



**HACISCO  
JOINTSTOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

No: <sup>108</sup>./2025/CBTT-HAS

Hanoi, April 14<sup>th</sup>, 2025

## **UNUSUAL INFORMATION DISCLOSURE**

**To: - The State Securities Commission;  
- Ho Chi Minh City Stock Exchange.**

Name of company : **HACISCO Jointstock Company**

Stock symbol : **HAS**

Address of headoffice : No.51 Vu Trong Phung Street, Thanh Xuan Trung Ward,  
Thanh Xuan District, Hanoi

Telephone number : 0243.858.3792

Fax : 0243.858.5563

### **Information disclosure content:**

**Documents for the Annual General Meeting of Shareholders of the year 2025.**

This information was announced on the Company's electronic information page on April 7<sup>th</sup>, 2025 at the link: <https://has.vn/cong-bo-thong-tin>

We hereby commit that the information published above is true and take full legal responsibility for the content of the published information.

### **Receiving Address:**

- SSC, HOSE (to report);
- BoDs, BoCs;
- Board Secretary (to save).

**HACISCO JOINTSTOCK COMPANY  
PERFORMANCE DISCLOSURE OF  
INFORMATION**



**Quynh, Thuy Pham**

### **Attached Documents:**

Documents for the AGM of the year 2025



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## INVITATION LETTER

### ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE YEAR 2025

HACISCO Joint Stock Company would like to invite you to attend Annual General Meeting of Shareholders for the year 2025 ("AGM") as follow:

**Time for the meeting: 9:00AM, Tuesday 29<sup>th</sup> April, 2025**

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

#### 1. Meeting Agenda:

- Report of Board of General Directors (BoGD) on the Company's production and business results in 2024; Business plan in 2025;
- Report of Board of Directors (BoD) on management activities in 2024 and plan in 2025;
- Report of Independent Board Member's Assessment Report on the Board's Performance in 2024;
- Report of Board of Supervisors (BoS) in the year of 2024 and plan in 2025;
- Proposals for approval of Audited Financial Statements in 2024;
- Proposals for approval of the Business Production plan in 2025;
- Proposals for approval of selection of independent auditor for Financial Statements in 2025;
- Proposals for approval of remuneration for BoD, BoS, Secretary of the BoD and Company Administrators for 2024 and plan for 2025;
- Proposals for approval Report on the implementation of the Plan to issue shares to increase the Company's charter capital for existing shareholders according to Resolution according to Resolution No. 01/NQ/ĐHĐCĐ-HAS approved by the Annual General Meeting of Shareholders for the fiscal year 2023 on April 26<sup>th</sup>, 2024
- Proposals for approval of Profit Distribution plan in 2024;
- Proposals for approval of Amendments to the Company's Charter of Organization and Operation.

**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 **01<sup>st</sup> April, 2025** by Vietnam Securities Depository and Clearing Corporation (VSDC) or the authorized delegates attending.



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Tel: (84-24) 3858.3792

**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 JointStock Company!

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN 



**Nam, Nguyen Hoai**





# HACISCO JOINT STOCK COMPANY

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## CONFIRMATION DOCUMENT

### ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025 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 26, 2024.

- Name of shareholder: .....
- ID Card/Passport:..... issued on: ..... at:.....
- 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 9:00 AM, Tuesday, April 29<sup>th</sup>, 2025 at the Hall on the 2nd floor of HAS Headquarters, No. 51 Vu Trong Phung, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi City. 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>, 2025 through one of the following forms:

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

#### HACISCO JOINT STOCK COMPANY

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

Tel: (84-24) 3858.3792

Email: [quynhpt@has.vn](mailto:quynhpt@has.vn);

Website: [www.has.vn](http://www.has.vn)



# HACISCO JOINT STOCK COMPANY

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## ATTORNEY LETTER ATTENDED ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE YEAR 2025 HACISCO JOINTSTOCK COMPANY

### 1. THE APPLICANT

Name of shareholder: .....  
ID/Passport/Business Registration: ..... issued on: ..... at: .....  
Address: .....  
Total shares on List of Last Registration day 1<sup>st</sup> April, 2025: ..... 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 2025;
- Exercising the right to speak and vote on all issues approved at the Meeting in accordance with the number of attorney shares at Annual General Meeting of Shareholders for the year 2025 of HACISCO Joint Stock Company.

