



**SINCE 1960**

**HANOI SOAP JOINT STOCK COMPANY**

**Address: 233B Nguyen Trai Street, Khuong Dinh Ward, Hanoi City**

**Factory: Lot CN 3.2 Thach That – Quoc Oai Industrial Zone, Tay Phuong District, Hanoi City**

**Website: [haso.vn](http://haso.vn)**

**ANNUAL GENERAL MEETING DOCUMENTS 2026  
HANOI SOAP JOINT STOCK COMPANY**

**Hanoi, April 2026**

Hanoi, April 6<sup>th</sup>, 2026

**INVITATION NOTICE**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**Dear Valued Shareholders of Hanoi Soap Joint Stock Company,**

The Board of Directors of Hanoi Soap Joint Stock Company respectfully invites Shareholders to attend the 2026 Annual General Meeting of Shareholders with the following details

**I. TIME**

The Meeting shall commence at 9:00 AM, April 28<sup>th</sup>, 2026.

**II. VENUE**

Hanoi Soap Joint Stock Company – Factory  
Lot CN 3.2, Thach That - Quoc Oai Industrial Zone, Hanoi City.

**III. AGENDA OF THE MEETING**

1. Report on business operations for 2025 and plan for 2026.
2. Audited Financial Statements for 2025.
3. Submission on profit distribution and dividend payment for 2025.
4. Submission on interim dividend payment for 2026.
5. Report on the activities of the Board of Directors in 2025 and plans for 2026.
6. Report on the activities of the Supervisory Board in 2025.
7. Submission on the selection of an independent audit firm for auditing the 2026 Financial Statements.
8. Report on remuneration for the Board of Directors, Supervisory Board, and Company Secretary in 2025 and proposal for remuneration in 2026.
9. Submission on amendments and supplements to the Company's Charter.
10. Other matters under the authority of the General Meeting of Shareholders.

**MEETING DOCUMENTS**

Shareholders are kindly requested to visit the Company's website at [www.haso.vn](http://www.haso.vn) to view and download the Meeting documents.

**IV. ATTENDEES**

Shareholders holding shares of the Company whose names appear on the list of shareholders provided by the Vietnam Securities Depository and Clearing Corporation (VSDC) as at the record date.

**V. REGISTRATION FOR ATTENDANCE**

Shareholders are requested to register for attendance or authorize another person to attend the Meeting on their behalf.

When attending the Meeting, Shareholders are kindly requested to bring:

- Citizen Identification Card (ID) / Passport;
- Letter of Introduction (for institutional shareholders);



## HANOI SOAP JOINT STOCK COMPANY

Add: 233B Nguyen Trai Street, Khuong Dinh Ward, Hanoi City  
Factory Add: Lot CN 3.2, Thach That – Quoc Oai Industrial Zone, Hanoi City

- Power of Attorney (original copy, in the form attached to this Notice) in case of authorization.

For the convenience of meeting organization, Shareholders are kindly requested to confirm attendance/authorization **before 04:00 PM on April 24<sup>th</sup>, 2026** via the following contact details:

**Hanoi Soap Joint Stock Company**

Address: Factory, Lot CN 3.2, Thach That – Quoc Oai Industrial Park, Hanoi City, Vietnam

Tel: (+84) 24 3858 7051

Fax: (+84) 24 3858 4486

Email: [info@haso.vn](mailto:info@haso.vn); [quanlycodong@haso.vn](mailto:quanlycodong@haso.vn)

Sincerely,

**ON BEHALF OF THE BOARD OF MANAGEMENT  
CHAIRMAN**



**Mr. Nguyen Xuan Bac**





**HANOI SOAP JOINT STOCK COMPANY**  
Add: 233B Nguyen Trai Street, Khuong Dinh Ward, Hanoi City  
Factory Add: Lot CN 3.2, Thach That – Quoc Oai Industrial Zone, Hanoi City

**CONFIRMATION OF ATTENDANCE  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026  
HANOI SOAP JOINT STOCK COMPANY**

Shareholder:..... Shareholder Code: .....  
Legal Representative (if the shareholder is an organization): .....  
ID Card Number: .....Date of Issue:.....  
Place of Issue: .....  
Business Registration Number: .....  
Phone:.....Email: .....  
Number of Shares Owned: .....

Based on the invitation to the Annual General Meeting of Shareholders 2026 of Hanoi Soap Joint Stock Company, I confirm my attendance at the meeting scheduled for **9:00 AM on April 28<sup>th</sup>, 2026.**

....., date ..... month ..... year 2026

**SHAREHOLDER**

(Sign, full name, and seal if applicable)

Please fax or send the confirmation of attendance/authorization to the Organizing Committee before 4:00 PM, April 24<sup>th</sup>, 2026 at the address: Lot CN 3.2, Thach That - Quoc Oai Industrial Zone, Hanoi City.

Phone: 024.38584553 Fax: 024.38584486 Email: quanlycodong@haso.vn; info@haso.vn





**HANOI SOAP JOINT STOCK COMPANY**  
Add: 233B Nguyen Trai Street, Khuong Dinh Ward, Hanoi City  
Factory Add: Lot CN 3.2, Thach That – Quoc Oai Industrial Zone, Hanoi City

**AUTHORIZATION LETTER  
TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026  
HANOI SOAP JOINT STOCK COMPANY**

Today, Date ..... Month ..... Year 2026, I:

Shareholder: ..... Shareholder Code: .....  
ID Card Number: ..... Date of Issue: .....  
Place of Issue: .....  
Phone: ..... Email: .....  
Number of Shares Owned: .....

**I hereby authorize:**

Mr./Ms.: ..... Shareholder Code: .....  
ID Card Number: ..... Date of Issue: .....  
Place of Issue: .....  
Address: .....  
Phone: ..... Email: .....  
Number of Shares Owned: .....

To represent me in attending, voting, and exercising other shareholder rights at the Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company on April 28<sup>th</sup>, 2026.

I take full responsibility before the law for all commitments made by the authorized person on my behalf within the scope of this authorization. I acknowledge that I understand my legal rights, obligations, and interests, as well as the legal consequences of this authorization.

**Authorizing Party**

(Sign, full name, and seal if applicable)

**Authorized Party**

(Sign, full name, and seal if applicable)

Please fax or send the confirmation of attendance/authorization to the Organizing Committee before **4:00 PM, April 24<sup>th</sup>, 2026** at the address: Lot CN 3.2, Thach That - Quoc Oai Industrial Zone, Hanoi City.

