

## THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

### HA I HA CONFECTIONERY JOINT STOCK COMPANY

Time: 09:00 AM, Friday, May 15, 2026

Location: 4th Floor, 202A Ly Chinh Thang, Nhieu Loc Ward, Ho Chi Minh City

Time	Content
9h00 – 9h30	Reception of Delegates
	Shareholder Registration for General Meeting attendance
9h30 – 9h45	Opening Remarks and Introduction of Delegates
	Report on the Verification of Shareholder Status
	Approval of the Presidium, Vote Counting Committee, and Secretariat
	Approval of the Organizing Regulations of the General Meeting
	Approval of the Meeting Agenda
9h45 -10h30	Meeting Proceedings:
	1. Report on Business Performance in 2025 and the 2026 Plan by the Board of General Directors.
	2. Report on the Board of Directors' activities in 2025 and the 2026 Plan.
	3. Report on the Supervisory Board's activities in 2025 and the 2026 Plan.
	4. Approval of the Submission on the 2025 Audited Financial Statements.
	5. Approval of the Submission on the selection of an auditing firm for 2026.
	6. Approval of the Submission on the remuneration for the Board of Directors and the Supervisory Board in 2025 and the 2026 remuneration plan.
	7. Approval of the submission reporting on investment cooperation transactions and implementation orientations in the coming period;
	8. Approval of the submission on the addition of business lines;
	9. Approval of the amendments to the Company's Charter.
	10. Other matters within the authority of the General Meeting of Shareholders (if any).
10h30 – 10h45	Discussion and Q&A session with Shareholders
10h45 – 10h55	Voting on matters presented to the General Meeting
11h55 – 11h15	Break
11h15 – 11h25	Approval of the Minutes and Resolutions of the General Meeting of Shareholders
11h25 – 11h30	Closing of the General Meeting



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*Hanoi, May 15<sup>th</sup> 2026*

**REGULATIONS**  
**ORGANIZATION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**OF HAI HA CONFECTIONERY JOINT STOCK COMPANY**

**CHAPTER 1**

**GENERAL REGULATIONS**

**Article 1. Scope of Application**

The regulations for organizing the General Meeting of Shareholders shall be applied to the organization of the Annual General Meeting of Shareholders in 2026 of Hai Ha Confectionery Joint Stock Company

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

**Article 3.** Shareholders and participants are responsible for complying with the regulations set forth in this Charter.

**CHAPTER II**

**RIGHTS AND OBLIGATIONS OF THE PARTIES PARTICIPATING  
IN THE GENERAL MEETING**

**Article 4. Rights and Obligations of Shareholders Attending the General Meeting of Shareholders**

**4.1. Conditions for Attending the General Meeting:**

All shareholders owning Company shares according to the list of shareholders finalized by Hai Ha Confectionery Joint Stock Company on April 15, 2026, or their legally authorized proxies.

**4.2. Rights and Obligations of Eligible Shareholders Attending the General Meeting:**

- a. Shareholders or authorized representatives attending the General Meeting must bring the following documents:
  - Invitation letter to attend the meeting.
  - Citizen Identification Card, National ID card, Passport, or any other legally valid personal identification document, and a copy of the operating registration certificate.
  - Original Power of Attorney (in case of attendance by authorization).

*(If the shareholder is an individual, the power of attorney must be signed by that shareholder. If the shareholder is an organization, it must bear the signature of the*





*legal representative and the seal of the organization, or an authorization resolution from the Board of Directors/Member's Council of the organization).*

After presenting the above documents to the Shareholder Status Verification Committee, shareholders or authorized proxies shall receive a Voting Card/Ballot (stating the shareholder's name and the number of voting shares). The value of the Voting Card/Ballot held by the shareholder or authorized proxy corresponds to the ratio of voting shares owned or represented according to the registration for attendance over the total voting shares of the shareholders attending the Meeting.

- b. Shareholders are entitled to authorize another person in writing to attend and vote on their behalf at the General Meeting of Shareholders. The authorized proxy is not allowed to sub-authorize another person to attend the Meeting.
- c. Shareholders attending the Meeting who wish to express their opinions or participate in discussions must obtain the Chairperson's consent, speak briefly, and focus on the core issues to be discussed in accordance with the approved Meeting Agenda. Issues already addressed by previous speakers should not be repeated to avoid duplication. Shareholders may also write their comments on Question Slips and submit them to the Secretariat.
- d. Shareholders have the right to vote on all matters within the authority of the General Meeting of Shareholders as prescribed in the Company's Charter of Organization and Operation.
- e. Shareholders and shareholder representatives attending the Meeting, after hearing reports on the contents to be approved, will discuss and approve them through voting.
- f. During the Meeting, shareholders must comply with the instructions of the Presidium, behave in a civilized and polite manner, and avoid causing disorder.
- g. Shareholders or authorized proxies who arrive after the Meeting has opened and complete the registration procedure are entitled to attend and vote on the remaining items of the approved agenda. In such cases, the validity of previous votes remains unaffected.

## **Article 5. Rights and Obligations of the Chairperson and the Presidium**

5.1. The Chairman of the Board of Directors shall act as the Chairperson or may authorize another member of the Board of Directors to chair the General Meeting of Shareholders, subject to approval by the General Meeting.

5.2. Duties of the Presidium:

- a. Direct the activities of the Meeting according to the agenda approved by the General Meeting; carry out necessary tasks to ensure the General Meeting proceeds in an orderly manner and reflects the wishes of the majority of attending shareholders and representatives.
- b. Guide delegates and the General Meeting in discussions.

- c. Submit drafts and necessary contents for the General Meeting to vote on.
- d. Answer matters requested by the General Meeting.

#### **Article 6. Rights and Obligations of the Shareholder Eligibility Verification Committee**

The Shareholder Status Verification Committee is appointed by the Meeting Organizing Committee. The Committee receives documents from shareholders or authorized proxies to verify their validity against the list of shareholders entitled to attend finalized on April 15, 2026; distributes documents, Voting Cards/Ballots, and reports to the General Meeting on the results of the shareholder status verification before the Meeting officially commences.

#### **Article 7. Rights and Obligations of the General Meeting Secretary**

- 7.1. The Chairperson shall appoint the Secretary for the General Meeting.
- 7.2. The Secretary shall carry out tasks assigned by the Chairperson, including:
  - a. Keeping full and truthful minutes of the Meeting's proceedings.
  - b. Assisting the Presidium in announcing the draft Minutes and Resolutions of the Meeting and any notices from the Presidium to shareholders upon request.
  - c. Receiving question slips from shareholders.

#### **Article 8. Rights and Obligations of the Voting Committee**

- 8.1. The Chairperson shall introduce the Voting Committee and organize the process for obtaining approval during the General Meeting.
- 8.2. The Voting Committee has the responsibility to:
  - a. Supervise the voting process of shareholders or representatives attending the Meeting.
  - b. Consolidate the number of voting shares for each item and report the results to the Chairperson and the Secretariat.
  - c. Receive question slips from shareholders.

### **CHAPTER III**

#### **PROCEEDINGS OF THE GENERAL MEETING**

#### **Article 9. Conditions for Holding the General Meeting**

The General Meeting of Shareholders shall be conducted if the number of attending shareholders represents more than 50% of the total voting shares according to the list of shareholders of Hai Ha Confectionery Joint Stock Company finalized on April 15, 2026.

#### **Article 10. Order of the General Meeting**

- 10.1. All shareholders attending the General Meeting must dress appropriately.
- 10.2. Shareholders must sit in the designated seats or areas as specified by the Organizing Committee of the General Meeting. Strict adherence to the seating arrangements set by the Organizing Committee is mandatory.
- 10.3. Smoking is prohibited inside the General Meeting room.



10.4. Private conversations and the use of mobile phones are not allowed during the General Meeting. Mobile phones must be turned off or set to silent mode.