### 4. TERM OF ATTORNEY

This attorney letter is only valid during Annual General Meeting of Shareholders for the year 2025 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<sup>1</sup>**

(Sign and write full name)

**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

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



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**AGENDA**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE**  
**YEAR 2025**

| No. | Table of content   | Time          |
|-----|--|---------------|
| 1   | Reception and check, confirm as shareholder attendance rate.   | 9h00 – 9h30   |
| 2   | Introduction of President Board;<br>Report of result of shareholders' attendance;<br>Approval on Secretarial Board and Checking voting Board;<br>Approval on Agenda; Regulation of AGM; regulation of voting.  | 9h30 – 10h00  |
| 3   | Contents:<br>- Report of Board of General Directors (BoGD) on the Company's production and business results in 2024; Business plan in 2025<br>- Report of Board of Directors (BoD) on management activities in 2024 and plan in 2025<br>- Report of Independent Board Member's Assessment Report on the Board's Performance in 2024;<br>- Report of Board of Supervisors (BoS) in the year of 2024 and plan in 2025  | 10h00 – 10h30 |
| 4   | Issue to be discussed:<br>- Proposals for approval of Audited Financial Statements in 2024<br>- Proposals for approval of the Business Production plan in 2025<br>- Proposals for approval of selection of independent auditor for Financial Statements in 2025<br>- Proposals for approval of remuneration for BoD, BoS, Secretary of the BoD and Company Administrators for 2024 and plan for 2025<br>- Proposals for approval Report on the implementation of the Plan to issue shares to increase the Company's charter capital for existing shareholders<br>- Proposals for approval of Profit Distribution plan in 2024<br>- Proposals for approval of Amendments to the Company's Charter of Organization and Operation | 10h30 – 10h50 |
| 5   | Discussion on reports, proposals and electing.   | 10h50 – 11h00 |
| 6   | Voting to approve the reports  | 11h00 – 11h15 |
| 7   | Tea break and proposals and Announce the electing results.   | 11h15 – 11h30 |
| 8   | Approval on AGM's Resolution and AGM's Minutes.  | 11h30 – 11h45 |
| 9   | Announcement of the End.   | 11h45         |

**HACISCO  
JOINT STOCK COMPANY****SOCIAL REPUBLIC OF VIETNAM  
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- According to the Law on Enterprise No. 68/2014/ QH14 passed by Congress No.13 dated 26<sup>th</sup>, November 2014;
- According to the Securities Law No. 70/2006/QH11 and Adjustment Law and Adjustment Law in some articles of Securities Law No. 62/2010;
- According to the Charter of HACISCO Joint Stock Company.

**To: Annual General Meeting of HACISCO Joint Stock Company**

As the AGM 2025 authorized to the BoD to select the independent auditor for Financial Statements of the Company in 2025, the BoD selected AASC Auditing Firm Company Limited to audit the Financial Statements 2024 of the Company with the following financial items:

**1. Separate Financial Statements**

| No. | Items                               | 2024             |
|-----|-------------------------------------|------------------|
| 1   | Total asset                         | 153.986.217.950  |
| 2   | Liability                           | 26.477.031.412   |
| 3   | Equity                              | 127.509.186.538  |
| 4   | Revenue from Operating activities   | 47.559.924.164   |
| 5   | Cost of goods sold                  | 46.307.253.773   |
| 6   | Financial income                    | 3.407.299.910    |
| 7   | Financial expense                   | 1.982.009.962    |
| 8   | General and administrative expenses | 11.822.687.942   |
| 9   | Other income                        | 19.774.065       |
| 10  | Other expenses                      | 1.780.720.129    |
| 11  | Total net profit before tax         | (10.905.673.667) |
| 12  | Total net profit after tax          | (10.905.673.667) |

**2. Consolidated Financial Statements**

| STT | Items       | 2024            |
|-----|-------------|-----------------|
| 1   | Total asset | 155.659.997.675 |
| 2   | Liability   | 27.990.946.400  |