Phone: 024.38584553 Fax: 024.38584486 Email: quanlycodong@haso.vn; info@haso.vn

003  
G T  
PH  
PH  
A N  
UAN



**HANOI SOAP JOINT STOCK COMPANY**  
Add: 233B Nguyen Trai Street, Khuong Dinh Ward, Hanoi City  
Factory Add: Lot CN 3.2, Thach That – Quoc Oai Industrial Zone, Hanoi City

**VOTING BALLOT**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**HANOI SOAP JOINT STOCK COMPANY**

Shareholder/Representative Name: .....

Shareholder Registration Number/ID Card/Passport Number: .....

Number of Shares Owned: .....

Number of Authorized Shares: .....

Total Number of Shares Owned and/or Authorized: .....

**VOTING ITEMS:**

No.	CONTENT	Voting Opinion		
		Agree	Disagree	No opinion
1	Report on business performance in 2025 and plan for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Audited financial statements for 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Proposal on profit distribution and dividend payment for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Proposal on interim dividend payment for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Report on the activities of the Board of Management in 2025 and the operational direction for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Report on the activities of the Supervisory Board in 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Proposal for selecting an independent auditing firm for the 2026 financial statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Report on the remuneration of the Board of Management, Supervisory Board, and Company Secretary in 2025 and proposed remuneration for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Proposal for amending and supplementing the Company's Charter.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*\*Note:*

Shareholders should mark "X" or "√" in one of the options for each voting item.

*Hanoi, April 28<sup>th</sup>, 2026*

**SHAREHOLDER/REPRESENTATIVE**  
*(Signature and full name)*





## AGENDA

### 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

1. **Time:** 8:30 AM - 12:00 PM, April 28<sup>th</sup>, 2026
2. **Venue:** Lot CN 3.2, Thach That – Quoc Oai Industrial Park, Hanoi City

Time (Expected)	Content
8:30 - 9:00	<ul style="list-style-type: none"> <li>- Reception of shareholders, registration procedures, verification of shareholder eligibility.</li> <li>- Distribution of voting cards, ballots, and relevant documents.</li> </ul>
9:00 - 9:10	<ul style="list-style-type: none"> <li>- Opening of the meeting.</li> <li>- Approval of the Shareholder Eligibility Verification Committee.</li> <li>- Report on the verification results of shareholders attending the meeting.</li> </ul>
9:10 - 9:20	<ul style="list-style-type: none"> <li>- Introduction of the Presidium; appointment of the Secretariat by the Presidium.</li> <li>- Introduction of the Vote Counting Committee.</li> </ul>
9:20 - 9:30	<ul style="list-style-type: none"> <li>- Approval of the Meeting Regulations.</li> <li>- Approval of the Meeting Agenda.</li> <li>- Approval of the voting regulations at the General Meeting.</li> </ul>
9:30 - 10:30	<p><b>Presentation of reports and proposals at the General Meeting:</b></p> <ol style="list-style-type: none"> <li>1. Report on production and business performance in 2025 and plan for 2026</li> <li>2. Audited Financial Statement for 2025.</li> <li>3. Submission on profit distribution and dividend payment for 2025.</li> <li>4. Submission on interim dividend payment for 2026.</li> <li>5. Report on the activities of the Board of Directors in 2025 and orientation for 2026.</li> <li>6. Report on the activities of the Supervisory Board in 2025.</li> <li>7. Submission on selecting an independent auditing firm for the 2026 Financial Statement.</li> <li>8. Report on remuneration of the Board of Directors, Supervisory Board, and Company Secretary in 2025, and proposal for 2026.</li> <li>9. Submission on amending the Company's Charter.</li> </ol>
10:30 - 10:45	Discussion and Q&A session
10:45 - 11:00	Voting on Reports and Submissions presented at the Meeting
11:00 - 11:15	Break
11:15 - 11:25	Announcement of voting results
11:25 - 12:00	<ul style="list-style-type: none"> <li>- Approval of the Meeting Minutes and Resolution.</li> <li>- Closing of the Meeting.</li> </ul>

**ORGANIZING COMMITTEE**



**DRAFT**

*Hanoi, March 26, 2026*

**REGULATION ON THE ORGANIZATION  
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
HANOI SOAP JOINT STOCK COMPANY**

---

**CHAPTER I  
GENERAL PROVISIONS**

**Article 1. Scope of Application**

This Regulation applies to the organization of the 2026 Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company (hereinafter referred to as the "General Meeting").

**Article 2.** This Regulation specifies the rights and obligations of participating parties, as well as the conditions and procedures for conducting the General Meeting.

**Article 3.** Shareholders and participants in the General Meeting are responsible for complying with the provisions of this Regulation.

**CHAPTER II  
RIGHTS AND OBLIGATIONS OF PARTICIPANTS  
IN THE GENERAL MEETING**

**Article 4. Rights and Obligations of Shareholders**

**1. Conditions for attendance**

Shareholders being individuals, organizations, or authorized representatives of shareholders whose names appear on the list of shareholders as of the record date shall be entitled to attend the General Meeting.

**2. Rights of Eligible Shareholders Attending the General Meeting:**

a) To vote on all matters within the authority of the General Meeting of Shareholders in accordance with the Company's Charter.

b) To authorize in writing a representative to attend and vote at the General Meeting on their behalf.

c) The Organizing Committee shall publicly disclose the entire agenda of the General Meeting; all eligible shareholders may provide opinions directly or through their authorized representatives; all opinions shall be discussed at the General Meeting.

d) Upon attending the General Meeting, each shareholder or representative must present a Passport or Citizen Identity Card for registration procedures, and a Letter of Authorization (for representatives). The Shareholder Eligibility Verification Committee shall issue each attending shareholder a Voting Card and a



Ballot. The Voting Card/Ballot shall indicate the registration number, full name of the shareholder, full name of the authorized representative, and the number of voting rights. The voting rights held by a shareholder or representative correspond to the proportion of voting shares owned or represented by such person over the total voting shares of attendees present at the General Meeting.

e) Shareholders and their authorized representatives attending the General Meeting, after hearing the reports on matters to be approved, shall discuss and vote on each item and conduct elections where applicable.

f) Shareholders or their authorized representatives arriving after the opening of the General Meeting may register immediately and thereafter have the right to participate, vote and stand for election upon registration. The Chairperson is not required to suspend the General Meeting for late arrivals, and the validity of previous voting and election results shall not be affected.

### **3. Obligations of Common Shareholders Attending the General Meeting:**

a) To attend or authorize attendance in accordance with the Company's Charter.

b) To comply with this Regulation.

c) To complete registration procedures with the Organizing Committee upon attending the General Meeting.

d) To strictly comply with the General Meeting rules and respect the results of the General Meeting.

