

No.: 45/2025/CV

Ho Chi Minh City, February 22nd, 2025

EXTRAORDINARY INFORMATION DISCLOSURE

To: - The State Securities Commission
- Hochiminh Stock Exchange

1. Name of organization: HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

- Stock code : HAX
- Address : 333 Dien Bien Phu Street, Ward 15, Binh Thanh District, HCM City
- Tel. : 028 3512 0026 Fax: 028 3512 0025
- E-mail : haxaco@haxaco.com.vn

2. Contents of disclosure: The resolution of the Board of Directors No. 06/NQ-HDQT-HAX approving the draft document for the Annual General Meeting of Shareholders 2025 (attached document)

3. This information was published on the company's website on 22/02/2025 as in the link <http://www.haxaco.com.vn/>.

We hereby certify that the information provided is true and correct and we take the full responsibility to the law.

Attached documents:

- The resolution No. 06/NQ-HDQT-HAX.

Organization representative

Legal representative



Ho Chi Minh City, February 22nd, 2025

RESOLUTION OF THE BOARD OF DIRECTORS
HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

- Pursuant to Law On Enterprise No. 59/2020/QH14 issued by the National Assembly dated June 17th, 2020;
- Pursuant to Law On Securities No. 54/2019/QH14 issued by the National Assembly dated November 26th, 2019;
- Based on the Charter of Hang Xanh Motors Service Joint Stock Company;
- Based on the Meeting Minutes of the Board of Directors No. 06/BBH-HDQT-HAX dated 22/02/2025;

RESOLVES:

ARTICAL 1: The Board of Directors of Hang Xanh Motors Service Joint Stock Company approves the draft documents for the Annual General Meeting of Shareholders 2025 (attached documents).

ARTICAL 2: This resolution takes effect from the date of signing. Members of the Board of Directors, the Board of Managements of Hang Xanh Motors Service Joint Stock Company, and all relevant units and individuals are responsible for implementing this resolution.

Recipients:

- Shareholders;
- BOD;
- Archived: BOD Secretary.

HANG XANH MOTORS SERVICE JSC.
ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD





HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address : 333 Dien Bien Phu, Ward 15, Binh Thanh District, Ho Chi Minh City

Phone : (028) 3512 0026

Email : haxaco@haxaco.com.vn

Website: www.haxaco.com.vn

Ho Chi Minh City, March 15th, 2025

CONTENTS

A. Reports at General Meeting :

1. Reports of Board of Directors on activities of the Company in 2024 and plan for 2025
2. Reports of Audit Committee on activities of the Company in 2024 and plan for 2025
3. Reports of Board of Managements on activities of the Company in 2024 and plan for 2025

B. Proposals at General Meeting :

1. Proposal for approval of audited 2024 financial statements.
2. Proposal for cash dividend distribution.
3. Proposal for profit distribution plan in 2024.
4. Proposal for production and business plan for 2025.
5. Proposal for investment in expanding and developing business sectors
6. Proposal for remuneration of Board of Directors in 2024 and plan for 2025
7. Proposal for selection of independent auditor for financial statement in 2025
8. Proposal for resignation and additional election of Board of Directors 's member
9. Resume of the nominated candidate for the Board of Directors
10. Draft 2025 Annual General Meeting of Shareholders Minutes
11. Draft 2025 Annual General Meeting of Shareholders Resolution



HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address: 333 Dien Bien Phu, Ward 15, Binh Thanh District, Ho Chi Minh City

Certificate of Business Registration No.: 0302000126

Phone: (028) 3512 0026

Fax: (028) 3512 0025

Email: haxaco@haxaco.com.vn

Website: www.haxaco.com.vn

Ho Chi Minh City, February 10th, 2025

INVITATION LETTER

TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Charter of Hang Xanh Motors Service Joint Stock Company, the Board of Directors of the Company respectfully invites shareholders to attend the 2025 Annual General Meeting of Shareholders as follows:

1. **Time:** 08:00 AM, Saturday – March 15th, 2025

2. **Address:** 333 Dien Bien Phu, Ward 15, Binh Thanh District, Ho Chi Minh City

3. **Meeting contents:**

Documents for 2025 Annual General Meeting of Shareholders are posted, updated on website: www.haxaco.com.vn and hard copy will be provided to Shareholders when attending the Meeting.