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|    |   |                  |
|----|---|------------------|
| 3  | Equity  | 127.669.051.275  |
| 4  | Revenue from Operating activities                         | 69.343.852.258   |
| 5  | Cost of goods sold  | 66.808.393.562   |
| 6  | Financial income  | 3.272.810.914    |
| 7  | Financial expense   | 1.981.246.022    |
| 8  | General and administrative expenses                       | 12.725.131.831   |
| 9  | Other income  | 19.774.068       |
| 10 | Other expenses  | 1.781.261.929    |
| 11 | Total net profit before tax                               | (10.659.596.104) |
| 12 | Total net profit after tax                                | (10.740.798.320) |
| 13 | Profit after tax attributable to non-controlling interest | -                |

*Respectfully submit to the 2025 Annual General Meeting of Shareholders for approval.*

*Regards!*

**On behalf of BOARD OF DIRECTORS**

**CHAIRMAN**



**Nam, Nguyen Hoai**







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## PROPOSAL 02

### *Business plan for 2025*

- According to the Law on Enterprise No. 68/2014/ QH14 passed by Congress No.13 dated 26<sup>th</sup>, November 2014;
- According to the Securities Law No. 70/2006/QH11 and Adjustment Law and Adjustment Law in some articles of Securities Law No. 62/2010;
- According to the Charter of HACISCO Joint Stock Company.

To: **Annual General Meeting of HACISCO Joint Stock Company**

Board of Directors of HACISCO Joint Stock Company would like to propose to the AGM for approvals of the business plan for 2025 as detail:

| No. | Items             | Unit | Plan for 2025   |
|-----|-------------------|------|-----------------|
| 1   | Operating revenue | VND  | 123.000.000.000 |
| 2   | Profit after tax  | VND  | 500.000.000     |

*Respectfully submit to the 2025 Annual General Meeting of Shareholders for approval.*

*Regards!*

On behalf of BOARD OF DIRECTORS

CHAIRMAN



Nam, Nguyen Hoai



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## **PROPOSAL 03**

### ***Selection of independent auditor for Financial Statements 2025***

- According to the Law on Enterprise No. 68/2014/ QH14 passed by Congress No.13 dated 26<sup>th</sup>, November 2014;
- According to the Securities Law No. 70/2006/QH11 and Adjustment Law and Adjustment Law in some articles of Securities Law No. 62/2010;
- According to the Charter of HACISCO Joint Stock Company.

**To: Annual General Meeting of HACISCO Joint Stock Company**

In accordance with the provisions of the Law and the Company's Charter, the Board of Supervisors of HACISCO Joint Stock Company respectfully submits to the AGM for approval the selection of an independent auditing unit to provide review and audit services for the Company's Financial Statements in 2025 according to regulations, based on the following criteria:

1. An auditing company approved by the State Securities Commission to audit securities issuing, listing and trading organizations in 2025;
2. A team of qualified and experienced auditors;
3. Reputable for audit quality;
4. Meet the Company's requirements on audit scope and progress;
5. There are reasonable audit fees, consistent with audit quality.

Based on the above selection criteria, the Company's Board of Supervisors respectfully submits to the AGM for consideration and approval: Select AASC Auditing Company Limited as an independent auditing unit to provide review and audit services for the Company's Financial Statements in 2025; or authorize the Board of Supervisors to select an auditing company approved by the State Securities Commission to provide review and audit services for the Company's Financial Statements in 2025

***Respectfully submit to the 2025 Annual General Meeting of Shareholders for approval.***

***Regards!***

**On behalf of BOARD OF DIRECTORS**

**CHAIRMAN**  
  
**Nam, Nguyen Hoai**





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## PROPOSAL 04

*Approval of the remuneration settlement for the Board of Directors, Board of Supervisors, Secretary of the Board of Directors and Company Administrator in 2024 and the remuneration payment plan for the Board of Directors and Board of Supervisors 2025*

- According to the Law on Enterprise No. 68/2014/ QH14 passed by Congress No.13 dated 26<sup>th</sup>, November 2014;
- According to the Securities Law No. 70/2006/QH11 and Adjustment Law and Adjustment Law in some articles of Securities Law No. 62/2010;
- According to the Charter of HACISCO Joint Stock Company.