### **Article 5. Shareholder Eligibility Verification Committee**

The Shareholder Eligibility Verification Committee shall be nominated by the Board of Directors and approved by the General Meeting. Its duties include:

- Verifying the eligibility of attending shareholders;
- Distributing Meeting documents, Voting Cards and Ballots;
- Reporting the results of shareholder eligibility verification to the General Meeting.

### **Article 6. Chairman and Secretary of the General Meeting**

1. The Board of Directors shall nominate the Organizing Committee (including the Presidium, the General Meeting Secretary, and the Shareholder Eligibility Verification Committee) for approval by the General Meeting.

2. The Chairman of the Board of Directors shall act as the Chairperson of the General Meeting.

3. Decisions of the Chairperson on procedural matters or issues arising outside the approved agenda shall be final.

4. The Chairperson may take necessary actions to conduct the General Meeting in a lawful and orderly manner in accordance with the approved agenda and the wishes of the majority of attendees.

5. The Chairperson may adjourn the General Meeting, which has met the



required quorum, for a period not exceeding 03 working days from the scheduled opening date and may only adjourn or change the venue in the following cases:

a) The General Meeting venue does not have sufficient seating capacity for all attendees;

b) The communication facilities at the venue are insufficient to enable shareholders to participate, discuss and vote;

c) There are disturbances or disruptions that may prevent the General Meeting from being conducted fairly and lawfully.

6. If the Chairperson adjourns or suspends the General Meeting in violation of Clause 5 of this Article, the General Meeting shall elect another person among the attendees to replace the Chairperson to conduct the General Meeting until its conclusion; all resolutions adopted at such Meeting shall remain valid and effective.

7. The Chairperson shall appoint the General Meeting Secretary to record the minutes, prepare draft resolutions, and perform supporting tasks as assigned.

### **CHAPTER III**

#### **CONDUCTING THE GENERAL MEETING**

##### **Article 7. Conditions for Holding the General Meeting**

1. The General Meeting shall be conducted when shareholders attending represent more than 50% of the total voting rights.

2. If the first meeting does not meet the quorum, a second meeting invitation shall be sent within 30 days from the scheduled date of the first meeting. The second meeting shall be conducted when shareholders attending represent at least 33% of the total voting rights.

3. If the second meeting does not meet the quorum, a third meeting invitation shall be sent within 20 days from the scheduled date of the second meeting. The third meeting shall be conducted regardless of the total voting rights of attending shareholders.

##### **Article 8. Conducting the General Meeting**

1. The General Meeting will discuss and approve the agenda items in sequence.

2. Main agenda items:

- Approving the Shareholder Eligibility Verification Committee, Presiding Board, and Secretary.
- Approving the Meeting Agenda.
- Discussing and voting on matters submitted to the General Meeting.
- Approving the Meeting Minutes and Resolutions.

### **CHAPTER IV**

#### **CLOSING THE GENERAL MEETING**

##### **Article 9. Adoption of resolutions of the General Meeting of Shareholders**

1. Resolutions on the following matters shall be adopted when approved by

137  
TY  
AN  
ONC  
OI  
TP



shareholders representing at least 65% of the total voting rights of all attending and voting shareholders, except as provided in Clauses 3, 4 and 6, Article 148 of the Law on Enterprises:

- a) Types and total number of shares of each class;
- b) Changes in business lines and sectors;
- c) Changes in the organizational and management structure of the Company;
- d) Investment projects or sale of assets valued at 35% or more of the total assets as recorded in the latest financial statements of the Company;
- e) Reorganization or dissolution of the Company;

2. Other resolutions shall be adopted when approved by shareholders representing more than 50% of the total voting rights of all attending and voting shareholders, except as provided in Clause 1 of this Article and Clauses 3, 4 and 6, Article 148 of the Law on Enterprises.

3. Resolutions of the General Meeting of Shareholders approved by 100% of the total voting shares shall be valid and effective even if the procedures for convening the Meeting and adopting such resolutions do not comply with the Law on Enterprises and the Company's Charter.

#### **Article 10. Minutes of the General Meeting of Shareholders**

All contents of the General Meeting shall be recorded in the Minutes by the Meeting Secretary. The Minutes shall be read and approved before the closing of the General Meeting and archived at the Company.

### **CHAPTER V**

#### **IMPLEMENTATION PROVISIONS**

**Article 11.** This Regulation consists of 05 Chapters and 11 Articles and shall take effect from the date it is approved by the 2026 Annual General Meeting of Shareholders.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Xuan Bac**

**VOTING REGULATION  
THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
HANOI SOAP JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter on organization and operation of Hanoi Soap Joint Stock Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Voting Regulation at the 2026 Annual General Meeting of Shareholders as follows:

**Article 1. Purpose and Scope of Application**

This Regulation stipulates the principles, methods and procedures for voting on matters in the agenda of the 2026 Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company (hereinafter referred to as the "General Meeting").

**Article 2. Subjects and voting principles**

**1. Subjects entitled to vote**

Shareholders holding shares/authorized representatives of shareholders may exercise voting rights at the General Meeting upon:

- Completing registration and eligibility verification procedures at the General Meeting;
- Exercising voting rights before the General Meeting completes the collection of voting opinions from shareholders.

**2. Vote counting committee**

Vote counting shall be conducted by the Vote Counting Committee. The Organizing Committee shall prepare and propose the Vote Counting Committee to the General Meeting to be responsible for vote counting. The number and members of the Vote Counting Committee shall be elected by attending shareholders through open voting at the General Meeting.

**3. Tools for voting**





*a) Voting Cards and Ballots*

Each shareholder/authorized representative shall exercise voting rights through Voting Cards and Ballots. The Voting Cards and Ballots issued by the Company shall clearly state the shareholder code, full name, number of shares owned and number of shares authorized for voting of such shareholder/representative.

*b) Validity of Voting Cards and Ballots*

\* Voting Cards: Pre-printed cards issued by the Company, without erasures, alterations, or damage, and bearing the Company's seal.

\* *Ballots:*

- A valid Ballot is a pre-printed form issued by the Company, without erasures, alterations, or damage, with no additional content other than as prescribed, and must bear the signature and full handwritten name of the attending shareholder/representative, and must be submitted to the Vote Counting Committee before the ballot box is unsealed.

- On the Ballot, a voting content is valid when the shareholder/representative selects one (01) of the three (03) voting options.

- An invalid Ballot is one that does not comply with the requirements of a valid Ballot.

**Article 3. Voting procedures**

**1. Voting methods**

*a) General principles*

- The General Meeting of Shareholders shall discuss and vote on each matter in the agenda. Voting shall be conducted by raising Voting Cards, casting ballots directly or remotely as prescribed.

