



NOTICE

**NOMINATION, SELF-NOMINATION, AND SUPPLEMENTARY
ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS AND THE
BOARD OF SUPERVISORS FOR THE 2026 – 2031 TERM
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, and 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, and its guiding, amending, supplementing, and implementing documents;
- Pursuant to the Charter on Organization and Operation of HACISCO Joint Stock Company (HAS), as amended and supplemented and approved by the General Meeting of Shareholders on April 29, 2025;
- Pursuant to the current Internal Regulations on Corporate Governance of HACISCO Joint Stock Company;
- Pursuant to the current Regulations on Organization and Operation of the Board of Directors and the Board of Supervisors of HACISCO Joint Stock Company;
- Pursuant to the functions, duties, and powers of the Board of Directors of HACISCO Joint Stock Company.

As the 2021 – 2026 term of the Members of the Board of Directors (“BOD”) and the Members of the Board of Supervisors (“BOS”) has ended, the 2026 Annual General Meeting of Shareholders will conduct the election of Members of the BOD and Members of the BOS for the new term from 2026 – 2031. At the same time, in order to strengthen the governance, supervisory capacity, and strategic orientation of the BOD in the new development phase, HACISCO Joint Stock Company hereby notifies the Shareholders of the nomination, self-nomination, and supplementary election of personnel to the BOD and the BOS as follows:

1. Number of supplementary BOD members expected to be elected: 02 (two) members
(effective only if the General Meeting of Shareholders approves the Proposal on



changing the number of BOD members and electing BOD members for the 2026 – 2031 term).

2. Number of BOD members: **07 (seven) members (expected)**.
3. Number of BOS members: **03 (three) members**.
4. Term of office of BOD and BOS members: **05 (five) years, from 2026 to 2031**.

The Board of Directors of HACISCO Joint Stock Company respectfully requests the Shareholders to participate in the nomination and self-nomination of qualified candidates for the BOD and the BOS, and in the supplementary election of BOD members who fully satisfy the required conditions and standards (as set out in Appendix 1 attached hereto), and to submit the nomination/self-nomination dossiers to HACISCO Joint Stock Company no later than April 14, 2026 at the following address:

HACISCO JOINT STOCK COMPANY OFFICE

Recipient: **Ms. Pham Thuy Quynh** – Secretary of the Board of Directors

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

Telephone: 097 707 7879

Email: quynhpt@has.vn

The Company will prepare the list of individuals who fully satisfy the eligibility requirements for nomination and self-nomination in accordance with the law and the internal regulations of HACISCO Joint Stock Company for inclusion in the official election list at the 2026 Annual General Meeting of Shareholders of the Company.

Respectfully announced.

Recipients:

- SSC, HSX;
- Members of the BOD, BoM, BOS;
- Archived at the BOD Secretariat, Administration Office.

On behalf of BOARD OF DIRECTORS

CHAIRMAN 
CÔNG TY
CỔ PHẦN
HACISCO 
Nam, Nguyen Hoai



APPENDIX 1
CONDITIONS FOR NOMINATION AND SELF-NOMINATION OF MEMBERS OF
THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS
OF HACISCO JOINT STOCK COMPANY
FOR THE 2026 – 2031 TERM

(Issued together with Notice No.: .../2026/TB-HĐQT-HAS dated April 07th, 2026
regarding the nomination, self-nomination, and supplementary election of Members of the
Board of Directors and Members of the Board of Supervisors for the term 2026 – 2031)

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam, and 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, and its guiding, amending, supplementing, and implementing documents;
- Pursuant to the Charter on Organization and Operation of HACISCO Joint Stock Company (HAS), as amended and supplemented and approved by the General Meeting of Shareholders on April 29th, 2025;
- Pursuant to the current Internal Regulations on Corporate Governance of HACISCO Joint Stock Company;
- Pursuant to the current Regulations on Organization and Operation of the Board of Directors and the Board of Supervisors of HACISCO Joint Stock Company;
- Pursuant to the functions, duties, and powers of the Board of Directors of HACISCO Joint Stock Company.

