



## INVITATION LETTER

### ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE YEAR 2026

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

**Time for the meeting: 8:30AM, Wednesday April 29<sup>th</sup>, 2026**

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

#### 1. Meeting Agenda:

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

2. **Materials:** Kindly prior refer to Materials at AGM on website: [www.has.vn](http://www.has.vn).

The Materials will be distributed to shareholders when attending AGM.

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





**HACISCO JOINT STOCK COMPANY**

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

Telephone number: (84-24) 3858.3792

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

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

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

**On behalf of BOARD OF DIRECTORS**

**CHAIRMAN**

*(signed)*

**Nam, Nguyen Hoai**



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**AGENDA****ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE YEAR 2026**

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



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<b>No.</b>	<b>Table of content</b>	<b>Time (AM)</b>
	for 2025 and plan for 2026; <b>4.5.</b> Proposal for the approval of changes to the number of BoD members; <b>4.6.</b> Proposal for the election of BoD members for the term 2026-2031. Report on the list of eligible candidates for the Board of Directors; <b>4.7.</b> Proposal for the election of BoS members for the term 2026-2031. Report on the list of eligible Supervisory Board candidates; <b>4.8.</b> Proposal for approval of the Profit Distribution Plan 2025.	
5	<b>5.1.</b> Discussion on reports; <b>5.2.</b> Proposals and electing.	9:45 – 10:00
6	<b>6.1.</b> The General Meeting proceeds to vote on and approve the Reports and Proposals (according to the Rules of Procedure of the General Meeting); <b>6.2.</b> The General Meeting conducts the election of Members of the Board of Directors and Supervisory Board for the term 2026 – 2031 (according to the election rules of the General Meeting).	10:00 – 10:30
7	<b>7.1.</b> The General Meeting adjourns for a break; <b>7.2.</b> Announcement of the vote count results; <b>7.3.</b> Announcement of the election results for the Board of Directors and Supervisory Board members.	10:30 – 11:00
8	<b>8.1.</b> Adoption of the Minutes and Resolutions of the General Meeting of Shareholders; <b>8.2.</b> Closing of the General Meeting.	11:00 – 11:15





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**CONFIRMATION DOCUMENT**  
**ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026**  
**HACISCO JOINT STOCK COMPANY**

To: HACISCO Joint Stock Company

Pursuant to the Charter of HACISCO Joint Stock Company (HAS) approved by the General Meeting of Shareholders for amendment and supplementation on April 29<sup>th</sup>, 2025.

- Name of shareholder: .....
- ID Card/Passport:..... issued on: ..... at:.....
- Representative (in the case of a shareholder that is an organization): .....
- Shareholder code:..... Number of shares owned:.....

Pursuant to the Notice of invitation to the Annual General Meeting of Shareholders 2025 of HACISCO Joint Stock Company to be held at 8:30 AM, Wednesday, April 29<sup>th</sup>, 2026 at the Hall on the 2nd floor of HAS Headquarters, No. 51 Vu Trong Phung, Thanh Xuan Ward, Hanoi City, Vietnam. I confirm my attendance at the Meeting as follows:

- Attend in person
- Authorization for Mr./Mrs.:.....  
Shareholder code (if you are a shareholder of HAS): .....
- ID Card/Passport: ..... issued on:..... at:..... attend.  
(According to the attached power of attorney).

**SHAREHOLDERS**  
(Sign and print full name, stamp if shareholder is an organization)

**Note:**

To facilitate the organization, we respectfully request that Shareholders send their confirmation of attendance at the General Meeting of Shareholders to HAS before 5:00 PM on April 20<sup>th</sup>, 2026 through one of the following forms:

1. Directly at the HAS Office: Office 2nd Floor, HAS Headquarters, No. 51 Vu Trong Phung, Thanh Xuan Ward, Hanoi City, Vietnam;
2. Phone: (+84) 97 707 7879 or Email: quynhpt@has.vn
3. Send registered mail to the address:



ATTORNEY LETTER
ATTENDED ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR
THE YEAR 2026
HACISCO JOINTSTOCK COMPANY

1. THE APPLICANT

Name of shareholder:
ID Card/Passport/Business Registration: issued on: at:
Address:
Total shares on List of Last Registration day April 01st,2026: share
(By word: )

2. THE ATTORNEY

Name of shareholder:
ID/Passport/Business Registration: issued on: at:
Address:
Number of attorney shares: share
(By word: )

3. CONTENT OF ATTORNEY

- Attending HACISCO's Annual General Meeting of Shareholders for the year 2026;
- Exercising the right to speak and vote on all issues approved at the Meeting in accordance with the number of attorney shares at the Annual General Meeting of Shareholders 2026 of HACISCO Joint Stock Company.

4. TERM OF ATTORNEY

This attorney letter is only valid during Annual General Meeting of Shareholders 2026 of HACISCO Joint Stock Company.

5. RESPONSIBILITIES OF THE ATTORNEY

The attorney is not permitted to authorize the third party to carry out the work mentioned in this letter.

THE ATTORNEY 1
(Sign and write full name)

....., date .... month .... year 2026
THE APPLICANT
(Sign and write full name/seal)

To Meeting to be conducted in accordance with the regulations, if the shareholder can not attend and no representative can attorney to:

- Mr. Nam, Nguyen Hoai – Chairman of BoD
Mr. Hai, Nguyen Thanh – Member of BoD

Note: Please send the Attorney Letter as priority to Ms. Quynh, Pham Thuy – Secretary of BoDs, Telephone number: (+84) 97 707 7879 or email: quynhpt@has.vn

1 The attorney when attending the Annual General Meeting bring ID Card/Passport, invitation, original power of attorney