voting rights present at the Congress
Percentage of votes in favor		...%
Percentage of votes against		...%
Percentage of votes with differing opinions		...%

5. Through the Congress Program

	Number of votes	Percentage of voting rights present at the Congress
Percentage of votes in favor		...%
Percentage of votes against		...%
Percentage of votes with differing opinions		...%

6. Approval of the Regulations for Organizing the Annual General Meeting of Shareholders in 2026

	Number of votes	Percentage of voting rights present at the Congress
Percentage of votes in favor		...%
Percentage of votes against		...%
Percentage of votes with differing opinions		...%

7. Adoption of the Voting Rules and Regulations

	Number of votes	Percentage of voting rights present at the Congress
Percentage of votes in favor		...%
Percentage of votes against		...%
Percentage of votes with differing opinions		...%

8. Approval of the Regulations for the Election of Board of Directors Members and Supervisory Board Members

	Number of votes	Percentage of voting rights present at the Congress
Percentage of votes in favor		...%
Percentage of votes against		...%
Percentage of votes with differing opinions		...%

III. RESULTS OF VOTING ON REPORTS AND PRESENTATIONS OF THE GENERAL MEETING

At the time of voting, the total number of shareholders attending and authorizing representatives to attend the General Meeting was Shareholders, representing shares and accounting for% of the total voting shares.

- Total number of ballots issued: ballots, representing shares and accounting for ...% of the total voting shares;
- Total number of ballots received: ballots, representing shares and accounting for ...% of the total voting shares.

In which:

- Number of valid votes: votes, representing shares and accounting for ...% of the total number of shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total number of shares of shareholders attending and voting at the General Meeting.

IV. SPECIFIC VOTING RESULTS ARE AS FOLLOWS

4.1. Approval of the Board of Directors' Report on Business Operations in 2025 and the Business Operations Plan for 2026

- Number of valid votes: votes, representing shares and accounting for ...% of the total number of shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total number of shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion
Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

4.2. Approval of the Board of Directors' Report on Governance Activities in 2025 and the Governance Plan for 2026

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion
Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

4.3. Approval of the Independent Board Member's Performance Review Report on the Board's activities in 2025

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion
Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

4.4. Approval of the Supervisory Board's Report on activities in 2025 and the Activity Plan for 2026

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion
Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

4.5. Proposal 1: Approval of the Audited Financial Statements for 2025 (According to the content of Proposal No. 01/TTr/DHDCD-HAS dated April 29th, 2026)

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion

Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

4.6. Proposal 02: Approval of the the Business Production Plan 2025 (According to the content of Proposal No. 02/TTr/DHDCD-HAS dated April 29th, 2026)

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion
Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

4.7. Proposal 03: Approval of the selection of the auditing/reviewing firm for the Financial Statements 2026 (According to the content of Proposal No. 03/TTr/DHDCD-HAS dated April 29th, 2026)

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion
Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

4.8. Proposal 04: Approval of the Remuneration Settlement for the Board of Directors and Supervisory Board in 2025 and the Remuneration Payment Plan for the Board of Directors and Supervisory Board in 2026 (According to the content of Proposal No. 04/TTr/DHDCD-HAS dated April 29th, 2026)

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion
Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

4.9. Proposal 05: Approval of the change in the number of Board of Directors members (According to the content of Proposal No. 05/TTr/DHDCD-HAS dated April 29th, 2026)

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion
Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

4.10. Proposal 06: Approval of the election of Board of Directors members for the term 2026 – 2031. Report on the list of eligible Board of Directors candidates (According to the content of Proposal No. 06/TTr/DHDCD-HAS dated April 29th, 2026)

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting

4.11. Proposal 07: Approval of the election of Supervisory Board members for the term 2026 – 2031. Report on the list of eligible Supervisory Board candidates (According to the content of Proposal No. 07/TTr/DHDCD-HAS dated April 29th, 2026)

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion
Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

4.12. Proposal 08: Approval of the Profit Distribution Plan 2025 (According to the content of Proposal No. 08/TTr/DHDCD-HAS dated April 29th, 2026)

- Number of valid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting;
- Number of invalid votes: votes, representing shares and accounting for ...% of the total shares of shareholders attending and voting at the General Meeting.

Contents	Agree	Disagree	No Opinion
Number of Votes			
Voting Percentage = Number of Votes / Total Number of Votes of Shareholders Attending and Voting	%	%	%

V. ELECTION RESULTS

1. Results of the election of Board of Directors members for the term 2026 – 2031

- Total number of ballots issued: ballots;
- Total number of ballots collected: ballots.
Of which:
 - Number of valid ballots: ballots, representing shares and accounting for ...% of the total number of shares of shareholders attending the meeting and voting at the General Meeting;
 - Number of invalid ballots: ballots, representing shares and accounting for ...% of the total number of shares of shareholders attending the meeting and voting at the General Meeting.

No.	Candidate's full name	Number of votes	Voting Ratio (=Number of votes / Total number of shares held by shareholders attending the meeting and voting)
1			
2			
3			
4			

No.	Candidate's full name	Number of votes	Voting Ratio (=Number of votes / Total number of shares held by shareholders attending the meeting and voting)
5			
6			
7			

2. Results of the election for Supervisory Board members for the term 2026-2031

- Total number of ballots issued: ballots;
- Total number of ballots collected: ballots.
Of which:
 - Number of valid ballots: ballots, representing shares and accounting for ...% of the total number of shares of shareholders attending the meeting and voting at the General Meeting;
 - Number of invalid ballots: ballots, representing shares and accounting for ...% of the total number of shares of shareholders attending the meeting and voting at the General Meeting.

No.	Candidate's full name	Number of votes	Voting Ratio (=Number of votes / Total number of shares held by shareholders attending the meeting and voting)
1			
2			
3			
4			

3. List of elected Board of Directors and Supervisory Board members for the term 2026 - 2031

3.1. Results of the election of Board of Directors members

No.	Candidate's full name
1	
2	
3	
4	
5	

No.	Candidate's full name
6	
7	

3.2. Results of the election of Supervisory Board members

No.	Candidate's full name
1	
2	
3	

This Minutes is made in 02 (two) copies at on April 29th, 2026 to report to the General Meeting, and is kept in the records and documents of the Annual General Meeting of Shareholders 2026.

The members of the Vote Counting Committee unanimously agree on the content of the Minutes and sign them together.

PREFECT

MEMBER 1

MEMBER 2

MEMBER 3