The principles for nomination and self-nomination of candidates for election as Members of the Board of Directors (“BoDs”) and Members of the Board of Supervisors (“BoSs”) of HACISCO Joint Stock Company for the 2026 – 2031 term at the Annual General Meeting of Shareholders 2026 (“GMS”) shall be implemented as follows:

1. Number of supplementary BOD members expected to be elected: **02 (two) members.**
2. Number of BOD members for the 2026 – 2031 term: **07 (seven) members (expected).**
3. Number of BOS members for the 2026 – 2031 term: **03 (three) members.**
4. Term of office of BOD and BOS members: **05 (five) years, from 2026 to 2031.**
5. Standards for nominated and self-nominated candidates for the BOD and the BOS:

Members of the BoD and the BoSs of HACISCO Joint Stock Company must satisfy the standards and conditions currently in force under the Law on Enterprises, the Law on

Securities, relevant laws, other provisions of the Charter of HACISCO Joint Stock Company, and the Company's internal regulations and rules.

5.1. The following persons may not serve as Members of the BoD or the BoS of HACISCO Joint Stock Company (Point a, Clause 1, Article 155 of the 2020 Law on Enterprises):

- Minors; persons with limited legal capacity; persons lacking legal capacity; persons having difficulties in cognition and behavior control; and organizations without legal entity status;
- Persons who are being examined for criminal liability, are under temporary detention, are serving imprisonment sentences, are serving administrative handling measures at compulsory drug rehabilitation establishments or compulsory educational institutions, or are prohibited by a court from holding certain positions, practicing certain professions, or performing certain jobs; and other cases as prescribed by the Law on Bankruptcy and the Law on Anti-Corruption;
- Cadres, civil servants, and public employees as prescribed by the Law on Cadres and Civil Servants and the Law on Public Employees, except where otherwise permitted under the laws on science, technology, innovation, and national digital transformation;
- Officers, non-commissioned officers, professional servicemen, defense workers, and defense public employees in agencies and units of the Vietnam People's Army; officers, professional non-commissioned officers, and police workers in agencies and units of the Vietnam People's Public Security Forces, except for persons appointed as authorized representatives to manage the State's contributed capital in enterprises or to manage State-owned enterprises;
- Executive and professional management personnel in state-owned enterprises as prescribed at Point a, Clause 1, Article 88 of the 2020 Law on Enterprises, except for persons appointed as authorized representatives to manage the State's contributed capital in other enterprises.

5.2. Standards and conditions for Members of the BoD:

- Possessing professional qualifications and experience in business administration or in the business sectors and lines of the Company, and not necessarily being a shareholder of the Company;
- A BoD member of the Company may concurrently serve as a member of the board of directors or members' council of no more than 05 (five) other companies;
- Being in good health and possessing good moral character, honesty, and integrity;
- Other conditions as prescribed by law and the Company's Charter (if any).

5.3. Standards and conditions for Independent Members of the BoD (Point d, Clause 2, Article 155 of the Law on Enterprises):

- Satisfying the above-mentioned standards and conditions applicable to BoD members;
- Not being a person currently working for the Company, the parent company, or a subsidiary of the Company; and not having worked for the Company, the parent company, or a subsidiary of the Company for at least 03 consecutive years immediately preceding such appointment;
- Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or younger biological sibling is a major shareholder of the Company; or is a manager of the Company or a subsidiary of the Company;
- Not directly or indirectly owning at least 01% of the total voting shares of the Company;
- Not having served as a member of the BoD or the BoS of the Company for at least 05 (five) consecutive years immediately preceding such appointment, except where he/she has been continuously appointed for 02 (two) terms;
- Other conditions as prescribed by law and the Company's Charter (if any).

5.4. Standards and conditions for Members of the BoS (Article 169 of the 2020 Law on Enterprises):

- Having been trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or another major relevant to the Company's business operations;
- Not being a family member of any BoD member, the General Director, or other managers;

- Not being a manager of the Company; and not necessarily being a shareholder or employee of the Company, unless otherwise provided by the Company's Charter;
- In addition to the standards and conditions prescribed in Clause 1 of this Article, a controller of a public company as prescribed in Point b, Clause 1, Article 88 of the 2020 Law on Enterprises must not be a family member of the Company's enterprise managers or those of the parent company; the enterprise's capital representative; or the State capital representative at the parent company and at the Company;
- Other conditions as prescribed by law and the Company's Charter (if any).