4. **Register to attend the meeting:**

For well-prepared facilities, please provide your confirmation or your Power of attorney via the information below before March 10th, 2025.

5. **Power of attorney:**

If you give authorization to another person to attend the General Meeting, please fill out the Power of Attorney form to attend the General Meeting or another form according to the provisions of civil law and send the signed Power of Attorney to the address below before March 10th, 2025 or present it when the Authorized Recipient attends the General Meeting.

(Note: The Power of Attorney must clearly state the name of the authorized individual or organization and must contain the number of authorized shares. The Power of Attorney must be an origin, with a wet signature. In case of receiving authorization from an organizational shareholder, the Power of Attorney must have the seal of the authorizing organization)

6. **Contact information:**

HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

- Address: 333 Dien Bien Phu, Ward 15, Binh Thanh District, Ho Chi Minh City

- Phone: (028) 3512 0026 – Fax: (028) 3512 0025

Contact: **Mr. Tran Khoi Nguyen** – Accounting Department

Phone: 0932 001 361 - (028) 3512 0026 (Ext: 301)

7. **For shareholders or authorized recipients attending the Meeting, please bring the following documents:**

- Invitation letter and Power of attorney (if any);
- Citizen Identification Card/Passport/Level-2 VNeID account or valid copy of the organization's Business Registration Certificate.

Sincerely yours,

**ON BEHALF OF BOARD OF DIRECTOR
CHAIRMAN OF THE BOARD**

(Signed)

DO TIEN DUNG

It is our pleasure to welcome valued Shareholders at the 2025 Annual General Meeting of Shareholders.



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REGISTRATION FOR MEETING OR POWER OF ATTORNEY TO ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: Hang Xanh Motors Service Joint Stock Company

Shareholder name:.....

Legal representative (for Organization only):.....

Enterprise reg. no./ID or Passport no.:.....Date of issue:.....

Place of issue:.....

Address:Phone:

Total number of shares represented or/and owned: shares.

(Please select ☐ 1 among 2 below)

1. REGISTER FOR THE MEETING ☐

2. AUTHORIZE THE AUTHORIZED RECIPIENT BELOW ☐

Authorized Recipient:.....

Enterprise reg. no./ID or Passport no.:.....Date of issue:.....

Place of issue:.....

Address:Phone:

Total number of shares authorized: shares.

Authorization content:

The Authorized Recipient represents the Authorizing Party to attend the 2025 Annual General Meeting of Shareholders of Hang Xanh Motors Services Joint Stock Company held on March 15th, 2025 and represents the Authorizing Party to vote in the meeting.

We (the Authorizing Party and the Authorized Recipient) are fully responsible for this authorization and strictly commit to comply with the current provisions of law and the provisions of the charter of Hang Xanh Motors Service Joint Stock Company and will not have any future complaints.

Notes:

The implementation of authorization must comply with relevant provisions of civil law and the company charter. Authorized Recipients can only perform tasks within the scope of authorization and must bring their Citizen Identification Card/Passport/Level-2 VNeID account or other legal personal identification when attending the 2025 Annual General Meeting of Shareholders.

This power of attorney is only valid when there is a wet signature of both the authorizing and authorized parties. In case the authorizing parties is an organizational shareholder, a valid stamp of the authorizing organization is required. In case of authorization to the Board of Directors of Hang Xanh Motors Service Joint Stock Company, the signature of the Board Member is not required. This power of attorney is effective from the date of signing until the 2025 Annual General Meeting of Shareholders of Hang Xanh Motors Service Joint Stock Company ends.

Shareholders who register to attend or authorize to attend the General Meeting can send it directly to the Company or send it by post to the Company in advance.