**To: Annual General Meeting of HACISCO Joint Stock Company**

The Board of Directors of HACISCO Joint Stock Company respectfully submits to the AGM for consideration and approval:

**1. Remuneration settlement for Board of Directors, Board of Supervisory, Board Secretary and Company Administrator in 2024 is as follows:**

*\* In year 2024, the Company made payments:*

- + Remuneration for Board of Directors, Supervisory Board, Company Secretary, Quarter 4/2023 (50%): 43.500.000 VND;
  - + Remuneration for Board of Directors, Supervisory Board, Board Secretary and Company Administrator in the Quarter 1/2024 (100%): 140.400.000 VND;
  - + Remuneration for Board of Directors, Supervisory Board, Board Secretary and Company Administrator in the Quarter 2/2024 (80%): 112.320.000 VND;
- Total remuneration paid in 2024: **296.220.000 VND**

*\* Due to the fact that the production and business results in 2024 did not meet the set plan, the Board of Directors respectfully submits to the AGM for approval of the remuneration settlement in the 2024 according to the figures paid in 2024 mentioned above.*

**2. Approval of remuneration plan for Board of Directors and Supervisory Board members in 2025:**

The Board of Directors of HACISCO Joint Stock Company respectfully submits to the AGM in 2025:

|                           |                          |
|---------------------------|--------------------------|
| Chairman of the BoD:      | 5.000.000 VND per month; |
| Vice Chairman of the BoD: | 4.000.000 VND per month; |
| Member of the BoD:        | 3.000.000 VND per month; |







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Head of Supervisory Board: 4.000.000 VND per month;

Board of Supervisors: 2.500.000 VND per month;

*Respectfully submit to the 2025 Annual General Meeting of Shareholders for approval.*

*Regards!*

**On behalf of BOARD OF DIRECTORS**

**CHAIRMAN**



**Nam, Nguyen Hoai**





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## PROPOSAL 05

*Report on the implementation of the Plan to offer additional shares to existing shareholders according to Resolution No. 01/NQ/ĐHĐCĐ-HAS approved by the 2024 Annual General Meeting of Shareholders on April 26<sup>th</sup>, 2024*

To: **Annual General Meeting of HACISCO Joint Stock Company**

The Board of Directors respectfully submits to the AGM for approval the report on the implementation results of the Plan to offer additional shares to existing shareholders to increase charter capital, which was approved in the Resolution of the AGM 2024 No. 01/2024/NQ-DHCD dated April 26, 2024. The report's contents are as follows:

**1. The plan has been approved:**

The plan to offer additional shares to existing shareholders to increase charter capital in 2024 was approved by the AGM 2024 in Resolution No. 01/2024/NQ-DHCD dated April 26, 2024.

**2. Implementation status:**

Since the time of approval by the AGM, the Company has made many changes in its production and business plans and restructured its investments. In addition, during this period, the stock market has fluctuated a lot. Therefore, in order to ensure the interests of shareholders and to focus more on restructuring the production and business plan, the Board of Directors would like to report to the AGM 2025 on stopping the implementation of the Plan to offer additional shares to existing shareholders approved by the AGM 2024 and will seek the opinion of the General Meeting of Shareholders with a new plan suitable to the conditions and actual business situation of the Company at an appropriate time.

*Respectfully submit to the 2025 Annual General Meeting of Shareholders for approval.*

*Regards!*

On behalf of BOARD OF DIRECTORS



Nam, Nguyen Hoai



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## PROPOSAL 06

*V/v: Approval of Amendment to the Charter of Organization and Operation of  
HACISCO Joint Stock Company*

- According to the Law on Enterprise No. 68/2014/ QH14 passed by Congress No.13 dated 26<sup>th</sup>, November 2014;
- According to the Securities Law No. 70/2006/QH11 and Adjustment Law and Adjustment Law in some articles of Securities Law No. 62/2010;
- According to the Charter of HACISCO Joint Stock Company.