- Shareholders/authorized representatives shall vote "For", "Against" or "No opinion" on each matter by raising Voting Cards or marking their choices on Ballots.

*b) Forms of voting*

- Voting by Voting Card:

When voting by raising Voting Cards, the front side of the Voting Card must be raised towards the Presidium. If a shareholder/representative does not raise the Voting Card in all three rounds of voting ("For", "Against", "No opinion") for a matter, it shall be deemed as a vote in favor of that matter. If a shareholder/representative raises the Voting Card more than once for a matter, such vote shall be considered invalid. Based on this method, members of the Shareholder Eligibility Verification Committee/representatives/Vote Counting Committee shall record the shareholder code/representative and corresponding voting rights for each voting status: "For", "Against", "No opinion" and "Invalid".

- Voting by Ballot:

When voting by Ballot, for each matter, shareholders/representatives shall select one of the three options "For", "Against", "No opinion" by marking "X" or





“✓” in the selected box. After completing all voting contents, shareholders/representatives shall submit the Ballots into the sealed ballot box at the General Meeting in accordance with the instructions of the Vote Counting Committee. Ballots must bear the signature and full name of the shareholder/representative.

## **2. Conditions for approval of voting matters**

Resolutions shall be adopted when achieving the minimum voting ratio as stipulated in the Company’s Charter for each matter.

## **3. Verification and aggregation of results**

a) Voting ratios shall be calculated based on shareholders attending directly at the General Meeting. Voting results shall be determined for each matter and expressed as a percentage (%).

b) The Vote Counting Committee shall be responsible for aggregating voting results and preparing the vote counting minutes. Such minutes shall be signed by members of the Vote Counting Committee to confirm accuracy, transparency, and compliance with voting procedures.

c) The vote counting minutes must include:

- The number of voting shares for each matter, including the percentages of “For”, “Against” and “No opinion”;
- The Head of the Vote Counting Committee shall, on behalf of the Chairperson, announce the voting results at the General Meeting.

## **Article 5. Complaints and settlement of complaints**

All complaints related to voting at the General Meeting shall be collected by the Organizing Committee and submitted to the Chairperson. The decision of the Chairperson shall be final.

## **Article 6. Effectiveness**

This Regulation consists of 06 Articles, approved by the 2026 Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company and shall take effect from the date of approval.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Xuan Bac**

G.T.C. HÀ NỘI

*Hanoi, March...26., 2026*

**REPORT  
ON BUSINESS AND PRODUCTION PERFORMANCE IN 2025  
AND BUSINESS AND PRODUCTION PLAN FOR 2026**

Dear the General Meeting of Shareholders,

The Board of Management of Hanoi Soap Joint Stock Company respectfully reports to the General Meeting of Shareholders on the business and production performance in 2025 and the business and production plan for 2026 as follows:

**I. MARKET CONTEXT AND IMPACTING FACTORS**

In 2025, the global economy continued to face many fluctuations due to geopolitical conflicts, energy price volatility, and the tightening of monetary policies in many countries. According to the International Monetary Fund (IMF), global economic growth in 2025 was estimated at approximately 3.2%.

In Vietnam, the economy maintained a positive recovery trend with GDP estimated to grow by approximately 6–6.5%, while total retail sales of goods and consumer service revenue increased by around 9–10% compared to 2024, indicating that domestic consumption demand continued to improve.

However, the consumer chemicals and household care products market continued to experience intense competition with the participation of many domestic enterprises as well as multinational corporations with strong advantages in brand, financial capacity, and distribution systems. At the same time, the rapid development of modern retail systems, e-commerce, and new distribution channels has created increasingly higher requirements for enterprises in terms of product quality, marketing capability, and price competitiveness.

In this context, the Board of Management proactively implemented management solutions to maintain business and production activities, stabilize the distribution system, and gradually improve the Company's operational efficiency.

**II. BUSINESS AND PRODUCTION PERFORMANCE IN 2025**

According to the audited financial statements for 2025, the Company achieved the following results:

- Total revenue reached VND 105.939 billion, representing an increase of 169% compared to 2024 and 176% of the annual plan.

The revenue growth during the year mainly came from trading activities, as the Company strengthened the trading of goods in order to capture market opportunities and effectively utilize its existing distribution system. This activity significantly contributed to the increase in the Company's revenue in 2025.

In addition, the Company's manufacturing activities also recorded improvements





compared to the previous year, with sales volumes of several product groups increasing, thereby contributing to maintaining stable supply and reaffirming the market presence of the HASO – Hanoi Soap brand.

- Profit after tax in 2025 reached VND 37 million.

Although the profit level remains modest, this result marks a positive turnaround as the Company recorded profits again after many years of difficulties.

However, due to accumulated losses from previous years amounting to approximately VND 80.82 billion, the Company is currently not eligible to distribute profits or pay dividends in accordance with legal regulations.

### **III. ASSESSMENT OF THE MANAGEMENT PERFORMANCE OF THE BOARD OF MANAGEMENT**

In 2025, the Board of Management focused on implementing various measures to stabilize business and production activities and gradually improve the Company's operational efficiency, including:

- Reviewing and restructuring production activities to optimize resource utilization and improve operational efficiency;
- Implementing cost-saving measures and closely controlling raw material costs and production costs;
- Improving production processes and product packaging to enhance market competitiveness;
- Maintaining and strengthening the distribution system to ensure product supply to the market;
- Fully complying with legal regulations, the Company's Charter, and the resolutions of the Board of Directors.

The results achieved in 2025 demonstrate the considerable efforts of the Board of Management and all employees in maintaining operations and gradually improving the Company's financial situation.

### **IV. BUSINESS AND PRODUCTION PLAN FOR 2026**

#### **1. Outlook for 2026**

Entering 2026, the domestic economy is expected to maintain a stable growth momentum. However, the consumer goods market in general and the consumer chemicals sector in particular will continue to face potential competition and volatility.

For the Company, improving operational efficiency while gradually addressing accumulated losses remains a significant challenge in the coming period

#### **2. Key targets for 2026**

The Board of Management has developed the 2026 business and production plan with the following main targets:

- Industrial production value (at current prices): VND 71.76 billion
- Total revenue: VND 147.02 billion
- Net revenue: VND 146.4 billion
- Production output: 2,792 tons
- Sales volume: 2,768 tons





- Projected profit: (VND 4.3 billion)

The 2026 profit plan is prudently projected at a loss of VND 4.3 billion, based on several key factors:

- Raw material costs and production costs may continue to fluctuate significantly;
- The Company needs to continue investing in market development activities and maintaining and expanding the distribution system;
- Certain necessary expenses related to restructuring and stabilizing production and business activities may arise;
- Pressure from accumulated losses from previous years.