Datemonthyear 2025

Shareholder/Authorizing Party

(Sign and write full name, stamp if any)

Authorized Recipient

(Sign and write full name)



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DRAFT

AGENDA

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- Time: 08:00 AM, Saturday – March 15th, 2025
- Address: 333 Dien Bien Phu, Ward 15, Binh Thanh District, Ho Chi Minh City

Time	Contents
08:00 – 08:30	Welcome guests and check delegate/shareholder eligibility <ul style="list-style-type: none">• Welcome delegates and shareholders;• Check delegate eligibility, provide voting card, voting ballot, election ballot, & documents.
08:30 – 09:00	Opening of the General Meeting: <ul style="list-style-type: none">• Report on checking delegate eligibility to attend the General Meeting;• Statement of reasons, introduction of the Chairman and the Secretariat;• Approval on Chairman Board, Checking Voting Board;• Approval of Regulation of Annual General Meeting of Shareholder;• Approval of Agenda of Annual General Meeting of Shareholder.
09:00 – 09:30	Reports and Proposals: <ul style="list-style-type: none">• Reports of Board of Directors on activities of the Company in 2024 and plan for 2025;• Reports of Audit Committee on activities of the Company in 2024 and plan for 2025;• Reports of Board of Managements on activities of the Company in 2024 and plan for 2025;• Proposal for approval of audited 2024 financial statements;• Proposal for cash dividend distribution;• Proposal for profit distribution plan in 2024.• Proposal for production and business plan for 2025;• Proposal for investment in expanding and developing business sectors;• Proposal for remuneration of Board of Directors in 2024 and plan for 2025;• Proposal for selection of independent auditor for financial statement in 2025;• Proposal for resignation and additional election of Board of Directors 's member• Resume of the nominated candidate for the Board of Directors• Other issues under the authority of the General Meeting of Shareholders.
09:30 – 11:00	Discussion
11:00 – 11:15	Guidance on Voting and Voting for the Approval of Reports and Proposals Guidance on Elections and Conducting the Election of Board of Directors Members
11:15 – 11:30	Break - Counting of Voting and Election Ballots
11:30 – 11:45	Release the voting and election results
11:45 – 11:50	The Secretary reads the draft Meeting Minutes and Resolution of the General Meeting of Shareholders Voting to approve the content of the Meeting Minutes and Resolution of the General Meeting of Shareholders
11:50	Closing the General Meeting

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD

(Signed)

DO TIEN DUNG



HANG XANH MOTORS SERVICE JOINT STOCK COMPANY
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

SAMPLE

VOTING CARD

SHAREHOLDER CODE: **HAX.000...**

Name of Shareholder:

Number of shares owned: ... shares

Number of shares authorized: ... shares

Amount of voting shares: ... shares



HANG XANH MOTORS SERVICE JOINT STOCK COMPANY
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS



VOTING BALLOT

SHAREHOLDER CODE: HAX.000...

SAMPLE

Name of Shareholder: ...

Number of votes owned: ... votes

Number of votes authorized: ... votes

Total number of representative votes: ... votes

(Please select for each voting content)

CONTENTS	Agree	Disagree	Abstention
Content 01: Reports of Board of Directors on activities of the Company in 2024 and plan for 2025			
Content 02: Reports of Audit Committee on activities of the Company in 2024 and plan for 2025			
Content 03: Reports of Board of Managements on activities of the Company in 2024 and plan for 2025			
Content 04: Proposal for approval of audited 2024 financial statements.			
Content 05: Proposal for cash dividend distribution.			
Content 06: Proposal for profit distribution plan in 2024.			
Content 07: Proposal for production and business plan for 2025.			
Content 08: Proposal for investment in expanding and developing business sectors			
Content 09: Proposal for remuneration of Board of Directors in 2024 and plan for 2025			
Content 10: Proposal for selection of independent auditor for financial statement in 2025			
Content 11: Proposal for resignation and additional election of Board of Directors 's member			

Instruction:

Please tick (X) 1 among 3: **Agree/ Disagree/ Abstention** for each voting content

Date 15 month 03 year 2025

SHAREHOLDER

(Sign and write full name)



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REGULATION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Pursuant to:

- Law On Enterprise No. 59/2020/QH14 dated June 17th, 2020;
- Law On Securities No. 54/2019/QH14 dated November 26th, 2019 and accompanying documents under the Law;
- Decree 155/2020/ND-CP Detailed regulations implementing a number of articles of the Securities Law passed on December 31st, 2020;
- Charter of Hang Xanh Motors Service Joint Stock Company;
- Internal regulations on governance of Hang Xanh Motors Service Joint Stock Company.