5.5. Rights of nomination and self-nomination:

The number of candidates that a shareholder or a group of shareholders is entitled to nominate or self-nominate shall be specifically prescribed in Article 25 and Article 36 of the Charter regarding nomination and self-nomination of BoD and BoS members. In the event that a shareholder or group of shareholders fails to nominate or self-nominate a sufficient number of candidates, or the candidates do not satisfy the legal standards and conditions, the BoD shall make supplementary nominations.

5.6. Nomination and self-nomination dossier:

Shareholders or groups of shareholders wishing to nominate or self-nominate candidates for the BoD or the BoS shall submit the following dossiers and documents to HACISCO Joint Stock Company:

- Notice of nomination/self-nomination for positions in the BOD and the BOS (03 copies) in the form published on the website: www.has.vn ;
- Personal resume of the candidate (03 copies) in the form published on www.has.vn (in accordance with the Information Disclosure Form in Appendix III of Circular 96/2020/TT-BTC, and information disclosure in accordance with the principles prescribed in Article 4 of Circular 96/2020/TT-BTC);
- Personal Information Form (Form No. 67 – Decree 245/2025/ND-CP) and as required in the form to be certified by the competent regulatory authority;
- One 4x6 portrait photograph taken within the most recent 06 (six) months (03 photos);
- Certified copy of Citizen Identity Card/Identity Card (01 copy);
- Written commitment on the truthfulness and accuracy of the disclosed personal information, and commitment to perform duties honestly and prudently in the best interests of the Company (in the form published on www.has.vn) ;

- Certified copies of diplomas and certificates proving the professional qualifications of the candidates as required (03 copies);
- Report on disclosure of related interests (in the form published on www.has.vn) in accordance with Article 164 of the 2020 Law on Enterprises (03 copies);
- In case the elected person is not a Vietnamese citizen, in addition to the above documents, the dossier must also include a judicial record card (or an equivalent document) issued by the competent authority of the country where the foreigner resided before coming to Vietnam. Such document must be consularly legalized. In case the foreigner has currently resided in Vietnam for 06 (six) months or more, the judicial record card must be issued by the competent Vietnamese authority in the locality where the foreigner is residing.

TEMPLATE

(For individuals/organizations nominating or recommending candidates for the Board of Directors, Board of Supervisory of HAS for the term 2026 – 2031)



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

NOTICE OF NOMINATION AND CANDIDACY FOR CANDIDATES TO PARTICIPATE IN THE BOARD OF DIRECTORS & BOARD OF SUPERVISOR FOR THE TERM 2026 – 2031

HACISCO JOINT STOCK COMPANY

**To: BOARD OF DIRECTORS
HACISCO JOINT STOCK COMPANY**

- Pursuant to The Law on Enterprises No. 59/2020/QH14 dated June 17th, 2020, and its amendments, supplements, and implementing guidelines;
- Pursuant to The Law on Securities No. 54/2019/QH14 dated November 26th, 2019, and its amendments, supplements, and implementing guidelines;
- 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 Notice no. 01/2026/TB-HDQT-HAS dated April 07th, 2026 from the HAS Board of Directors regarding the nomination, candidacy, and election of additional members to the Board of Directors, Board of Directors for the term 2026 – 2031.