**To: Annual General Meeting of HACISCO Joint Stock Company**

The Board of Directors respectfully submits to the AGM for approval the content of the Amendment to the Company Charter in accordance with the current Enterprise Law and Securities Law with the following content:

| No. | Current regulations<br>(1)  | Note (1)  | Amended Charter (2)   | Note (2)   |
|-----|---|---|---|------------|
| 1   | <p><b>Article 35.</b> Appointment, dismissal, duties and powers of the General Director</p> <p><b>Clause 4. The General Director has the following rights and obligations:</b></p> <ul style="list-style-type: none"><li>- Decide on issues related to the Company's daily business operations that are not under the authority of the Board of Directors;</li><li>- Organize the implementation of resolutions and decisions of the Board of Directors;</li><li>- Organize the implementation of the Company's business plan and investment plan;</li><li>- Propose the organizational structure</li></ul> | Redefine and supplement the duties and powers of the General Director | <p><b>Article 35.</b> Appointment, dismissal, duties and powers of the General Director</p> <p><b>Clause 4. The General Director has the following rights and obligations:</b></p> <ul style="list-style-type: none"><li>- Decide on issues related to the Company's daily business operations that are not under the authority of the Board of Directors;</li><li>- Organize the implementation of resolutions and decisions of the Board of Directors;</li><li>- Organize the implementation of the Company's business plan and investment plan;</li><li>- <u>Issue internal management regulations of the Company;</u></li></ul> | Additional |







# HACISCO JOINT STOCK COMPANY

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|   |   |  |
|---|---|--|
| plan and internal management regulations of the Company;<br>- Appoint, dismiss, and remove management positions in the Company, except for positions under the appointment authority of the Board of Directors;<br>- Decide on salaries and other benefits for employees in the Company, including managers under the appointment authority of the General Director;<br>- Recruit employees;<br>- Propose plans to pay dividends or handle business losses;<br>- Other rights and obligations as prescribed by law, Company Charter, Resolutions and Decisions of the Board of Directors. | - Proposing the organizational structure plan and internal management regulations of the Company;<br>- Appointing, hiring, dismissing, removing, terminating labor contracts for management positions in the Company, except for positions under the authority of the Board of Directors;<br>- Signing contracts and transactions on behalf of the Company, except for cases under the authority of the Board of Directors;<br>- Preparing and submitting to the Board of Directors periodic quarterly and annual reports on the results of implementing business plan objectives and financial statements;<br>- Proposing the allocation and use of after-tax profits and other financial obligations of the Company;<br>- Recruiting employees;<br>- Other rights and obligations as prescribed by law and the Company's Charter. | Additional<br><br>Additional<br><br>Additional |
|---|---|--|



The General Meeting of Shareholders authorizes the Chairman of the Board of Directors to issue the Company Charter immediately after the AGM 2025 ends.

*Respectfully submit to the 2025 Annual General Meeting of Shareholders for approval.*

*Regards!*

On behalf of BOARD OF DIRECTORS



Nam, Nguyen Hoai



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## PROPOSAL 07

### *Approval of the Profit Distribution Plan 2024*

- According to the Law on Enterprise No. 68/2014/QH14 passed by Congress No.13 dated 26<sup>th</sup>, November 2014;
- According to the Securities Law No. 70/2006/QH11 and Adjustment Law and Adjustment Law in some articles of Securities Law No. 62/2010;
- According to the Charter of HACISCO Joint Stock Company.

**To: Annual General Meeting of HACISCO Joint Stock Company**

The Board of Directors respectfully submits to the AGM for approval the 2024 profit distribution plan as follows:

| No. | Items                        | Amount           | Note   |
|-----|------------------------------|------------------|--|
| 1   | Profit before tax            | (10.659.596.104) |  |
| 2   | Corporate income tax payable | 81.202.216       |  |
| 3   | Profit after tax             | (10.740.798.320) | Due to negative profit after corporate income tax, loss transfer will be carried out according to the provisions of the Tax Law, no profit distribution will be carried out. |

*Respectfully submit to the 2025 Annual General Meeting of Shareholders for approval.*

*Regards!*

On behalf of BOARD OF DIRECTORS

CHAIRMAN



Nam, Nguyen Hoai