In order to ensure that the 2025 Annual General Meeting of Shareholders of Hang Xanh Motors Service Joint Stock Company takes place successfully, the Board of Directors develops regulations, principles, conduct, and voting during the General Meeting for the General Meeting of Shareholders as follows:

1. PURPOSE

- Ensure that the order, principles of conduct, and voting at the Annual General Meeting of Shareholders of Hang Xanh Motors Service Joint Stock Company take place according to regulations and are successful.
- The Resolutions of the General Meeting of Shareholders express the unified will of the General Meeting of Shareholders, meet the aspirations and interests of shareholders and comply with the law.

2. SUBJECT AND SCOPE

- Subjects of application: All shareholders, representatives (authorized person) of shareholders who own shares of Hang Xanh Motors Services Joint Stock Company and guests attending the Annual General Meeting of Shareholders of Hang Xanh Motors Services Joint Stock Company must comply with the provisions of these Regulations, the Company's Charter and current provisions of the law.
- Scope of application: This regulation is used for organizing the 2025 Annual General Meeting of Shareholders of Hang Xanh Auto Service Joint Stock Company.

3. EXPLANATION OF TERMS/ACRONYMS

- Company : Hang Xanh Motors Service Joint Stock Company
- BOD : Board of Directors

Regulation of the 2025 Annual General Meeting of Shareholders

- BOO : Board of Organization
- AGMS : Annual General Meeting of Shareholders
- Delegate : Shareholders, representatives (authorized persons)
- Meeting : General Meeting of Shareholders

4. CONTENTS OF REGULATIONS

4.1 Conditions for conducting the General Meeting of Shareholders

- The General Meeting of Shareholders is conducted when the number of delegates attending the meeting represents more than 50% of the total voting shares.
- In case the first meeting does not meet the conditions to proceed as prescribed in Clause 1, Article 19 of the Company's Charter, the second meeting invitation notice will be sent within 30 days from the intended date of the first meeting. The second General Meeting of Shareholders is convened when the number of shareholders attending the meeting represents 33% or more of the total voting shares.
- In case the second meeting does not meet the conditions to proceed as prescribed in Clause 2, Article 19 of the Company's Charter, the third meeting invitation notice will be sent within 20 days from the intended date of the second meeting. The third General Meeting of Shareholders is conducted regardless of the total number of voting shares of shareholders attending the meeting.

4.2 Conditions for shareholders to attend the General Meeting

Shareholders with voting rights of the Company according to the list finalized on February 12th, 2025 have the right to attend the General Meeting of Shareholders; can directly attend or authorize to attend. In case there is more than one authorized representative according to the provisions of law, the number of shares of each representative must be specifically determined.

4.3 Guests at the Meetings

- Management positions of the Company, guests and members of the Board of Organization who are not shareholders of the Company but are invited to attend the Meeting.
- Guests do not participate in stating at the Meeting (*unless invited by the Chairman of the Meeting, or registered in advance with the Board of Organization and approved by the Chairman of the Meeting*).

4.4 Delegates attending the Meetings must comply with the following regulations

- Be punctual, dress politely and formally, comply with security checks (if any), identification documents, etc. as required by the Board of Organization.
- Receive documents and others at the reception section in front of the Meeting hall.
- Delegates arriving late have the right to register immediately, participate and vote immediately at the Meeting. The Chairman is not responsible for stopping the Meeting to allow late-arriving delegates to register to attend; Voting results on issues that were voted on before that delegate

Regulation of the 2025 Annual General Meeting of Shareholders

attended will not be affected.

- Leave the phone on vibrate or turn it off, go outside to talk when needed.
- Do not smoke and maintain order in the Meeting room.
- Comply with the regulations of the Board of Organization and the Chairman/Chairman Board.
- In cases where a delegate does not comply with the inspection regulations or the aforementioned measures and regulations, or engages in disruptive or obstructive behavior at the Meetings, the Chairman, after careful consideration, may refuse or expel that delegate from the Meeting venue to ensure the event proceeds smoothly according to the planned program.