The prudent planning approach aims to ensure financial safety and allow the Board of Management to flexibly manage operations when market conditions become more favorable.

## **V. STRATEGIC ORIENTATION FOR RECOVERY AND DEVELOPMENT**

In the coming period, the Board of Management identifies several key orientations to gradually restore and develop the HASO – Hanoi Soap brand, including:

### **1. Strengthening the production foundation**

Continue reviewing and optimizing production operations, improving the efficiency of machinery and equipment utilization, and controlling production costs.

### **2. Repositioning the HASO brand**

Promote the value of the long-established traditional brand while renewing product image and market approaches in line with modern consumption trends.

### **3. Developing market-oriented products**

Enhance research, improvement, and development of consumer chemical and personal & household care product lines to meet increasingly diverse consumer demands.

### **4. Expanding the distribution system**

Continue strengthening traditional distribution channels while gradually expanding into modern retail channels and e-commerce platforms.

During the implementation of the 2026 business and production plan, the Company may continue to face several key risks and challenges, including:

- Strong fluctuations in raw material prices and increasing input costs that may affect production costs and business efficiency;
- Increasing competitive pressure from domestic and international enterprises in the consumer chemicals sector;
- Rapidly changing consumption trends along with the strong development of modern retail and e-commerce channels;
- Pressure to improve operational efficiency and gradually address accumulated losses from previous years.

The Board of Management will closely monitor market developments and



proactively adjust plans while implementing appropriate risk management measures to ensure stable operations.

The year 2025 marked a positive turning point for the Company as business and production activities began to recover and recorded profits after many years of difficulties. However, the Company still faces numerous challenges, particularly the pressure to address accumulated losses and improve operational efficiency.

In 2026, the Board of Management will continue to implement appropriate management solutions, focusing on stabilizing business operations, enhancing competitiveness, and gradually improving the Company's financial condition.

The Board of Management commits to operating the Company in a prudent, transparent, and efficient manner, in compliance with the law, the Company's Charter, and the resolutions of the General Meeting of Shareholders and the Board of Directors.

With the support of the Board of Directors, the Supervisory Board, the companionship of shareholders, and the dedication of all employees, the Board of Management believes that the Company will gradually stabilize operations, improve business efficiency, and enhance the value of the HASO brand in the coming years.

The Board of Management respectfully submits this report to the General Meeting of Shareholders for consideration and approval.

Respectfully submitted.

Hanoi, March 26, 2026  
**DIRECTOR**  
  
  
**Le Viet Phuong**



*Hanoi, March...2.6., 2026*

**REPORT OF THE BOARD OF DIRECTORS  
TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Dear Valued Shareholders,

The Board of Directors respectfully reports to the General Meeting of Shareholders on the operational activities of the Board of Directors in 2025, the supervisory results over the Board of Management, and the Company's governance orientation for 2026 as follows:

**I. STRUCTURE AND ACTIVITIES OF THE BOARD OF DIRECTORS**

**1. Structure of the Board of Directors**

In 2025, the Company's Board of Directors consisted of 04 members, including:

1. Mr. Nguyen Xuan Bac – Chairman of the Board of Directors;
2. Mr. Do Huy Lap – Member of the Board of Directors
3. Mr. Le Viet Phuong – Member of the Board of Directors, General Director
4. Mr. Nghiem Minh Long – Member of the Board of Directors

Members of the Board of Directors fully met the eligibility criteria and conditions as prescribed by the Law on Enterprises, the Law on Securities, and the Company's Charter.

The Board of Directors operates under the following principles:

- Compliance with applicable laws and the Company's Charter;
- Ensuring transparency in corporate governance;
- Clear separation between the governance function of the Board of Directors and the executive function of the Board of Management.

**2. Activities of the Board of Directors in 2025**

During 2025, the Board of Directors held periodic meetings and conducted written consultations to review and decide on matters within its authority.

Key matters reviewed and approved by the Board of Directors included:

- Approval of the 2025 business and production plan;
- Directing the Board of Management to implement solutions to maintain production and business activities amid a challenging market environment;
- Reviewing issues related to financial management, investment, and corporate governance;
- Approving matters to be submitted to the General Meeting of Shareholders;
- Directing the implementation of information disclosure obligations of a public company in accordance with legal regulations.

During the year, the Board of Directors issued 17 Resolutions to direct and





manage the Company's operations. These Resolutions were issued within the proper authority and fully complied with procedures as prescribed by law and the Company's Charter, and were implemented by the Board of Management.

Details of the Resolutions and Decisions of the Board of Directors are archived at the Office of the Board Secretary and have been disclosed in the Corporate Governance Report for 2025 in accordance with regulations.

## **II. SUPERVISORY ACTIVITIES OF THE BOARD OF DIRECTORS**

In 2025, the Board of Directors performed its supervisory function over the Board of Management in the following key areas:

- Implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors;
- Management and utilization of the Company's capital and assets;
- Implementation of the business and production plan;
- Fulfillment of reporting and information disclosure obligations in accordance with legal regulations.

The Board of Directors maintained regular meetings and frequent information exchanges with the Board of Management to promptly monitor the Company's operational status. Supervision was carried out based on reports from the Board of Management and at the request of the Board of Directors for specific matters.

The Board of Directors acknowledges and highly appreciates the efforts of the Board of Management in managing production and business activities, maintaining the Company's operations, and ensuring stable employment and income for employees in the context of a challenging market environment.

## **III. ASSESSMENT OF BUSINESS PERFORMANCE IN 2025**

In 2025, the global economy continued to experience significant fluctuations. According to the International Monetary Fund (IMF), global economic growth was estimated at approximately 3.2%.

In Vietnam, GDP growth was estimated at 6–6.5%, while total retail sales of goods and consumer service revenue increased by approximately 9–10% year-on-year. However, the recovery of market purchasing power remained relatively modest.

Meanwhile, the consumer chemicals market remained highly competitive, dominated by multinational corporations such as Unilever and Procter & Gamble (P&G). In addition, the rapid development of modern retail channels and e-commerce has created significant pressure in terms of price, product quality, and distribution systems.

In this context, the Board of Directors directed the Board of Management to implement solutions to maintain production and business operations and gradually improve the Company's operational efficiency.

According to the audited financial statements for 2025, the Company achieved the following results:

- Total revenue: VND 105,393 million, representing 169% increase compared to 2024 and 176% of the annual plan;





- Profit after tax: VND 37 million.

These results mark a positive improvement for the Company after several years of difficulties.