#### **Article 11. Voting Procedure for Approving Matters at the General Meeting**

All items in the Meeting Agenda must be approved through public voting by all attending shareholders using VOTING CARDS/BALLOTS based on the number of shares owned/represented and authorized. Each shareholder is issued 01 VOTING CARD and 01 VOTING BALLOT, which state: Name of Shareholder; Number of voting shares (owned/represented and/or authorized); Number of voting slips of the shareholder, and bearing the Company's stamp.

##### **11.1. VOTING CARD: Printed on yellow paper, used to vote on the following contents:**

- a. Approval of the Presidium members;
- b. Approval of the Organizing Regulations of the 2026 Annual General Meeting of Shareholders;
- c. Approval of the Agenda;
- d. Approval of the Vote Counting Committee members;
- e. Approval of the Minutes and Resolutions of the General Meeting of Shareholders.

##### **11.2. VOTING BALLOT: Printed on pink paper, used to vote on contents according to reports and submissions.**

###### **a. Valid Voting Ballot:**

- Is a ballot issued by the Organizing Committee, bearing the Company's stamp;
- Is not torn, erased, or altered;
- Contains the signature of the shareholder/authorized representative participating in the vote;
- Has only one (X) mark for one voting item.

###### **b. Invalid Voting Ballot:**

- Is not issued by the Organizing Committee;
- Contains erasures or content modifications;
- Does not contain the signature of the shareholder/authorized representative;
- Has no mark or has more than one (X) mark for a single voting item.

###### **c. Invalid ballots will not be counted during the vote-counting process.**

#### **Article 12. Approval of the Resolution of the General Meeting of Shareholders**

The resolution of the General Meeting of Shareholders on the matters discussed in the meeting agenda is considered approved when it is supported by shareholders holding more than 50% of the total voting shares of all shareholders present and voting at the meeting.

## **CHAPTER IV**

### **CLOSURE OF THE GENERAL MEETING OF SHAREHOLDERS**

#### **Article 13. Minutes and Resolution of the General Meeting of Shareholders**

13.1. The Minutes and Resolutions of the General Meeting of Shareholders must be completed and approved prior to the closing of the General Meeting.

13.2. The Minutes and Resolutions of the General Meeting of Shareholders must be archived at Hai Ha Confectionery Joint Stock Company.

#### **Article 14. Effective Date**

This regulation consists of 14 (fourteen) articles, which were read aloud at the General Shareholders' Meeting and will become effective immediately upon approval by the Annual General Shareholders' Meeting in 2026.

#### **Recipients:**

- *As above;*
- *Clerk or Document Officer;*

**On behalf of the Board of Directors**

**Chairman**



**HOANG HUNG**







## REPORT ON BUSINESS PRODUCTION AND OPERATIONS IN 2025 AND BUSINESS PLAN FOR 2026

### I. BUSINESS PRODUCTION AND OPERATIONS IN 2025

#### 1. Assessment of the economic situation

##### ❖ Macroeconomic context

- Stable growth: Vietnam's GDP in 2025 is estimated to reach 8.02%, CPI below 3.31%, stable exchange rates, creating favorable conditions for production and consumption.

##### ❖ Global situation:

- Slow growth, persistent inflation: The global economy only grew by about 3%, under pressure from high interest rates.
- Prolonged geopolitical conflicts, fluctuating raw material prices, declining global consumption demand, increasing competition from foreign brands.

##### ❖ Opportunities for the confectionery industry:

###### Domestic market:

- Recovering consumer sentiment: Young people and the middle class prioritize selective consumption, convenient – healthy – personalized products.
- Developing distribution infrastructure: Supermarket systems, convenience stores and e-commerce are expanding strongly in tier II–III cities, opening opportunities to increase coverage.
- Stable holiday demand: Although overall purchasing power decreases, holidays still play a “golden period” for the confectionery industry.
- New product trends: Consumers are interested in low-sugar, nutritional supplements, convenient packaging – creating opportunities for R&D innovation.

###### International market:

- Preferential tariffs from FTAs (CPTPP, EVFTA, RCEP...) help expand exports to large markets such as the EU, Japan, Korea, China.
- Vietnamese confectionery products have competitive advantages in price and taste in ASEAN, the Middle East, Africa and mid-range segments in the US – EU.
- Global consumption trends prioritize safe products with clear origin, creating opportunities for long-standing brands like Hai Ha.
- Potential for OEM development and export processing thanks to modern production lines, reasonable costs, suitable for product customization needs of importers.

##### ❖ Main challenges

###### Domestic market:





- Slow recovery in purchasing power: High living costs, increasing consumer debt make people tighten spending, shifting to low-priced goods.
- Fierce competition: Pressure from low-priced domestic and imported goods (Thailand, Indonesia, China...) is increasing. Urban areas prefer new products, rural areas focus on price and promotions.
- Increasing production costs: Prices of raw materials (sugar, milk, flour, packaging...) and logistics remain high, affecting profit margins.
- Defensive psychology of distribution systems: Customers/retail points and distributors reduce inventory, purchase cautiously, limit large order commitments. Sales policies of brands must be flexible and proactive.
- Rapidly changing preferences: Gen Z prefers continuous innovation – brands need flexibility in design, communication, and experience.
- Rural market is difficult to expand: Decreasing purchasing power, distribution channels depend on traditional agents – requiring specific support policies.

#### **International market:**

- Technical barriers and high-quality standards: Developed markets (EU, US, Japan...) require strict food safety, quality certification, traceability, packaging and labeling.
- Logistics costs and complex export procedures: International freight rates, customs clearance time and documentation costs remain major barriers for small and medium enterprises.

## **2. About the brand:**

- As one of the oldest confectionery enterprises in Vietnam, Hai Ha has over 65 years of establishment and development, with high reputation and recognition in traditional and seasonal confectionery segments.
- The Hai Ha brand is associated with the consumption memories of many generations of Vietnamese people, especially in the North and rural areas.
- Currently, the company owns a portfolio of more than 150 SKUs (soft candy, hard candy, chocolate, biscuits, cakes, nutritional candy), operating 3 large factories in the North with modern production lines, ready to expand production.
- The distribution network covers the whole country through 131 distributors, in which GT accounts for 95% and MT about 5%. In addition to the domestic market, Hai Ha products are present in many ASEAN countries, the US, Korea and Europe.
- The company possesses highly qualified personnel, proprietary production technology, many protected trademarks, and a healthy financial foundation – creating sustainable competitive advantages against domestic and international competitors.

## **3. Business results in 2025**

### **i. Business results in 2025 compared to 2024**

<b>Indicator</b>	<b>2024</b>	<b>2025</b>	<b>Ratio</b>
Revenue (billion VND)	818	768	94%
Profit before tax (billion VND)	57.1	59.4	104%



ii. Business results in 2025 compared to plan

Indicator	Plan 2025	Actual 2025	Ratio
Revenue (billion VND)	1.200	768	64%
Profit before tax (billion VND)	70	59	84%

iii. Consolidated business results in 2025

Indicator	Actual 2024	Actual 2025	Increase/Decrease	Compared to plan
Net revenue (billion VND)	818.31	768.24	- 6.22%	64.02%
Profit before tax (billion VND)	57.18	59.46	4.00%	84.94%
Profit after tax (billion VND)	44.25	47.30	6.91%	
EPS (VND)	2 694	2 880	6.90%	

Revenue reached 94% compared to the previous year and 64% compared to the plan. This decline was affected by the following main reasons:

Weak purchasing power: Consumers tighten spending, especially in the GT channel and rural areas. This channel accounts for 95% of sales and rural markets account for 90% of Hai Ha's revenue.

Traditional sales channel (GT) saturation: Accounts for 95% of revenue but difficult to grow without strong support.

Lack of product and communication breakthroughs: During the year, Hai Ha did not complete plans for product innovation and brand communication development effectively.

Increased input costs: Raw materials and transportation affect pricing policies and competitiveness in both domestic and export markets.

Although not achieving the planned targets (VND 1,200 billion revenue, VND 70 billion profit before tax), the Company still maintained production efficiency, good cost control and profitability capacity. Profit before tax reached VND 59.46 billion, equal to 84.94% of the plan and increased by 4% compared to 2024. Gross margin and costs were well controlled, showing that operational efficiency was maintained. Supporting factors include:

Optimization of production costs and effective raw material control.