4.5 Chairman and Chairman Board

- The Chairman Board consists of the Chairman and its Members.
- The Chairman of the Board of Directors acts as the Chairman or authorizes another member of the Board of Directors to act as the Chairman of the General Meeting of Shareholders convened by the Board of Directors.
- In case the Chairman is absent or temporarily unable to work, the remaining members of the Board of Directors shall elect one of them to act as the Chairman of the meeting by majority vote. If no Chairman is elected, the person who signs the convening notice of the General Meeting of Shareholders shall preside over the meeting until the General Meeting of Shareholders elects a Chairman, and the person with the highest number of votes shall be appointed as the Chairman of the meeting.
- The Chairman has the authority to take necessary measures to conduct the meeting reasonably, orderly, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.
- The Chairman has the authority to postpone the General Meeting of Shareholders, which has had enough registered attendees, for a maximum of 3 working days from the scheduled opening date and may only postpone the meeting or change the meeting location as specified in Clause 8, Article 146 of the Law On Enterprise.
- Duties of the Chairman Board:
 - Manage the activities of the General Meeting of Shareholders according to the agenda approved by the General Meeting of Shareholders;
 - Guide the delegates and the General Meeting in discussing the contents of the agenda;
 - Present drafts and conclusions on necessary issues for the General Meeting to vote on;
 - Answer issues raised by the General Meeting;
 - Solve arising issues throughout the General Meeting.
- Working Principles of the Chairman Board: The Chairman Board works based on the principles

Regulation of the 2025 Annual General Meeting of Shareholders

of collective operation, democratic centralism, and decisions by majority vote.

- The Chairman of the General Meeting of Shareholders has the following rights:
 - Request all attendees to undergo inspection or other lawful and reasonable security measures;
 - Request the competent authorities to maintain order at the meeting; expel those who do not comply with the Chairman's authority, deliberately cause disturbances, hinder the normal progress of the meeting, or do not comply with security inspection requirements from the General Meeting of Shareholders.

4.6 General Meeting Secretary

- The Chairman appoints one or several people as Secretaries of the meeting.
- Duties and powers:
 - Accurately and faithfully record the contents of the General Meeting;
 - Receive the speech registration forms from the delegates;
 - Prepare the meeting minutes and draft the Resolutions of the General Meeting of Shareholders;
 - Assist the Chairman in announcing information related to the General Meeting of Shareholders and notifying the Shareholders in accordance with legal regulations and the Company Charter;
 - Other tasks as requested by the Chairman.

4.7 Checking Voting Board

- The General Meeting of Shareholders elects one or several people to the Checking Voting Board as proposed by the Chairman of the meeting. Candidates running for election or nomination are not allowed to participate in the Checking Voting Board.
- Duties of the Checking Voting Board:
 - Explain the principles, regulations, and voting, election instructions;
 - Check and record the voting and election cards, prepare the vote counting minutes, announce the results; submit the minutes to the Chairman for approval of the voting results;
 - Quickly notify the Secretary of the voting results;
 - Review and report to the General Meeting any violations of voting and election regulations or complaints about the voting and election results.

4.8 Delegate Eligibility Verification Board

- Chairman appoints one or several people to the Delegate Eligibility Verification Board.
- The Delegate Eligibility Verification Board of the General Meeting consists of 1 Head and other members.

Regulation of the 2025 Annual General Meeting of Shareholders

- Duties of The Delegate Eligibility Verification Board:
 - Verify the eligibility of shareholders and shareholder representatives attending the meeting;
 - The Head of the Delegate Eligibility Verification Board reports to the General Meeting of Shareholders on the eligibility of attending shareholders. If the meeting has enough shareholders and authorized representatives representing more than 50% of the total voting shares, the General Meeting of Shareholders shall proceed;
 - Participate in vote counting on other contents before the establishment of the Checking Voting Board.

4.9 Speech at the General Meeting

- Delegates attending the General Meeting must obtain the consent of the Chairman if they would like to speak. Delegates should speak briefly and focus on the key issues that need to be discussed, in accordance with the agenda approved by the General Meeting, or submit their comments in writing to the General Meeting Secretary for compilation and reporting to the Chairman;
- The Chairman will arrange for delegates to speak in the order of registration and will address the shareholders' queries at the General Meeting or record the answers to be provided later in writing/other forms.