However, due to accumulated losses from previous years amounting to VND 80.82 billion, the Company is not yet eligible to distribute profits or pay dividends in accordance with legal regulations.

The Board of Directors acknowledges and highly appreciates the efforts of the Board of Management and all employees in maintaining production and business activities, implementing cost-saving measures, improving technology, reorganizing production lines, enhancing resource efficiency, and ensuring a stable product supply to the market.

#### **IV. CORPORATE GOVERNANCE**

In 2025, the Board of Directors continued to implement activities to enhance corporate governance quality, including:

- Maintaining the governance system in compliance with regulations applicable to public companies;
- Fully fulfilling information disclosure obligations in accordance with legal requirements;
- Coordinating with the Supervisory Board in overseeing governance and executive activities;
- Enhancing transparency in the Company's operations.

Based on the objectives approved by the 2025 Annual General Meeting of Shareholders, the Company's Charter, and the Regulation on the Operation of the Board of Directors, the Board of Directors conducted governance and supervisory activities prudently and in compliance with legal regulations and the Company's internal rules.

Members of the Board of Directors upheld a high sense of responsibility and properly performed their governance roles and functions, contributing to the Company's strategic direction and improved operational efficiency.

#### **V. ORIENTATION FOR 2026**

In 2026, the Board of Directors identifies the following key priorities:

1. Directing the Board of Management to implement the 2026 business and production plan.
2. Continuing to review and improve the corporate governance system in accordance with legal regulations and best governance practices.
3. Strengthening solutions to expand markets, develop commercial activities, and diversify products.
4. Enhancing the efficiency of resource management and utilization to improve business performance.
5. Strengthening internal control, risk management, and information transparency for shareholders and the market.
6. Promoting research and development of new products in the consumer

17.  
CY  
N  
NG  
01  
TP.

chemicals and personal & household care sectors.

7. Continuing the positioning and development of the HASO – Hanoi Soap brand, enhancing brand image value in the market.

8. Studying and improving production technology, gradually increasing the level of automation to enhance productivity and labor efficiency.

9. Developing human resources and building a professional working environment to enable employees to maximize their capabilities and maintain long-term commitment to the Company.

Based on the assessment of the 2025 situation, the Board of Directors identifies its key mission in the coming period as strengthening strategic orientation, enhancing supervisory quality, and ensuring the Company's financial safety.

At the same time, the Board of Directors will maintain regular meetings and strengthen supervision over the implementation of business plans, cost management, and capital utilization to improve the Company's operational efficiency.

Based on the 2026 business and production plan, the key projected targets are as follows:

- Industrial production value (at current prices): VND 71.76 billion
- Total revenue: VND 147.02 billion
- Net revenue: VND 146.4 billion
- Production output: 2,792 tons
- Sales volume: 2,768 tons
- Planned profit: (VND 4.3 billion)

The above constitutes the Report on the activities of the Board of Directors in 2025 and the orientation for 2026 submitted to the 2026 Annual General Meeting of Shareholders.

The Board of Directors sincerely appreciates the attention, support, and continued companionship of our shareholders in the development of the Company.

We wish the General Meeting great success.

Respectfully submitted.

**FOR AND ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Xuan Bac**





*Ha Noi, day 26 month 3 year 2026*

**REPORT**  
**ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2026**  
**SUBMITTED TO THE 2026 ANNUAL GENERAL MEETING OF**  
**SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

- Pursuant to the Charter of Organization and Operation of Hanoi Soap Joint Stock Company.

The Supervisory Board of Hanoi Soap Joint Stock Company has conducted supervision of the Company's operations for the fiscal year ended December 31, 2025, with the following details:

**A. Activities of the Supervisory Board (SB)**

**1. Personnel Structure:** The Board consists of 03 members:

No.	Full Name	Position/Assignment	Effective Date
1	Ms. Mai Thi Khanh Tan	Head of SB	Appointed: June 5, 2023
			Dismissed: April 23, 2025
2	Ms. Doan Thi Thanh Huong	Head of SB	Appointed: April 23, 2025
3	Mr. Duong Huy Manh	Member	Appointed: May 30, 2023
4	Ms. Kieu Thi Nang	Member	Appointed: May 30, 2023
			Dismissed: April 23, 2025
5	Ms. Dang Ha Thu	Member	Appointed: April 23, 2025

- In 2025, the Supervisory Board implemented the contents approved in the Resolution of the 2025 Annual General Meeting of Shareholders;

- Monitoring the implementation of the Company's business and production plans;

- Supervising the Board of Management's execution of Board of Directors' Resolutions to ensure operations align with functional duties and the Company's Charter and regulations;

- Supervising the issuance and implementation of the Company's internal regulations and policies;
- Selecting the shortlist of independent auditing firms for the 2025 semi-annual and full-year financial statements; accordingly, Vietnam Auditing and Valuation Co., Ltd. (AVA) was selected by the Board of Directors as the Company's auditor for 2025;
- Attending all Board of Directors' meetings and contributing opinions on supervising the Company's operations during these sessions;
- Reviewing the transparency of the information disclosure process;
- Proactively coordinating with the Board of Directors, the Board of General Directors, and specialized departments in the course of work;
- Supervising the compliance with the issued Company regulations. Through operational control activities and the appraisal of financial statements, the Supervisory Board hereby reports its control activities to the General Meeting of Shareholders with the following details:

## **B. Appraisal Report of the Supervisory Board**

### **I. Evaluation of the Board of Directors (BOD) and the Board of Management's Performance in 2025.**

#### **1. Activities of the Board of Directors.**

The Company's Board of Directors consists of 04 members elected by the General Meeting of Shareholders (with a 5-year term). In 2025, there were changes in the BOD personnel, specifically as follows:

No.	Full Name	Position	Effective Date
1	Mr. Nguyen Xuan Bac	Chairman	Appointed: June 1, 2023
2	Mr. Do Huy Lap	Member	Appointed: May 30, 2023
3	Mr. Le Viet Phuong	Member	Appointed: May 30, 2023
4	Mr. Le Quang Hoa	Member	Appointed: May 30, 2023
			Dismissed: April 23, 2025
5	Ms. Doan Thi Thanh Huong	Member	Appointed: May 30, 2023
			Dismissed: April 23, 2025
6	Mr. Nghiem Minh Long	Member	Appointed: April 23, 2025

In 2025, the Board of Directors conducted 16 meetings and issued 17 Resolutions and Decisions to manage and direct the Company's operations.

#### **2. Activities of the Board of Management (BOM)**



- The Company has actively promoted product improvement and development. However, our products faced intense competition due to rising raw material costs and a highly saturated market with numerous long-established brands.

