

**Code** HAS  
**Company name** HACISCO Joint Stock Company  
**Date** 04/28/2021  
**Subject** Resolution on the FY AGM 2020

**Content:**

HACISCO Joint Stock Company (HAS) announces the Resolution of the fiscal year Annual General Meeting 2020 dated April 27, 2021 with the following contents:

1. Approving the report on the BOD activities in 2020.
2. Approving the business result in 2020:
  - Total revenue: 154.6 billion dongs
  - Profit after tax: 2.95 billion dongs
  - Dividend: 3%.
3. Approving the business plan for 2021:
  - Revenue: 220 billion dongs
  - Profit after tax: 6.2 billion dongs
  - Dividend: 7.5%.
4. Approving the report from the Supervisory Board in 2020.
5. Approving the plan for 2020 profit distribution:
  - Profit of 2019 transferred to 2020: 6,041,744,452 dongs
  - Payments according to the Resolution of General Meeting of Shareholders 2019 dated June 10, 2020 for 2019 financial statements: 5,818,000,000 dongs
    - To pay dividend for 2019 (6%): 4,680,000,000 dongs
    - Reward and Welfare fund: 1,000,000,000 dongs
    - To pay remuneration of the BOD, Supervisory Board in 2019: 138,000,000 dongs
  - Remaining profit of 2019 transferred to 2020: 223,744,452 dongs
  - Profit before tax of 2020: 3,430,391,632 dongs
  - Corporate income tax: 477,962,426 dongs
  - Profit after tax of 2019: 2,952,429,206 dongs
  - Payments according to the Resolution of General Meeting of Shareholders 2019 dated June 10, 2020 for 2020 financial statements: 96,100,000 dongs
    - To pay remuneration of BOD and Supervisory Board (Q1+2+3/2020): 96,100,000 dongs
  - Unpaid amounts in accordance with the Resolution of the Annual General Meeting 2019 dated June 10, 2020 for 2020 financial statements: 2,340,000,000 dongs
    - To pay dividend for 2020 (3%): 2,340,000,000 dongs
    - To pay remuneration of BOD and Supervisory Board (Q4/2020): 712,573,658 dongs

- Undistributed remaining profit: 712,573,658 dongs
  - Bonus for employees: 412,573,658 dongs
  - Undistributed remaining profit to transfer to 2021: 300,000,000 dongs.
6. Approving the selection of AASC Auditing Com Ltd as the auditor for the fiscal year 2021 financial statements.
7. Approving the remuneration of BOD, Supervisory Board in 2020 and plan for 2021:
- In 2020:
    - Chairman of BOD: 5,000,000 dongs/month
    - Deputy chairman of BOD: 4,000,000 dongs/month
    - Member of BOD: 3,000,000 dongs/month
    - Member of Supervisory Board: 2,500,000 dongs/month
    - Secretary of BOD: 2,000,000 dongs/month
    - Head of of Supervisory Board (responsible): 4,000,000 dongs/month.
8. Approving the Regulation for electronic voting.
9. Approving the additional election of member of Supervisory Board in the term 2021-2026
- Ms. Pham Thi Thanh Lan
  - Ms. Luu Thu Thanh
  - Ms. Pham Thi Lan
10. Approving the result of additional election of members of the BODs:
- Mr. Dinh Tien Vinh
  - Mr. Nguyen Thanh Hai
  - Mr. Nguyen Hoai Nam
  - Mr. Pham Tran Tho
  - Mr. Tran Nam Phuong.
11. Approving the amendment to the Company's Charter.