

No: 354 /CPHV-TCKT

*Dong Nai, June 23, 2025*

**INFORMATION DISCLOSURE ON THE PORTAL  
OF THE HANOI STOCK EXCHANGE**

To: Hanoi Stock Exchange

- Company Name: HOA VIET JOINT STOCK COMPANY.
- Stock Code: HJC
- Head Office Address: Quarter 8, Long Binh Ward, Bien Hoa City, Dong Nai Province.
- Phone: 0251 3981631 Fax: 0251 3981630
- Person in charge of information disclosure: Ms. Tran Thi Hoang Dieu - Position: Deputy Head of Finance and Accounting Department. (As per authorization letter No. 38/UQ-CPHV dated October 25, 2023, from Mr. Luong Huu Hung - Company Director)

Type of Information Disclosure:

° Periodic ☒ Irregular ° 24-hour ° On demand

**Content of Information Disclosure:**

- Hoa Viet Joint Stock Company has disclosed the documents for the 2025 Annual General Meeting of Shareholders on June 04, 2025, in accordance with legal regulations.

- However, Hoa Viet Joint Stock Company would like to supplement the information in the 2025 Annual General Meeting of Shareholders documents as follows:

1. Regarding the re-appointment of the Capital Representative of the Corporation at Hoa Viet Joint Stock Company:

- According to Official Letter No. 349/TLVN-QTNS dated May 27, 2025, from Vietnam National Tobacco Corporation, re-appointing Mr. Luong Huu Hung as the Capital Representative of the Corporation at Hoa Viet Joint Stock Company for a definite term, representing 20% of the Company's charter capital, effective from June 29, 2025, and nominating him to join the Company's Board of Directors.

- According to Official Letter No. 391/TLVN-QTNS dated June 12, 2025, from Vietnam National Tobacco Corporation, appointing Mr. Nguyen The Long - Deputy Head of Finance and Accounting Department of the Corporation,



concurrently as the Capital Representative of the Corporation at Hoa Viet Joint Stock Company for a definite term, representing 20% of the Company's charter capital, effective from June 29, 2025, and nominating him to join the Company's Board of Directors.

2. Based on the unified management of salaries and remuneration applied according to Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government, which regulates labor management, salaries, remuneration, and bonuses in State-owned enterprises, there is a change in the Remuneration Fund for Board members and Supervisors. Therefore, Hoa Viet Joint Stock Company would like to correct the information regarding the remuneration levels of the Chairman of the Board of Directors, Board members, and non-executive Supervisors in the Proposal on the contents of the 2025 Annual General Meeting of Shareholders and the Draft Resolution of the 2025 Annual General Meeting of Shareholders as follows:

<b>Content</b>	<b>Information Disclosed</b>	<b>Corrected Information</b>
Proposal on the contents of the 2025 Annual General Meeting of Shareholders	Section 5:  -Pursuant to Article 20 and Article 23 of Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government on the management of labor, salaries, remuneration, and bonuses in State-owned enterprises, the proposed remuneration fund for Board members and controllers in 2025 is VND 808,688,033, with an average remuneration of VND 9,627,238 per person per month.	Section 5:  -Pursuant to Article 20 and Article 23 of Decree No. 44/2025/ND-CP dated February 28, 2025, of the Government on the management of labor, salaries, remuneration, and bonuses in State-owned enterprises, the proposed remuneration fund for Board members and controllers in 2025 is VND 783,845,111, with an average remuneration of VND 9,311,489 per person per month.
Draft Resolution of the 2025 Annual General Meeting of Shareholders	Article 6: Remuneration disbursed in 2024 and proposed remuneration level for 2025 for Members of the Board of Directors and non-executive members of the Board of Supervisors.  Pursuant to Article 20 and Article 23 of Decree No. 44/2025/ND-CP dated	Article 6: Remuneration disbursed in 2024 and proposed remuneration level for 2025 for Members of the Board of Directors and non-executive members of the Board of Supervisors.  Pursuant to Article 20 and Article 23 of Decree No. 44/2025/ND-CP dated February



Content	Information Disclosed	Corrected Information
	February 28, 2025, of the Government on the management of labor, salaries, remuneration, and bonuses in State-owned enterprises, the proposed remuneration fund for Board members and controllers in 2025 is VND 808,688,033, with an average remuneration of VND 9,627,238 per person per month.	28, 2025, of the Government on the management of labor, salaries, remuneration, and bonuses in State-owned enterprises, the proposed remuneration fund for Board members and controllers in 2025 is VND 783,845,111, with an average remuneration of VND 9,311,489 per person per month.

- The remaining contents in the 2025 Annual General Meeting of Shareholders documents disclosed on June 04, 2025, remain unchanged.

This information has been published on the Company's electronic information page on June 23, 2025, at the link: <https://hoavietjsc.com>

I commit that the information disclosed herein is true and accurate and I take full legal responsibility for the content of the disclosed information./.

***Recipients:***

- As above;
- IT Department (for posting on the Company Website);
- File: Office Admin, Finance & Accounting.

**Representative of the Organization  
Authorized Information Discloser**



**Tran Thi Hoang Dieu**