- In 2025, through the great efforts of the Board of Management, the Company's business results met and exceeded several targets assigned by the Group under Decision No. 337/QĐ-HCVN dated December 18, 2024. Notably, the Company recorded a profit of 36 million VND (compared to the 2025 planned pre-tax loss of 5.58 billion VND).

- The Board of Management needs to further strengthen management efforts to address existing issues in work quality, thereby continuing to enhance overall efficiency and performance across the Company.

### **3. Governance and Direction by the Board of Directors (BOD):**

- Throughout 2025, the Board of Directors held meetings to ensure the Company's strict compliance with legal regulations, the Company's Charter, and the BOD's Internal Regulations; and to properly exercise the Company's rights and obligations as prescribed by law.

- The BOD's direction was strategic, focusing on long-term objectives while maintaining close oversight during each reporting period. Management and direction were conducted in accordance with the Law on Enterprises, the Law on Securities, the Company's Charter, and other relevant legislation.

- The BOD's direction, inspection, and supervision were performed within its designated authority, without hindering or overlapping with the Board of Management's executive duties. The BOD's management and direction in 2025 were reflected in the following key areas:

- Regarding the format and content of meetings: The Resolutions, Decisions, and documents issued by the BOD were timely and in compliance with the Law on Enterprises and the Company's Charter.

- The Supervisory Board assesses that the BOD's activities in 2025 correctly fulfilled the functions and duties prescribed by the Law on Enterprises and the Company's Charter. We concur with the performance evaluation results for 2025 as presented in the BOD's report.

## **II. Results of Supervisions over the Company's Business and Production Activities in 2025**

### **1. Business Results and 2025 Financial Statements**

#### ***a. Execution Results of Business and Production Plans***

##### **2025 Business and Production Performance Indicators**

No.	Indicator	Unit	2025 Plan	2025 Actual	Actual/Plan (%)	SPLY (%)
1	Industrial Production Value	Billion VND	60.65	41.126	71%	108%
2	Net Revenue	Billion VND	59.18	99.189	168%	236%



3	Profit	Billion VND	-5.58	0.036		
4	State Budget Contribution	Million VND	6,765	2,920	43%	45%

#### ***b. Appraisal Results of the 2025 Financial Statements***

Upon receiving the Company's 2025 Financial Statements, the Supervisory Board (SB) carried out an examination of the evidence verifying the information within the statements; evaluated the overall compliance in the presentation of the financial statements and its indicators; and reviewed the Audit Report and the Management Letter issued by the independent auditing firm.

- The Company's Financial Statements were fully prepared in accordance with the forms prescribed under Circular No. 200/2014/TT-BTC dated December 22, 2014, and Circular No. 53/2016/TT-BTC dated March 21, 2016, by the Ministry of Finance, as well as Vietnamese Accounting Standards (VAS) and other legal regulations relevant to the preparation and presentation of financial statements.

- Regarding accounts receivable and personal advances to employees: certain amounts remain uncollected, resulting in cash flow difficulties for the Company's production and business operations.

- Regarding the appraisal of the audited 2025 Financial Statements, the Supervisory Board has issued a separate Appraisal Report (dated February 26, 2026).

## **2. Evaluation of Business and Production Activities**

### ***• Production and Sales in 2025:***

- Production volume reached 1,753 tons, achieving 66% of the set plan.
- Sales volume reached 1,748 tons, achieving 67% of the set plan.

Low production and sales volumes resulted in a lack of operating profit. The Company proactively made provisions for slow-moving and near-expired materials/goods, bad debts, and non-performing loans. Consequently, the business result for the year showed a modest profit of 36 million VND.

For the year 2025, there will be no profit distribution as the Company has only recently recovered from losses. Furthermore, the accumulated loss as of December 31, 2025, stands at (80,819,185,865) VND.

## **3. Evaluation of the Coordination between the Supervisory Board (SB), the Board of Directors (BOD), and the Board of Management (BOM)**

With a spirit of responsibility, construction, and cooperation throughout its operations, the SB has consistently coordinated, exchanged, and provided straightforward feedback to the BOD and BOM during meetings. All Resolutions and Decisions issued by the BOD and BOM were aligned with the BOD's objectives as well as established policies and regulations.

The SB has been provided with full and timely access to all information regarding the decisions of the Board of Directors and the Board of Management (Directorate).

## **III. Remarks and Opinions of the Supervisory Board**



## 1. Remarks:

- 2025 was a year fraught with challenges for the Company. Sales volume remained low, leading to ongoing difficulties in production and business operations. Operating revenue (excluding financial income) was insufficient to offset expenses. Furthermore, the Company faces a significant volume of overdue and bad debts, alongside high inventory levels consisting of slow-moving materials and degraded or expired finished goods.

- To ensure operational efficiency, the Company needs to further invest in its sales force, product promotion, and marketing. It is essential to expand and maintain market share while actively seeking new customers. Additionally, the Company must properly prepare its resources to meet the established production and business targets.

## 2. Recommendations:

- **Review and Assessment:** The Board of Directors (BOD) and Board of Management (BOM) should continue to review and re-evaluate the Company's business and production efficiency from 2025, thereby implementing measures to resolve difficulties and enhance overall operational performance.

- **Production Management:** Focus on strengthening production management, maximizing the capacity of machinery and equipment, and maintaining as well as improving product quality.

- **Risk Management and Compliance:** The BOD and BOM should promptly issue policies to enhance risk management and ensure strict compliance with legal regulations in all business activities.

- **Debt Recovery and Inventory Handling:** Focus on collecting outstanding receivables, bad debts, and non-performing loans, while addressing stagnant inventory to significantly improve the Company's cash flow.

The above is a summary of the supervision results for the 2025 fiscal year and the 2026 action plan of the Supervisory Board.

*The Supervisory Board respectfully submits this report to the General Meeting of Shareholders.*

ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE BOARD



**Doan Thi Thanh Huong**

*Ha Noi, date 26 month 3 year 2026*

**SUBMISSION TO THE GENERAL MEETING OF SHAREHOLDERS  
Re: Approval of the Audited Financial Statements for 2025**

To: The Annual General Meeting of Shareholders 2026  
Hanoi Soap Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter on Organization and Operation of Hanoi Soap Joint Stock Company.

The Board of Directors of Hanoi Soap Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the following contents:

**I. AUDITED FINANCIAL STATEMENTS FOR 2025**

The Company's Financial Statements for 2025 have been audited by an independent auditing firm, comprising:

- (1) Report of the Board of Management;
- (2) Independent Auditor's Report;
- (3) Statement of Financial Position as at December 31, 2025;
- (4) Statement of Comprehensive Income for the period from January 1, 2025 to December 31, 2025;
- (5) Statement of Cash Flows for the period from January 1, 2025 to December 31, 2025;
- (6) Notes to the Financial Statements for the fiscal year ended December 31, 2025.