Faster inventory turnover, reducing financial pressure and storage costs.

Significant reduction in financial costs due to restructuring of capital sources and reduced loan balances.

Although not achieving the plan, profit results show that the company still maintains stable profitability in a difficult market context.

Overall, in 2025, both revenue and profit did not meet the plan, reflecting the clear impact of difficult market conditions and weakened consumption demand. However, the company still maintained operational efficiency, good cost control, stable margins and a healthy financial capacity.



This result demonstrates the company's resilience in unfavorable conditions, while creating a foundation for recovery and acceleration in 2026 when the market shows signs of stabilization. At the same time, adjusting business strategies, strengthening risk management and seeking new opportunities to maintain sustainable confidence for investors and shareholders.

#### 4. Business operations

##### ❖ Product strategy

- In 2025, the company continued to maintain the existing daily confectionery product lines, while also developing new Tet product groups as a premise for seasonal market development in the following year.
- The 3 strategic product brands including Longpie, Sozoll, Chew achieved good growth by maintaining key SKU portfolios, cutting small and non-competitive SKUs.
- The core brand Jelly experienced a decline in output related to strong competition in the market.
- Other potential brands need to ensure appropriate strategic changes to compete in the domestic confectionery market.

##### ❖ Improvements in production

- Organizing production scientifically to arrange labor reasonably in order to save labor and reduce consumption costs at factories.
- Continuing to manage raw materials and raw material inventory of each factory to optimize production efficiency.

##### ❖ Corporate governance

- Continuing to improve the effectiveness of the SAP management system, applying it in data analysis and comprehensive business operation management.
- Investing in the implementation of WMS (Warehouse Management System) to professionalize warehouse operation and logistics.
- Developing the DMS (Distribution Management System) to manage the entire nationwide distribution system, marking an important step in the digital transformation roadmap and enhancing the capacity to manage commercial business operations.
- Continuing to improve a transparent and effective governance system through improving and standardizing processes in a streamlined manner, suitable with modern operating models.

#### 5. Financial situation

##### • Assessment/analysis of the company's financial situation:

Indicator	Unit	2024	2025
Revenue	billion VND	818	768
Profit after tax	billion VND	44.25	47.30
Total assets	billion VND	942.35	984.22



<b>Equity</b>	billion VND	<b>641.25</b>	<b>664.69</b>
<b>Basic EPS</b>	VND	<b>2 694</b>	<b>2 880</b>
<b>ROE</b>	%	<b>7.13%</b>	<b>7.25%</b>

• **Assessment/analysis of key financial indicators**

Indicators	Unit	2024	2025	Change
<b>Liquidity indicators</b>				
- Current ratio	times	2.34	1.87	80%
- Quick ratio	times	2.14	1.68	79%
<b>Capital structure indicators</b>				
- Debt/Total assets ratio	times	0.32	0.32	102%
- Debt/Equity ratio:	times	0.47	0.48	102%
<b>Operating Efficiency indicators</b>				
- Inventory turnover	times	7.78	9.73	125%
- Total asset turnover	times	0.57	0.73	127%
<b>Profitability indicators</b>				
- Net profit/Net revenue (ROS)	%	5.73%	6.76%	118 %
- Net profit/Equity (ROE)	%	7.13%	7.25%	102%
- Net profit/Total assets (ROA)	%	3.29%	4.91%	149%
- Operating profit/Net revenue (OPM)	%	7.56%	8.65%	114%

**Healthy financial structure:**

- Total assets increased from VND 942.35 billion (2024) to VND 984.22 billion (2025), mainly due to increased retained earnings, development investment funds and increased internal receivables.
- The debt/equity ratio remained at a safe level of 0.47 times, slightly increasing to 0.48 times, showing high financial autonomy and low borrowing risk.
- Inventory turnover improved from 7.7 times to 9.7 times.

**Liquidity decreased slightly but remained at a safe level.**

- The current ratio decreased from 2.34 times to 1.87 times due to increased long-term investment contributions.

**Improved operational efficiency**

- Although revenue decreased slightly by 6% compared to the previous year, profit margin indicators improved due to effective cost reduction.

- ROA increased from 3.29% to 4.91%
- ROE increased from 7.13% to 7.25%
- ROS increased from 5.73% to 6.76%

## **6. Assessment of Human Resources/Recruitment/Training**

In 2025, HAIHACO continued to affirm that people are the key factor for sustainable development. The company focused on welfare policies, training and retaining high-quality personnel.

Notably, in Q4/2025, the company implemented organizational restructuring, adjusted the management system and recruited additional personnel to improve operational capacity and adapt to the market. Internal training and professional development were strengthened, focusing on management and key positions.

As of December 31, 2025, the total number of employees of the company was 988, of which:

- University/college level: 171 people (17%)
- Intermediate/vocational level: 837 people (83%)

Salary – training – recruitment policies continue to be improved in a transparent, competitive manner and linked to work performance. The company prioritizes retaining good employees, attracting talents suitable to the organizational culture, while creating a working environment that encourages innovation and creativity.

The year 2025 was a challenging year for the Company in the context of declining market purchasing power, fluctuating raw material prices and increasing competitive environment. However, the Company still maintained stability in business operations, sustained a healthy financial capacity and continued to invest in core components for sustainable growth in the future.

## **II. BUSINESS PLAN FOR 2026**

### **1. Advantages**

- Vietnam's economic outlook continues to be positive, with forecast GDP growth of about 6.3% – 7.2%, domestic consumption recovering, creating a favorable foundation for the FMCG industry in general and confectionery in particular.
- HAIHACO owns a long-standing brand with wide coverage in the Northern market. With the orientation of new products and strengthening the distribution system, the company has many opportunities to regain growth momentum in key areas.

### **2. Difficulties**

- The international context still has many uncertainties: geopolitical fluctuations, inflation, high logistics costs, supply chain disruptions and global consumption not yet firmly recovered, affecting raw material prices and export activities.
- The level of competition in the confectionery industry continues to increase strongly in terms of price, products and communication, especially from foreign brands and large domestic enterprises.

### **3. Basic financial targets**



Indicators	Unit	Plan 2026
Profit before tax	billion VND	70
Revenue	billion VND	1.230

#### 4. Key solutions to implement the plan

##### Corporate governance

- Complete SAP, DMS and WMS systems, synchronously apply new software systems in overall operational management.
- Optimize internal processes according to a streamlined, modern management model.

##### Production

- Invest in R&D to improve quality and develop new products.
- Complete the establishment of an independent production planning department, closely connected with business.
- Strengthen quality control, ensure product consistency.
- Optimize production costs, improve efficiency and productivity.

##### Business

- Plan product groups for traditional markets (rural) and urban markets along with seasonal product lines.
- Traditional retail channel (GT): Standardize the distribution system, upgrade software to sales points.
- Modern retail channel (MT): Expand supermarket and convenience store systems, specialized product portfolios.
- E-Commerce: Restore presence on e-commerce platforms, develop TikTok Shop and Website.
- Export: Expand ASEAN, Korea, Middle East markets, develop OEM.
- Southern region: Adjust distribution system and implement direct development investment plans from Hai Ha.
- Marketing & product: Regional trade marketing, multi-platform communication, development of new and seasonal products.
- Commercial – service business: Promote distribution of trading goods, test markets with product lines according to product planning strategy, utilize existing land funds.

##### Human resources – training

- Restructure personnel, recruit additional staff suitable to development orientation.
- Train management, improve soft skills and operational efficiency.
- Improve remuneration policies, create a cohesive and professional working environment.

##### Investment

- Invest in upgrading 3 factories according to synchronized planning.
- Continue to invest in upgrading new product lines, expand capacity.

##### Finance

- Control cash flow, improve capital use efficiency.
- Optimize cost structure, enhance competitiveness.
- Manage financial indicators, control receivables and inventory.

The 2026 plan will be implemented flexibly by the Board of Management depending on actual market conditions and company resources.