I/We, as a shareholder/group of shareholders owning/voluntarily forming a group of shareholders owning..... common shares of HAS (until March 31st, 2026) of HACISCO JSC (“HAS/Company”), including:

NO.	Shareholder's Name/Organization Information	Citizen Identification Number/Business Registration Number	Number of shares owned	Percentage of total HAS Shares	Signature and seal (in case the shareholder is an organization/legal entity/business)
1	Company ...				
2	Mr./Mrs. ...				
....					
TOTAL					

Note: (Some information about HAS)

Charter Capital: VND 80.000.000.000
Number of Listed Shares: 8.000.000 shares (100%)
Number of Outstanding Shares: 7.800.000 shares (98%)

Having reviewed the conditions and standards related to the nomination of additional members to the Board of Directors, Supervisory Board of HACISCO Joint Stock Company for the term 2026 – 2031, I/We unanimously nominate:

No	Candidate's Full Name	Citizen ID No., Date of Issue, Place of Issue	Permanent Address	Nomination position	Conditions and Standards as per Regulations
1					
2					
3					

1. The candidates listed above meet the conditions and standards prescribed by law.
2. I/We will always ensure that we maintain our shareholding ratio in HAS for the legally required period to ensure the legal validity of the nominations of the above candidates, so that the General Meeting of Shareholders can elect them to the Board of Directors and the Supervisory Board of HAS.
3. Attached to this notice, I/We submit the list and relevant dossiers of the candidates, prepared in full compliance with legal regulations and HAS requirements.
4. For further information, please contact Mr./Mrs.:.....,
Phone:; Email:, who serves as the representative of the shareholder group.

Sincerely,

....., day.....month.....,year 2026

**SHAREHOLDER/REPRESENTATIVE
OF THE SHAREHOLDER GROUP**

(Signature, full name, and seal)





RESUME


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

Ảnh 4x6

1. Full name:
2. Gender: Male Female
3. Date of birth:
4. Nationality:
5. Citizen Identification Card/Passport Number:
date of issue: in:
6. Permanent address:
.....
7. Telephone number:
8. Educational level:
9. Professional qualifications:
.....
10. Work experience:
.....
.....
.....
11. Current job title:
.....
12. Names of companies where the candidate currently holds positions as a member of the Board of Directors/Supervisory Board and other management positions (if any):
13. Related interests in the Issuing Organization (if any) [such as holding shares, having debts with the Company, having related businesses that conduct economic transactions with the Company, etc.]
14. Other information (if any):

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

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

**COMMITMENT LETTER**
OF THE CANDIDATE FOR THE BOARD OF DIRECTORS AND
SUPERVISORY BOARD
OF HACISCO JOINT STOCK COMPANY

To: THE GENERAL MEETING OF SHAREHOLDERS;
HACISCO JOINT STOCK COMPANY (“HAS”)

My name is: **Date of birth:**.....
Gender: Male/Female **Nationality:**
Passport/Citizen Identification Card Number¹: No.
Date of issue:
Place of issue:
Permanent address:
Professional qualifications:

As a candidate for the position of Member of the Board of Directors/Supervisory Board,
I hereby commit to the following:

1. As a candidate for the position of Member of the Board of Directors/Supervisory Board, I hereby commit to the following.
2. If elected as a Member of the Board of Directors/Supervisory Board of HACISCO Joint Stock Company, I commit to performing my duties honestly, diligently, and in the best interests of the Company, contributing most effectively to the development of HACISCO Joint Stock Company.

....., *Date* *Month* *Year* 2026

COMMITTED PERSON

(Signature and full name)

¹ If you are a Vietnamese citizen, please provide your ID card number or Citizen Identification Card number.



REPORT ON DISCLOSURE OF INFORMATION AND RELATED INTERESTS

(Declaration of personal information and related persons as required by the Enterprise Law and Securities Law)

I. Personal Information

1. Full Name:
2. Date of Birth :
3. Identity Card/Passport Number:
4. Permanent Address:
5. Current Workplace and Position:
6. Phone Number:
7. Email:
8. Number of HAS Shares Represented:shares, accounting for% of the total shares of HAS
9. Number of HAS Shares Personally Held:shares, accounting for % of the total shares of HAS;
10. Securities Account Number:.....opened at Security Company.....on
11. Legal Violations (if any):

Handwritten initials in red ink.

