

Code HAS
Company name HACISCO Joint Stock Company
Date 04/11/2016
Subject Resolution of AGM 2016

Content:

HACISCO Joint Stock Company announced the resolution of the 2016 annual general meeting of Shareholders dated April 08, 2016 as follows:

Article 1: Approving the report on operation of the Board of Directors in 2015.

Article 2: Approving the report on operation of the Board of Supervisors in 2015.

Article 3: Approving report on profit and loss in 2015:

Unit: VND billion

| No. | Item | 2015 Year | |
|-----|------------------|-----------|---------|
| | | Plan | Reality |
| 1 | Revenue | 170 | 319.24 |
| 2 | Profit after tax | 4.5 | 6.56 |

Article 4: Approving report on business plan for 2016:

- Revenue: VND250 billion
- Profit after tax: VND0.5 billion

Article 5: Approving the 2015 profit distribution.

| Item | Reality |
|---------------------------------|-----------------|
| Profit of 2014 | -31,271,690,797 |
| Remuneration for the BOD, BOS | 218,159,460 |
| Bonus & welfare fund | 454,718,926 |
| Investment and development fund | 7,692,734,509 |
| Financial reserve fund | 3,140,058,654 |
| Retained profit in 2014 | -20,841,776,020 |
| Profit before tax in 2015 | 8,437,744,434 |

| | |
|--------------------------|-----------------|
| Profit after tax in 2015 | 6,561,756,386 |
| Retained profit | -14,280,019,634 |
| Bonus fund for staffs | 10% of profit |

Article 6: Approving the remuneration for the Board of Directors, the Board of Supervisors (paid in 2015) and plan for 2016:

| No. | Object | 2015(VND/month) | 2016 (VND/month) |
|-----|--------------------------------------|-----------------|---------------------|
| 1 | BOD Chairperson | 2,100,000 | 5,000,000 |
| 2 | Deputy of BOD Chairperson | 2,000,000 | 4,000,000 |
| 3 | A member of the Board of Directors | 1,800,000 | 3,000,000 |
| 4 | Head of the Board of Supervisors | 1,800,000 | 4,000,000 |
| 5 | A member of the Board of Supervisors | 1,500,000 | 2,500,000 |
| 6 | Secretary of the Board of Directors | 1,000,000 | 2,000,000 |

Article 7: Approving the choosing AASC as an auditing firm for fiscal year 2016.

Article 8: Approving to amend the Articles of Association.

Article 9: Approving the result to elect members to the Board of Directors in term 2016-2021:

- Mr. Ha Phu Thinh
- Mr. Dinh Tien Vinh
- Mr. Pham Duc Hanh
- Mr. Pham Minh Tuan
- Mr. Nguyen Duy Thang

Article 10: Approving the result to elect members to the Board of Supervisors in term 2016-2021:

- Mr. Pham Dang Minh
- Mr. Nguyen Gia Tuyen
- Ms. Hoang Huong Giang