The above are some general orientation solutions to implement the Company's 2026 plan. Depending on actual conditions, the Board of Management will have appropriate plans and solutions.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./.

Respectfully./.

***Recipients:***

- GMS;
- BOD;
- Supervisory Board;
- Filed: Office, Admin.

**SALES DIRECTOR**

A handwritten signature in blue ink, appearing to read 'Hoang Trong Van Kieu', is written over a horizontal line.

**HOANG TRONG VAN KIEU**



**REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025  
AND ORIENTATION FOR 2026**

**To: Annual General Meeting of Shareholders in 2026**  
**Hai Ha Confectionery Joint Stock Company**

**PART I**

**PERFORMANCE RESULTS OF THE BOARD OF DIRECTORS IN 2025**

**I. Corporate Governance Activities**

In 2025, the Board of Directors ("BOD") directed the Executive Management to operate in compliance with applicable laws, the Company's Charter, and strategic orientations approved by the General Meeting of Shareholders ("GMS") and the BOD, through the following key activities:

**1. BOD Composition in 2025:**

In 2025, there were no changes in the composition of the Board of Directors (the "BOD"), which comprises four (04) members:

<b>Full name</b>	<b>Title</b>
Mr. Hoang Hung	Chairman of the BOD
Mr. Tang Minh Vuong	Member of the BOD
Ms. Nguyen Thi Phuc Loc	Independent Member of the BOD
Ms. Do Thi Hong Thuy	Member of the BOD

**2. Organization of Meetings**

The Board of Directors duly convened the 2025 Annual General Meeting of Shareholders on April 28, 2025 in compliance with applicable laws and regulations. During 2025, the Board of Directors held 15 regular and ad hoc meetings to discharge its functions of strategic direction and oversight of the Company's operations, as detailed below:

- Meeting dated March 11, 2025: Approved the organization of the 2025 Annual General Meeting of Shareholders.
- Meeting dated March 25, 2025: Approved the appointment of Ms. Nguyen Tuyet Nhung as Chief Accountant of the Company.



- Meeting dated March 27, 2025: Approved the submission to the Annual General Meeting of Shareholders of a plan to utilize the Company's Investment and Development Fund to address financial matters, in accordance with regulations, relating to advances arising prior to 2022, with an outstanding receivable balance of VND 23,861,703,781 as at December 31, 2024.
- Meeting dated March 28, 2025: Approved the investment cooperation with Phuong Mai Joint Stock Company.
- Meeting dated March 28, 2025: Approved the investment cooperation with Amber Finance Company Limited.
- Meeting dated March 30, 2025: Approved the business cooperation transaction with Mesa Service and Trading Company Limited.
- Meeting dated April 4, 2025: Approved the agenda and contents of the 2025 Annual General Meeting of Shareholders.
- Meeting dated May 9, 2025: Approved the extension of the credit facility at Military Commercial Joint Stock Bank – Dien Bien Phu Branch, with a limit of VND 115 billion.
- Meeting dated June 30, 2025: Approved the use of the Company's Investment and Development Fund to address financial matters, in accordance with regulations, relating to advances arising prior to 2022.
- Meeting dated July 7, 2025: Approved the appointment of An Viet Auditing Company Limited as the entity to perform the review of the 2025 semi-annual financial statements and the audit of the 2025 annual financial statements.
- Meeting dated July 18, 2025: Approved the dismissal of Ms. Nam Thi Thu Huong from the position of Deputy Chief Executive Officer.
- Meeting dated August 5, 2025: Approved the dismissal of Ms. Nguyen Tuyet Nhung from the position of Chief Accountant.
- Meeting dated September 12, 2025: Approved the transaction with Tamba Manufacturing and Services Company Limited.
- Meeting dated September 22, 2025: Approved the policy to apply for a credit facility at Sacombank with a limit of VND 300 billion.
- Meeting dated December 30, 2025: Approved the extension of business cooperation/investment agreements with Mesa Service and Trading Company Limited.

### **3. Direction on the implementation of the 2025 business plan**

In 2025, the economy maintained stable growth, and the confectionery industry continued to be supported by domestic consumption demand, particularly in the mass segment. However, the market has witnessed increasingly intense competition from both domestic enterprises and international brands, while also facing pressure from fluctuations in raw material prices and rising input costs. Consumer preferences have shown a clear shift toward



higher-quality products, well-established brands, and health-oriented attributes. In this context, traditional companies such as Hai Ha need to proactively adapt by enhancing product value, optimizing costs, and strengthening distribution systems in order to maintain market share and improve operational efficiency.

The Company's business performance in 2025 fell short of the approved plan, with total revenue of VND 812.84 billion (68% of the plan) and profit before tax of VND 59.5 billion (85% of the plan):

No.	Indicator	Unit	2024 Actual	FY2025			
				2025 Plan	2025 Actual	% of Plan	% vs. 2024
1	Total revenue	VND billion	900,1	1.200	812,84	68,0%	90,3%
2	Profit before tax	VND billion	57,2	70	59,5	85%	104%

Key contributing factors include:

- Declining market demand in certain traditional segments;
- Rising input costs (including raw materials and logistics);
- Underperformance of certain investment activities relative to expectations.

On that basis, the Board of Directors has derived key lessons in prioritizing core products, enhancing cost discipline, and improving capital efficiency.

#### 4. Investment and Cooperation Activities

The Company continued to maintain cooperation with partners in consumer goods distribution, food and foodstuff trading, the development of F&B restaurant chains, and investment cooperation in real estate development and industrial park infrastructure projects.

As at December 31, 2025, the total value of investment cooperation amounted to VND 495.5 billion, with profit distributed from such cooperation in 2025 reaching VND 43.04 billion.

As at the end of the financial year, the Company's business cooperation arrangements are as follows::

- Business cooperation in goods distribution and development of F&B restaurant chains with Mesa Service and Trading Company Limited, with a total cooperation value of VND 245 billion.
- Cooperation in the Doc Let – Phuong Mai Tourism Project located in Dong Ninh Hoa Ward, Khanh Hoa Province, with Phuong Mai Joint Stock Company, with a cooperation value of VND 71 billion.
- Cooperation in the high-end residential project at 800 Dong Van Cong Street, Cat Lai Ward, Ho Chi Minh City, with Amber Finance Company Limited, with a cooperation value of VND 90 billion.

- Cooperation in the project for investment, construction and operation of infrastructure of Tay Bac Ho Xa Industrial Park with Quang Anh Quang Tri Joint Stock Company, with a cooperation value of VND 89.5 billion.

These investment cooperation arrangements have generally been implemented on schedule and have generated stable income. However, the Company will continue to closely monitor the performance of each project, particularly in the real estate sector, to ensure efficient use of capital and mitigate risks.

## **5. Corporate Governance Activities**

In 2025, the Board of Directors focused on directing the improvement and enhancement of the Company's corporate governance toward greater rigor, transparency, and compliance with applicable laws and the Company's Charter.

The Board of Directors also directed the strengthening of risk management and internal control systems, ensuring that production and business operations, investment activities, and financial management were conducted in compliance with regulations, minimizing potential risks and improving the efficiency of resource utilization.

Inspection and supervisory activities were enhanced across affiliated units, including branches and factories, in order to promptly identify and address shortcomings, while improving compliance across the entire system.

In addition, the Board of Directors directed the continued implementation of training and human resource development programs, gradually improving the managerial and professional capabilities of employees to meet the Company's development requirements in the new phase.

The restructuring of the organizational framework and the appointment of key management personnel were also carried out within proper authority, ensuring alignment with the Company's development orientation and the practical needs of its business operations..

## **6. Strengthening brand development and market positioning**

Brand development and system governance were given due focus. The Company actively promoted new products in the market to enhance brand awareness and create strong impressions of Haihaco's new product lines among customers.

The Company also proactively implemented cooperation programs with enterprises in Hanoi, industry trade unions, industrial parks, and local labor federations to introduce products, boost sales, enhance competitiveness, and strengthen brand recognition.

In addition to traditional distribution channels, the Company further expanded market development through e-commerce channels and modern trade (supermarkets).