II. Related Persons (As per Article 4 of the Enterprise Law and Article 4.46 of the Securities Law)

(Individuals with close relationships, including biological parents, adoptive parents, parents-in-law, spouse, biological/adoptive children, sons/daughters-in-law, full siblings, and siblings-in-law)

Full Name	Relationship	Permanent Address	Current Position and Workplace	ID Number, Issued Date, Place of Issue	Securities Account, Place and Date of Opening	Number of HAS Shares Personally Held	% Ownership/ Total Charter Capital
	Father						
	Mother						
	Wife						
	Husband						
	Child Biological brothers, biological sisters, younger siblings, brothers-in-law, sisters-in-law of that individual						

III. List of Enterprises Where I Own Capital Contributions, Shares, or Have Authorized/Delegated Ownership of 5% or More of Charter Capital

Enterprise Name	Head Office	Business Sector/ Industry	Number, Date of Issue, and Place of Registration Certificate/Establishment License	Number of Shares/Capital Contribution	% Ownership /Charter Capital	Time of Capital Contribution

IV. List of Enterprises which I Serve as a Member of the Board of Directors, Member of the Boards, Member of the Supervisory Board, or General Director (Director)/Chief Executive Officer

Enterprise Name	Head Office	Business Sector/ Industry	Number, Date of Issue, and Place of Issue of the Business Registration Certificate/Establishment License	Position Held

V. Companies Where Related Persons Jointly or Individually Own Shares or Capital Contributions Exceeding 35% of Charter Capital

Enterprise Name	Head Office	Business Sector/ Industry	Number, Date of Issue, and Place of Issue of the Business Registration Certificate/Establishment License	Name of Declarant/Related Person	Relationship with Declarant	Number of Shares/Capital Owned	% Ownership/ Charter Capital

I hereby certify that the above information is complete, accurate, and truthful. I take full responsibility before the General Meeting of Shareholders 2026 of HACISCO Joint Stock Company and in accordance with the law for any inaccuracies.

....., day monthyear 2026
Declarant
(Signature and Full Name)





THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, day month year 2026

CIRRICULLUM VITAE¹

To: - The State Securities Commission;
- The Stock Exchange.

1. Full name:
2. Sex:
3. Date of birth:
4. Place of birth:
5. ID card No. (or Passport No.):
- Date of issue: Place of issue
6. Nationality:
7. Ethnic:
8. Permanent residence:
9. Telephone number:
10. Email:
11. Organisation's name subject to information disclosure rules:
12. Current position in an organization subject to information disclosure:
13. Positions in other companies:
14. Number of owning shares, accounting for% of charter capital, of which:
 - Owning on behalf of (the State/strategic investor/other organisation):
 - Owning by Individual:
15. Other owning commitments (if any):

¹ Appendix III: CIRRICULLUM VITAE the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance

16. List of affiliated persons of declarant:

** Affiliated persons are stipulated in Article 4, clause 46 of the Law on Securities dated Nov 26th, 2019.*

No.	Securities symbol	Name	Securities trading accounts available	Position at the company (if available)	Relationship with the company/internal person	Type of documents (ID/Passport/Business Registrations Certificate)	Shareholder Identification Number	Date of issue	Place of issue	Address Head office address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Time the person became an affiliated person	Time the person ceased to be an affiliated person	Reasons (when arising changes related to sections of 13 and 14)	Notes (regarding the absence of the Shareholder Identification Number and other remarks)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1																
1.01																
1.02																

No.	Securities symbol	Name	Securities trading accounts available	Position at the company (if available)	Relationship with the company/ internal person	Type of documents (ID/Passport/ Business Registrations Certificate)	Shareholder Identification Number	Date of issue	Place of issue	Address Head office address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Time the person became an affiliated person/ internal person	Time the person ceased to be an affiliated person/ internal person	Reasons (when arising changes related to sections of 13 and 14)	Notes (regarding the absence of the Shareholder Identification Number and other remarks)
15																
....																
15																
.2																
5																
15																
.2																
6																

17. Related interest with public company, public fund (if any):

18. Interest in conflict with public company, public fund (if any):

I hereby certify that the information provided in this CV is true and correct and I will bear the full responsibility to the law.

DECLARANT
(Signature, full name)