A summary of key business and production performance indicators is as follows:

No.	Indicators	Unit	2024 Actual	Year 2025		Rate %	
				2025 Plan	2025 Actual	2025/ 2024	Result 2025/ Plan
A	B	C	I	2	3	5=3/I	6=3/2
1	Industrial production value	VND mil.	36,657	60,653	41,126	112%	68%
2	Total revenue	VND mil.	39,247	59,800	105,393	269%	176%
3	Net revenue	VND mil.	38,133	9,185	98,893	259%	167%
4	Key products manufactured	Tons	1,608	2,638	1,753	109%	66%



No.	Indicators	Unit	2024 Actual	Year 2025		Rate %	
				2025 Plan	2025 Actual	2025/2024	Result 2025/Plan
<i>A</i>	<i>B</i>	<i>C</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>5=3/1</i>	<i>6=3/2</i>
5	Key products sold	Tons	1,620	2,590	1,748	108%	67%
6	Profit	VND mil.	-7,167	-5,582	36,8		

## II. KEY TARGETS FOR 2026

The Board of Directors submits to the General Meeting of Shareholders for consideration and approval the 2026 business and production plan with the following key targets:

No.	Indicators	Unit	2026 Plan
1	Industrial production value	VND mil.	71.755
2	Total Revenue	VND mil.	147.019
3	Net Revenue	VND mil.	146.404
4	Production Output	Tons	2.792
5	Sales Volume	Tons	2.768
6	Profit	VND mil.	(4.346)

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the following:

1. Approval of the audited Financial Statements for 2025;
2. Approval of the 2026 business and production plan targets as presented above;
3. Authorization for the Board of Directors to organize and implement the 2026 plan, ensuring efficient utilization of the Company's resources, improving operational efficiency, and gradually enhancing the Company's financial performance.

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted.

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Nguyen Xuan Bac

*Ha Noi, date 26 month 3 year 2026*

**SUBMISSION TO THE GENERAL MEETING OF SHAREHOLDERS  
Re: Dividend advance in 2026**

To: The Annual General Meeting of Shareholders 2026  
Hanoi Soap Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and Law No. 76/2025/QH15 amending and supplementing a number of articles of the Law on Enterprises;

Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;

Pursuant to the Charter on Organization and Operation of Hanoi Soap Joint Stock Company.

The Board of Directors of Hanoi Soap Joint Stock Company respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval of the dividend advance in 2026 as follows:

The Board of Directors proposes that the General Meeting of Shareholders authorize the Board of Directors to decide on the dividend advance in 2026 and pay and advance dividends to shareholders in accordance with the Company's production and business results in the year.

Respectfully submit to the 2026 Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Xuan Bac**



*Ha Noi, day 26 month 3 year 2026*



## **SUBMISSION**

**Ref: Selection of an auditing firm for the 2026 Financial Statements**

To: The 2026 Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020;

- Pursuant to the Charter of Organization and Operation of Hanoi Soap Joint Stock Company.

The Supervisory Board hereby submits to the 2026 Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company for approval of the selection of an auditing unit to perform the audit of the 2026 financial statements and the review of periodic financial statements of the Company in accordance with the law as follows:



### **1. Selection principles and priteria**

- Must be an independent and reputable auditing firm authorized by the State Securities Commission/Ministry of Finance to audit public interest entities in 2026.

- Must possess a team of high-quality, experienced auditors with professional integrity and ethics to ensure the quality of the financial statement audit.

- The audit fees must be reasonable and consistent with the content, scope, and timeline requested by the Company.

### **2. List of proposed puditing firms**

Based on the service proposals from the following three (03) auditing firms:

- Nhan Tam Viet Auditing Co., Ltd.
- International Auditing and Valuation Co., Ltd (IAV).
- Vietnam Auditing and Evaluation Co., Ltd (VAE).

### **3. Proposals of the Supervisory Board:**

- Respectfully submit to the Annual General Meeting of Shareholders for approval of the selection criteria and the list of auditing firms mentioned above;

- Respectfully submit to the Annual General Meeting of Shareholders to authorize the Board of Directors to select one (01) firm from the aforementioned list to perform the 2026 financial statement audit in compliance with legal regulations, and to authorize the Director to sign the auditing contract.

- In case of force majeure, if the Company cannot select one of the above-mentioned units, the Supervisory Board requests the Annual General Meeting of Shareholders to authorize the Board of Directors to select another auditing firm, provided that it meets the established criteria, complies with the law, and ensures the maximum interests of the Company and its Shareholders.

We respectfully submit this to the 2025 Annual General Meeting of Shareholders of Hanoi Soap Joint Stock Company for consideration and approval.

***Recipient:***

- As above;
- Filed: Office, Company Secretary.

**ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE BOARD**



**Doan Thi Thanh Huong**





*Ha Noi, date 26 month 3 year 2026*

**PROPOSAL**

**Re: Remuneration of the Board of Directors, the Supervisory Board, and  
the Company Secretary**

Dear: The Annual General Meeting of Shareholders 2026  
Hanoi Soap Joint Stock Company

The Board of Directors hereby reports on the remuneration of the Board of Directors, the Supervisory Board and the Company Secretary for 2025, and submits for approval by the General Meeting of Shareholders the proposed remuneration for 2026 as follows:

1. Report on remuneration paid to members of the Board of Directors, the Supervisory Board and the Company Secretary in 2025:

- Chairman of the Board: 3,000,000 VND/month
- Member of the Board: 2,000,000 VND/person/month
- Head of the Supervisory Board: 2,000,000 VND/month
- Member of the Supervisory Board: 1,500,000 VND/person/month
- Company Secretary: 1,000,000 VND/person/month

Total remuneration of members:

No.	Position	Number of persons	Remuneration (Million dong/year)
1	Board of Directors	04	116
2	Supervisory Board	03	60
3	Company Secretary	01	12

2. Proposal for the remuneration level of the Board of Directors, the Supervisory Board, and the Company Secretary for the year 2026:

- Chairman of the Board: 3,000,000 VND/month
- Member of the Board: 2,500,000 VND/person/month
- Head of the Supervisory Board: 2,500,000 VND/month
- Member of the Supervisory Board: 2,000,000 VND/person/month
- Company Secretary: 2,000,000 VND/person/month

Total proposed remuneration of members:



No.	Position	Number of persons	Remuneration (Million dong/year)
1	Board of Directors	04	120
2	Supervisory Board	03	72
3	Company Secretary	01	20

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Xuan Bac**