The Company also intensified product development by diversifying both product quality and packaging design to better meet evolving consumer demand.

In addition, the Company has developed a new logo, which is expected to be adopted as the official brand identity of Hai Ha Confectionery starting from 2026. The new logo is as follows:



## **7. Performance of the Board of Directors Members**

In 2025, members of the Board of Directors fully performed their rights and obligations in accordance with applicable laws, the Company's Charter, and the internal regulations on corporate governance.

Members of the Board were assigned responsibility for specific areas, proactively conducted research, and provided input on matters within the authority of the Board, thereby contributing to improving the quality of decision-making.

During the year, Board members attended all meetings, actively participated in discussions, and voted on key matters relating to the Company's business operations, investment activities, and corporate governance.

In addition, Board members fulfilled their supervisory role in overseeing the implementation of the Board's resolutions and decisions within their assigned areas, and coordinated in a timely manner to address arising issues.

The Board's resolutions and decisions were issued based on careful consideration, ensuring compliance with applicable laws and the Company's Charter, and aiming to protect shareholders' interests and support the Company's sustainable development..

## **II. Supervision of the Executive Management and Key Management Personnel**

In 2025, the Board of Directors supervised the activities of the Executive Management and key management personnel based on periodic reports, management meetings, and matters within the authority of the Board of Directors:

The supervisory activities were carried out through the following key actions:

- Attending and providing input at key meetings of the Executive Management;
- Monitoring the Company's business operations and financial performance through periodic reports of the Executive Management;
- Coordinating with the Supervisory Board in inspection and supervision activities to enhance the effectiveness of internal control and risk management.

Based on its supervisory activities, the Board of Directors assessed that the Executive Management and key management personnel have duly performed their functions and duties in accordance with their delegated authority, have largely achieved the management objectives for 2025, and have ensured that the Company's operations comply with applicable laws and the Company's Charter.

## **III. Remuneration and Operating Expenses of the Board of Directors:**

The remuneration and related benefits of the Board of Directors were implemented in accordance with the resolutions of the General Meeting of Shareholders and the Company's internal regulations.

The remuneration, allowances, and income paid to the Board of Directors in 2025 were as follows:

- Payment of 2024 remuneration in accordance with the 2024 General Meeting of Shareholders' Resolution: VND 480 million for four (04) members;
- First payment of 2025 remuneration in accordance with the 2025 General Meeting of Shareholders' Resolution: VND 240 million for four (04) members.

**IV. Report on transactions between the Company, its subsidiaries and companies in which HHC holds more than 50% of the charter capital, and members of the Board of Directors and their related persons; and transactions between the Company and entities in which members of the Board of Directors have been founding shareholders or managers within the three (03) years preceding the transaction date:**

No transactions occurred between the Company and members of the Board of Directors or their related persons. However, one (01) transaction was conducted with a related organization, as follows:

No.	Name of organization / individual	Relationship with the Company	ID No.* / Business Registration No., date of issuance, issuing authority	Head office address / Contact address	Transaction date(s) with the Company	Resolution/Decision No. of the GMS/BOD approving the transaction (if any, specify date of issuance)	Nature, quantity, and total value of transaction(s)	Remarks
2	Branch of Vinh Ha Construction and Food Processing Joint Stock Company – Gia Lam Food Business Center	Related person of an internal person (Mr. Hoang Hung, Ms. Do Thi Hong Thuy)	0100102830-005	No. 1, Alley 100, Sai Dong Street, Phuc Loi Ward, Hanoi City	15/09/2023	178/2023/HHC/NQ-HDQT	VND 8,676,378,858	Distribution of Hai Ha confectionery (Contract signed in 2023, transactions incurred in 2025)

**V. Activities of the Independent Member of the Board of Directors and Assessment of the Board's Performance:**

The Company has one (01) Independent Member of the Board of Directors, Ms. Nguyen Thi Phuc Loc.



In 2025, the Independent Member of the Board of Directors fully performed her rights and obligations in accordance with applicable laws, the Company's Charter, and the internal regulations on corporate governance; attended all Board meetings and provided input on matters within the Board's authority.

The Independent Member also fulfilled her role of independent oversight, particularly with respect to related party transactions, risk management, and ensuring transparency in the Company's operations.

On that basis, the Independent Member assessed that the Board of Directors' activities in 2025 were conducted in compliance with applicable laws and the Company's Charter; and that the resolutions and decisions issued were prudent, transparent, and aligned with the interests of shareholders.

## **PART II**

### **ORIENTATION AND KEY DIRECTIONS OF THE BOARD OF DIRECTORS FOR 2026**

In 2026, the Board of Directors will focus on implementing the following key directions and priorities:

1. Direction and supervision of the implementation of the business plan

The Board of Directors will direct the Executive Management to implement appropriate measures to achieve the 2026 business plan, with the following key targets:

<b>No.</b>	<b>Indicator</b>	<b>Unit</b>	<b>Target</b>
1	Total revenue	VND billion	1230
2	Profit before tax	VND billion	70

At the same time, the Board of Directors will closely monitor actual developments and make timely strategic adjustments to ensure the achievement of the set objectives.

2. Enhancing the effectiveness of corporate governance and control

Directing and supervising compliance with the Company's Charter, internal regulations, and applicable laws; and continuing to enhance the corporate governance, internal control, and risk management systems to improve operational efficiency.

3. Standardizing processes and management information systems.
4. Implementing the development of an Enterprise Resource Planning (ERP) system.
5. Assessing domestic and export markets, streamlining the product portfolio, and focusing on key products.
6. Investing in the replacement of machinery and equipment, moving toward modernization and automation.
7. Re-establishing norms for raw materials, labor, and production costs, and optimizing the logistics system.



8. Investing in a unified brand identity and focusing marketing activities on key competitive products of the Company.
9. Investing in employee training and development.
10. Seeking foreign strategic partners in the industry to enhance production capacity and export capabilities in the long term.

The Board of Directors will strengthen supervision and conduct periodic evaluations of the implementation of the plan to ensure that the Company's operations are aligned with its strategic direction and the interests of shareholders..

### **PART III**

#### **PROPOSALS FOR APPROVAL BY THE GENERAL MEETING OF SHAREHOLDERS**

To implement the proposed objectives, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following key matters:

1. Approval of the 2025 business performance report and the 2026 business plan;
2. Approval of the remuneration payment to the Board of Directors and the Supervisory Board for 2025;
3. Approval of the remuneration plan for the Board of Directors and the Supervisory Board for 2026;
4. Approval of the audited financial statements for 2025;
5. Approval of the 2025 profit distribution plan;
6. Approval of the policy for implementing the Company's investment cooperation activities and the investment cooperation plan for 2026;
7. Approval of the addition of business lines and the corresponding amendments and supplements to the Company's Charter in accordance with applicable laws;
8. Approval of the selection of the auditor for the 2026 financial statements;
9. Approval of the policy for entering into contracts and transactions between the Company and related parties in 2026.

The above constitutes the report of the Board of Directors respectfully submitted to the 2026 Annual General Meeting of Shareholders for consideration and approval.

Respectfully submitted./.

**ON BEHALF OF THE BOARD OF DIRECTORS**



**CHAIRMAN**

**HOANG HUNG**





**REPORT OF THE SUPERVISORY BOARD**  
**AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

- Pursuant to the current Law on Enterprises and the Law on Securities;
- Based on the functions, tasks and powers of the Control Board specified in the Charter of Hai Ha Confectionery Joint Stock Company;
- Based on the audit report of An Viet Auditing Co., Ltd., the report on business activities and financial statements in 2025;
- Based on the results of inspection and supervision activities of the Supervisory Board in 2025;

The Supervisory Board hereby reports on the activities in 2025 of the Company, the Board of Directors, and the Executive Board to the 2026 Annual General Meeting of Shareholders of Hai Ha Confectionery Joint Stock Company (hereinafter referred to as the "Company") as follows:

**I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025**

**1. Organizational structure of the Supervisory Board:**

The Company's Supervisory Board consists of 03 members, including: 01 Head of the Supervisory Board and 02 members of the Supervisory Board. In 2025, the Company's Supervisory Board has personnel changes. As of the date of this report, the Supervisory Board comprises:

- |                              |                                 |
|------------------------------|---------------------------------|
| - Ms. Nguyen Ngo Thi Truc My | Head of the Supervisory Board   |
| - Mr. Dinh Nho Liem          | Member of the Supervisory Board |
| - Ms. Dinh Thi Thanh Tam     | Member of the Supervisory Board |

**2. Main activities of the Supervisory Board**

In 2025, the Supervisory Board assigned specific responsibilities to each member and developed and supplemented its operational plan in line with its functions and duties. The Supervisory Board maintained periodic meetings twice a year to review activities and set inspection and supervision plans for subsequent periods.

The Supervisory Board conducted inspection and supervision activities to ensure compliance with the Law on Enterprises, the Law on Securities, the Company Charter, and internal regulations in managing and operating business activities, as follows:

- Attended meetings of the Board of Directors (BOD); supervised the implementation of resolutions of the 2025 Annual General Meeting of Shareholders (AGM), corporate governance regulations, and the Company Charter by the BOD and the Executive Board (EB).
- Reviewed the use of the Development Investment Fund: In 2025, the Company used VND 44.25 billion from retained earnings allocated to the fund and VND 23.86 billion to settle



advances incurred prior to 2022. The allocation and use complied with AGM 2025 approvals.

- Proposed the selection of an independent auditor. Accordingly, the BOD issued Resolution No. 88/2025/HHC/NQ-HĐQT dated July 7, 2025, appointing An Viet Auditing Co., Ltd. to:
  - + Review the semi-annual financial statements (01/01/2025 – 30/06/2025);
  - + Audit the annual financial statements for the year ending December 31, 2025.
- Supervised remuneration payments: Payments to the BOD and Supervisory Board were made in accordance with AGM Resolution No. 01/2025/NQ-ĐHĐCĐ-HHC, ensuring compliance and transparency:
  - + BOD: VND 480,000,000 (VND 240,000,000 advanced);
  - + Supervisory Board: VND 180,000,000 (VND 90,000,000 advanced).
- Reviewed the Company Charter, internal governance regulations, and management documents; proposed amendments to ensure legal compliance and improve governance efficiency.
- Supervised the implementation of the 2025 business plan in accordance with AGM resolutions.
- Reviewed the accuracy, reasonableness, and prudence in accounting and financial reporting.
- Inspected compliance with state regulations and internal policies in production, sales, accounting, asset inventory, and cost control across the Company and its branches.

Additionally, the Supervisory Board implemented periodic and ad-hoc inspection plans focusing on:

- Monitoring and evaluating the implementation of its recommendations;
- Reviewing compliance with the Charter, internal procedures, disclosure requirements, and approval authority;
- Reviewing accounting, receivables management, and financial reporting; assessing potential business risks;
- Reviewing investments: As of December 31, 2025, the Company had four (04) investment cooperation contracts totaling VND 495.5 billion, generating profit of VND 43.042 billion during the year.

### **3. Remuneration, Operating Expenses, and Other Benefits in 2025**

Remuneration and benefits were implemented in accordance with AGM approval. Total remuneration and operating expenses amounted to VND 180,000,000/year:

- Head of Supervisory Board: VND 60,000,000/year (01 person)
- Members: VND 60,000,000/year/person (02 persons)

### **4. Supervisory Board Plan for 2026**

In 2026, the Supervisory Board will focus on the following:



- Continuing to supervise the BOD and Executive Board in managing and operating the Company in accordance with AGM 2026 resolutions;
- Reviewing compliance with the Charter, internal regulations, and procedures in financial management, investment, and operations;
- Continuing to review accounting, financial management, construction investment, capital usage, cost control, and procurement activities across subsidiaries and branches;
- Performing other duties in accordance with the Supervisory Board's regulations, the Company Charter, and applicable laws.

## II. RESULTS OF INSPECTION AND SUPERVISION

### 1. Governance and Management

- The Supervisory Board assesses that in 2025, the BOD fulfilled its management responsibilities in compliance with legal regulations, the Company Charter, and AGM resolutions.
- BOD resolutions were issued within its authority and in compliance with relevant laws.
- The Executive Board implemented decisions promptly and in alignment with AGM orientations. Members demonstrated strong expertise and responsibility, contributing to stable operations and market expansion domestically and internationally.

### 2. Operational and Financial Situation

The Company's 2025 financial statements were audited by An Viet Auditing Co., Ltd., with no qualified opinions.

The independent auditor confirmed that the financial statements fairly present the Company's financial position, business results, and cash flows in accordance with Vietnamese Accounting Standards and relevant regulations.

However, emphasis was noted on:

- Investment cooperation contracts totaling VND 495.5 billion approved by the BOD;
- Use of the Development Investment Fund (VND 23.86 billion) to settle advances approved by AGM 2025.

Some of the Company's financial targets in 2025 are as follows:

STT	QUOTA	VALUE (Billion VND)
1	Total assets	984,22
2	Equity	664,69
3	Liabilities	319,53
4	Revenue	768,24
5	Profit before tax	59,47
6	Profit after tax	47,30

The Supervisory Board agrees with the audited financial statements, which have been published on the Company's website.

### 3. Related Party Transactions

Transactions with related parties were conducted based on:



- Approval by the BOD within its authority;
- Full disclosure in accordance with regulations.

### **III. COORDINATION BETWEEN THE SUPERVISORY BOARD, BOD, EXECUTIVE BOARD, AND SHAREHOLDERS**

The Supervisory Board, BOD, and Executive Board maintained close coordination in compliance with legal regulations and in the best interests of the Company.

The BOD and Executive Board facilitated the Supervisory Board's activities. The Supervisory Board attended all regular and ad-hoc meetings of the BOD.

In 2025, no shareholder complaints or recommendations were received.

### **IV. RECOMMENDATIONS OF THE SUPERVISORY BOARD**

The Supervisory Board recommends:

- Strengthening internal control and risk management systems to ensure sustainable development;
- Enhancing cost management and adaptability to economic fluctuations;
- Increasing the application of information technology in financial, HR, and production management;
- Providing semi-annual reports on business, financial, and investment activities;
- Reporting investment cooperation activities to the AGM and submitting 2026 cooperation plans (if any) for approval.

The above constitutes the report of the Supervisory Board presented at the 2026 Annual General Meeting of Shareholders. We respectfully submit it to the General Meeting of Shareholders for approval and confirmation.

Sincerely./.

***Recipient:***

- AGM;
- Administration Office, Supervisory Board.

**O/B. SUPERVISORY BOARD  
HEAD OF THE BOARD**



**NGUYEN NGO THI TRUC MY**



## **PROPOSAL**

*Re: Approval of the Audited Financial Statements for the Year 2025*

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**To: The General Meeting of Shareholders  
Hai Ha Confectionery Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the 2025 Financial Statements audited by An Viet Auditing Co., Ltd;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company.

In accordance with the Resolution of the 2025 Annual General Shareholders' Meeting, the Board of Directors has selected An Viet Auditing Co., Ltd. to conduct the audit of the 2025 Financial Statements. The Board of Directors respectfully submits to the General Shareholders' Meeting for approval the audited 2025 Financial Statements. The Company has disclosed the information as required and has published the full text of the audited 2025 Financial Statements on the Company's website, including:

- Balance Sheet as of December 31, 2025
- Income Statement for the Year 2025
- Cash Flow Statement for the Year 2025
- Notes to the Financial Statements

Auditor's Opinion on the Financial Statements: Unqualified Opinion.

Respectfully submitted to the General Shareholders' Meeting for review and approval.

***Recipients:***

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**  
  
**HOANG HUNG**

No. 02/2026/TTr-BKS-HHC

Hanoi, April 22<sup>th</sup> 2026



## **PROPOSAL**

*Re: Selection of the Audit Firm for 2026*

**To: The General Meeting of Shareholders  
Hai Ha Confectionery Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company.

The Supervisory Board respectfully submits to the General Shareholders' Meeting for approval the plan to select an independent audit firm to review the semi-annual financial statements for 2026 and audit the 2026 financial statements of Hai Ha Confectionery Joint Stock Company as follows:

- An Viet Auditing Co., Ltd.
- International Auditing and Valuation Company Limited (IAV)
- KPMG Limited (KPMG)
- Deloitte Vietnam Limited (Deloitte)

We respectfully propose that the General Shareholders' Meeting approve the authorization for the Board of Directors to select a specific audit firm from the above list

In the event that negotiations with the audit firms listed above are unsuccessful, the General Shareholders' Meeting authorizes the Board of Directors to select another reputable audit firm that meets audit quality standards, offers a reasonable audit fee, and is eligible to provide audit services as approved by the State Securities Commission for public-interest entities in 2026.

Respectfully submitted to the General Shareholders' Meeting for review and approval.

**Recipients:**

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer

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

**NGUYEN NGO THI TRUC MY**



## **PROPOSAL**

*Re: Remuneration Payment for the Board of Directors and Supervisory Board in 2025 and Payment Plan for 2026; Profit Distribution Plan for 2025 and Projected Plan for 2026*

**To: The General Meeting of Shareholders  
Hai Ha Confectionery Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company;

The Board of Directors of Hai Ha Confectionery Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration payment plan for the Board of Directors and the Supervisory Board in 2025, the remuneration plan for 2026, the profit distribution plan for 2025, and the projected plan for 2026 as follows:

**1. Remuneration of the Board of Directors and the Supervisory Board in 2025:**

No	Content	Remuneration for the full year 2025 (VND)
1	BOD Remuneration/Allowance	480.000.000
2	Remuneration for the Supervisory Board	180.000.000
	<b>Total</b>	<b>660.000.000</b>

**2. Remuneration Plan for the Board of Directors and Supervisory Board for 2026:**

Based on the Company's 2026 Business Plan, the Board of Directors submits to the General Meeting of Shareholders for approval the remuneration levels for the Board of Directors and the Supervisory Board in 2026 as follows:

No	Content	Remuneration for the full year 2026 (VND)
1	BOD Remuneration/Allowance	480.000.000
2	Remuneration for the Supervisory Board	180.000.000
	<b>Total</b>	<b>660.000.000</b>

### 3. Proposal for 2025 Profit Distribution:

No	Content	Amount (VND)
1	Net profit after corporate income tax	47.308.322.439
2	Provision for funds	
	<i>Development Investment Fund (100%)</i>	47.308.322.439
	<i>Reward and Welfare Fund (0%)</i>	
3	Dividend	0

### 4. Profit Distribution Plan for 2026

The profit distribution plan for 2026 of the Company: The General Meeting of Shareholders has entrusted the Board of Directors to propose the dividend rate, the method of dividend payment, and the allocation of funds based on the business results of 2026 to the General Meeting of Shareholders.

Submitted to the General Meeting of Shareholders for review and approval.

Respectfully./.

#### Recipients:

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer.

ON BEHALF OF THE BOARD OF  
DIRECTORS

CHAIRMAN



HOANG HUNG



*Hanoi, April 22<sup>th</sup> 2026*

## **PROPOSAL**

*Re: Report on investment cooperation transactions and orientation for implementation in the coming period*

**To: The Annual General Meeting of Shareholders 2026  
Hai Ha Confectionery Joint Stock Company**

### **I. Basis and purpose of the Submission:**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Hai Ha Confectionery Joint Stock Company;
- Based on the status of investment cooperation transactions that have been implemented in practice in accordance with the Resolutions/Decisions of the Board of Directors (BOD).

The BOD reports to the General Meeting of Shareholders on the implementation of investment cooperation transactions in the past period, and at the same time outlines the orientation for activities in the coming period, with the following contents:

### **II. Status and results of investment cooperation transactions:**

As at the end of the financial year on December 31, 2025, the Company has investment cooperation arrangements with 04 (four) partners with a total cooperation value of VND 495.5 billion, and the profit distributed from cooperation in 2025 is VND 43.04 billion, specifically as follows:

- Cooperation in goods distribution business and development of F&B restaurant chains with Mesa Services and Trading Company Limited. Total cooperation value is VND 245 billion.
- Cooperation in Doc Let – Phuong Mai Tourism Area Project in Dong Ninh Hoa Ward, Khanh Hoa Province with Phuong Mai Joint Stock Company. Cooperation value is VND 71 billion.
- Cooperation in the High-end Apartment Project at 800 Dong Van Cong, address: No. 800, Dong Van Cong Street, Cat Lai Ward, Ho Chi Minh City with Amber Finance Company Limited. Cooperation value is VND 90 billion.
- Cooperation in the Project on Investment in construction and business of infrastructure of Tay Bac Ho Xa Industrial Park with Quang Anh Quang Tri Joint Stock Company. Cooperation value is VND 89.5 billion.

After the end of the financial year, based on the review and assessment of the efficiency and feasibility of the investment cooperation transactions, the BOD decided to adjust the investment



portfolio, including the early termination of the cooperation transaction with Amber Finance Company Limited, increasing the cooperation value with Phuong Mai Joint Stock Company, and continuing to maintain the remaining cooperation arrangements.

As at the end of Q1/2026, the total value of investment cooperation arrangements is VND 497.3 billion (Details of investment cooperation transactions decided and implemented by the BOD are presented in the Appendix attached to this Submission). For the terminated cooperation transactions, the Company has fully recovered the cooperation capital and returns in accordance with the plan.

### **III. Matters submitted to the General Meeting of Shareholders:**

The BOD respectfully submits to the General Meeting of Shareholders for approval of the following contents:

1. Report on the investment cooperation transactions implemented by the Company up to the end of the financial year on December 31, 2025, and the list of cooperation transactions being implemented in 2026 as detailed in the Appendix attached to this Submission.
2. Approval of the orientation to continue implementing, managing, and developing investment cooperation activities in line with the Company's strategy and business plan.
3. Assign the BOD to continue organizing, managing, monitoring, and implementing the investment cooperation transactions in accordance with the list in the attached Appendix; periodically report to the Annual General Meeting of Shareholders or report when arising.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval.  
Sincerely./.

#### ***Recipients:***

- *As above;*
- *Board of Directors;*
- *Supervisory Board;*
- *Clerk or Document Officer*

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**





## APPENDIX

### Status of Investment Cooperation Transactions as at March 31, 2026

(Attached to Submission No. 05/2026/TTr-HDQT-HHC dated ... / ... / 2026)

No.	Partner/Cooperation Project	Contract No.	Signing Date	Term	Form of Cooperation	Cooperation (VND)
1	Mesa Services and Trading Company Limited (Project: Investment/business cooperation in the field of consumer goods distribution and operation of franchised restaurant chains)	12/2022/HĐHTĐT/MESA-HHC	27-03-2022	27-03-2027	Investment Cooperation	22.850.000.000
2		13/2022/HĐHTĐT/MESA-HHC	28-03-2022	28-03-2027	Investment Cooperation	4.000.000.000
3		14/2022/HĐHTĐT/MESA-HHC	29-03-2022	29-03-2027	Investment Cooperation	10.000.000.000
4		15/2022/HĐHTĐT/MESA-HHC	30-03-2022	30-03-2027	Investment Cooperation	13.150.000.000
5		01.2024/HĐHTĐT/HHC-MESA	30-12-2024	30-12-2026	Business Cooperation	50.000.000.000
6		02.2024/HĐHTĐT/HHC-MESA	30-12-2024	30-12-2026	Business Cooperation	43.500.000.000
7		03.2024/HĐHTĐT/HHC-MESA	30-12-2024	30-12-2026	Business Cooperation	40.000.000.000
8		04.2024/HĐHTĐT/HHC-MESA	30-12-2024	30-12-2026	Business Cooperation	28.500.000.000
9		01.2025/HĐHTĐT/HHC-MESA	28-03-2025	28-03-2027	Business Cooperation	14.000.000.000
10		01.2026/HĐHTKD/HHC-MESA	26-03-2026	26-03-2027	Business Cooperation	19.000.000.000
11	Quang Anh Quang Tri Joint Stock Company (Project: Investment in construction and business of infrastructure of Tay Bac Ho Xa Industrial Park, located in Vinh Chap Commune and Vinh Linh Commune, Vinh Linh District, Quang Tri Province)	1303/2023/HTĐT/QAQT-HHC	13-03-2023	13-03-2027	Investment Cooperation	89.500.000.000
12	Phuong Mai Joint Stock Company (Project: Doc Let – Phuong Mai Tourism Area, located in Ninh Hai Ward, Ninh Hoa Town, Khanh Hoa Province)	2803/2025/HĐHTĐT/HAIHA-PM	28-03-2025	28-03-2027	Investment Cooperation	162.800.000.000
<b>TOTAL</b>						<b>497.300.000.000</b>

## **PROPOSAL**

*Re: Supplementation of Business Lines*

**To: The Annual General Meeting of Shareholders 2026  
Hai Ha Confectionery Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, and its amendments, supplements, and guiding documents;
- Pursuant to the Charter on organization and operation of Hai Ha Confectionery Joint Stock Company.

In order to expand the scale of operations and align with the development orientation of Hai Ha Confectionery Joint Stock Company, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following contents:

1. Supplementation of business lines, specifically:

No.	Business Line	Code
1	Other financial service activities not elsewhere classified (except insurance and pension funding activities)	6499

2. Assign the legal representative to carry out necessary procedures in accordance with the provisions of law.

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

Respectfully./.

**Recipients:**

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer

**ON BEHALF OF THE BOARD OF DIRECTORS**



**CHAIRMAN**

**HOANG HUNG**



**PROPOSAL**

*Re: Amendment of the Company's Charter*

To: The Annual General Meeting of Shareholders 2026 ("AGM")  
Hai Ha Confectionery Joint Stock Company

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Resolution No. 202/2025/QH15 dated June 12, 2025 on the arrangement of provincial-level administrative units;
- Pursuant to the Charter of Hai Ha Confectionery Joint Stock Company.

To ensure compliance with legal regulations on administrative boundaries and the Company's actual operational situation, the Board of Directors submits to the AGM 2026 several amendments and supplements to the Company's Charter, as follows:

Amended Article	Current Charter Content	Proposed Amended Content
Article 2. Name, form, headquarters, branches, representative offices, business locations and duration of operation of the Company (Clause 1 and Clause 3)	The company's logo: 	The company's logo: 
	Registered office of the Company: - Head office address: 25-27 Truong Dinh Street, Truong Dinh Ward, Hai Ba Trung District, Hanoi City, Vietnam - Telephone: 024-38632956 - Fax: 024-38631683 - E-mail: info@haihaco.com.vn - Website: http://www.haihaco.com.vn	Registered office of the Company: - Head office address: 25-27 Truong Dinh Street, <b>Tuong Mai Ward</b> , Hanoi City, Vietnam - Telephone: <b>02438632956/02438632041</b> - Email: <b>haihaco@hn.vnn.vn</b> - Website: <b>www.haihaco.com.vn</b>

The Board of Directors respectfully submits to AGM for consideration and approval:

1. To approve the Draft of the amended and supplemented Charter of the Company (the draft is attached to this Proposal).
2. To authorize the Legal Representative to sign for the issuance of the Charter and to complete all relevant legal procedures following the approval by the AGM.

Respectfully,

**Recipients:**

- As above;
- Board of Directors;
- Supervisory Board;
- Clerk or Document Officer.

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



**HOANG HUNG**

## **PROPOSAL**

*Re: Approval of the policy on restructuring the factory system and investing in the modernization of the Company's production operations*

**To: The Annual General Meeting of Shareholders 2026  
Hai Ha Confectionery Joint Stock Company**

### **I. Basis and purpose of submission to the General Meeting of Shareholders:**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter on organization and operation of Hai Ha Confectionery Joint Stock Company;
- Pursuant to the actual conditions of machinery and equipment, infrastructure, operating conditions, and planning orientation for the Company's production facilities.

The Board of Directors ("BOD") respectfully submits to the 2026 Annual General Meeting of Shareholders for consideration and approval the policy on restructuring the Company's factory system and investing in the modernization of its production operations, specifically as follows:

### **II. Current status of the Company's factories:**

Currently, the Company is organizing production activities at 03 production facilities, including VSIP Bac Ninh Factory, Viet Tri Factory, and Nam Dinh Factory. Based on the actual review, the Company's factory system currently shows significant differences in the level of modernization, efficiency of asset utilization, operating conditions, and investment needs for upgrading, specifically as follows:

#### **1. Hai Ha Confectionery Factory at VSIP Bac Ninh Industrial Park ("VSIP Factory")**

The VSIP Factory is a production facility with advantages in infrastructure, premises, conditions for centralized production organization, and the ability to continue expansion investment.

Currently, the VSIP Factory owns a confectionery production line system invested through multiple phases, meeting the Company's production activities. Compared to the remaining production facilities, the VSIP Factory has more favorable conditions in terms of premises, technical infrastructure, operational organization, and conditions for centralized production organization.

This is a suitable facility for the Company to study plans for restructuring the production system and orienting investment in the next phase.

#### **2. Hai Ha Confectionery Factory 1 at Lac Long Quan Street, Thanh Mieu Ward, Phu Tho Province ("Viet Tri Factory")**

The Viet Tri Factory is a production facility that has been operating for a long period of time, with many production lines invested in previous periods.





The actual assessment shows that:

- Some production lines and equipment are old, with non-synchronous technology;
- Some equipment has deteriorated, resulting in frequent repair and maintenance needs;
- Some production stages still depend heavily on manual labor;
- The factory infrastructure has been utilized for a long period of time, giving rise to needs for renovation and upgrading.

In addition, the Viet Tri Factory is located in an area requiring research on suitable arrangement plans in line with the local urban development planning orientation.

Therefore, the continued maintenance of production activities at this facility in the long term will require significant investment in equipment, infrastructure, and operating conditions.

### **3. Hai Ha Confectionery Factory 2 at No. 3 Thanh Binh Street, Nam Dinh Ward, Ninh Binh Province (“Nam Dinh Factory”)**

The Nam Dinh Factory is currently operating production lines that were invested many years ago.

The review shows that:

- Machinery and equipment are old, with outdated technology;
- Low level of automation;
- Some production stages still depend heavily on manual labor;
- Equipment utilization efficiency has not been optimized;
- The factory infrastructure has been used for a long period of time and requires investment for upgrading.

In addition, the Nam Dinh Factory is also located in an area requiring research on suitable arrangement plans in accordance with local planning orientations.

The continued maintenance of production activities at the Nam Dinh Factory in the long term will also require significant investment to renovate, upgrade, or replace equipment and infrastructure.

#### **General assessment**

Based on the overall assessment, the Company’s current factory system is operating under a decentralized model with uneven levels of modernization, in which some facilities require substantial investment upgrades to maintain stable long-term operations.

In the context of the need to optimize production efficiency, enhance competitiveness, and pursue sustainable development orientation, it is necessary to study the restructuring of the factory system in association with investment in the modernization of production operations.

### **III. Contents submitted to the General Meeting of Shareholders:**

The BOD respectfully submits to the General Meeting of Shareholders for consideration and approval of the following contents:

#### **1. Approval of the policy on restructuring the factory system**

Toward a streamlined and centralized model, suitable to the Company’s long-term development strategy.

2. Approval of the policy on investing in the modernization of production operations

Including investment in machinery and equipment, technology, technical infrastructure, and necessary supporting items in order to enhance operational capacity, optimize production and business efficiency, and increase the Company's competitiveness.

3. Authorization to the BOD for implementation

To assign the BOD to study and develop detailed plans and organize implementation within its authority or submit to competent authorities for consideration and decision in accordance with the law and the Company's Charter.

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

Respectfully./.

***Recipients:***

- *As above;*
- *Board of Directors;*
- *Supervisory Board;*
- *Clerk or Document Officer*

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**HOANG HUNG**