4.10 Voting at the General Meeting

4.10.1 Principles

- All issues in the agenda and content of the General Meeting must be discussed and voted on publicly by the General Meeting of Shareholders.
- Voting cards, voting ballots, and election ballots are printed, sealed by the Company, and directly handed to the delegates at the meeting (along with the General Meeting's documents). The voting cards, voting ballots, and election ballots clearly state the delegate's code, full name, number of shares owned, and the voting authorization received by that delegate.
- The Chairman proposes the voting methods for each issue on the agenda for the General Meeting to approve.
- The forms of direct voting or absentee voting on issues at the 2025 Annual General Meeting of Shareholders are as follows:
 - Voting by raising the Voting Card: this method is used to approve issues such as the General Meeting agenda; Working regulations at the General Meeting; Election regulations; Personnel of the Chairman Board; Personnel of the Checking Voting Board; approval of the General Meeting minutes, Resolutions, and other matters at the General Meeting (if any)
 - Voting by filling in the Voting Ballot: this method is used to approve issues such as the Board of Directors' report on the supervision and results of production and business management in 2024 and the operational plan for 2025; the Audit Committee's report in

Regulation of the 2025 Annual General Meeting of Shareholders

2024 and the plan for 2025; the Board of Management's report on the production and business situation in 2024 and the operational plan for 2025; the audited financial statements for 2024; and voting to approve the contents of the proposals at the General Meeting.

4.10.2 Voting Methods

- Delegates conduct voting to Agree, Disagree, or Abstention on an issue presented at the General Meeting by raising the Voting Card or filling the Voting Ballot corresponding to the content to be voted on as stipulated in Section 4.10.1.
- When voting by raising the Voting Card, the front side of the Voting Card must be raised high towards the Chairman Board. If a delegate does not raise the Voting Card in all three rounds of voting for Agree, Disagree, or Abstention on an issue, it is considered as voting Agree. If a delegate raises the Voting Card more than once (01) during voting for Agree, Disagree, or Abstention on an issue, it is considered as an invalid vote. For the voting method by raising the Voting Card, members of the Delegate Eligibility Verification Board/Checking Voting Board mark the delegate code and the corresponding number of voting shares for each Agree, Disagree, Abstention, and Invalid vote.
- When voting by filling in the Voting Ballot, for each content, delegates select one of the three options "Agree", "Disagree", "Abstention" printed on the Voting Ballot by marking "X" or "✓" in the selected box. After completing all the voting content of the General Meeting, delegates submit the Voting Ballot to the sealed ballot box at the General Meeting as instructed by the Checking Voting Board. The Voting Ballot must be signed and clearly state the delegate's full name.

4.10.3 Validity of Voting Ballots

- **A valid Voting Ballot** is a pre-printed form issued by the Board of Organizations tamped with the company's red seal, not erased, scratched, torn, or damaged,... and no additional content is written other than what is stipulated for this ballot. In the case of direct voting/absentee voting (via mail, fax, email, or other means as stipulated in the company's Charter), it must be signed and clearly state the full name (handwritten) of the delegate attending and submitted to the Checking Voting Board before the vote counting time.

On the Voting Ballot, the voting content (Report, Proposal) is valid when the delegate marks one (01) of the three (03) voting squares.

➤ Invalid Voting Ballots

- Adding other content to the voting ballot.
- Voting ballots that are not pre-printed forms issued by the Board of Organizations, ballots without the company's red seal, or ballots that have been erased, scratched, torn, or damaged,... ballots with additional content beyond what is stipulated, ballots without a signature, or ballots not clearly stating the delegate's full name (handwritten) are considered invalid. In such cases, all voting content on the voting ballot is invalid.

4.10.4 Voting Rules

One ordinary share corresponds to one voting right. Each attending delegate representing one or multiple voting rights will be issued a Voting Card and a Voting Ballot.

- As of the record date (February 12th, 2025), the total number of shares of the Company is: 107,439,681 shares, equivalent to 107,439,681 voting rights.
- Issues requiring voting at the General Meeting shall only be approved if more than 50% of the total voting shares of all shareholders attending the meeting are in Agree. However, for certain cases specified in Clause 1, Article 21 of the Company's Charter, approval must be obtained from at least 65% of the total voting shares of all shareholders attending the meeting.
- Notes:
 - Shareholders/authorized representatives with related interests do not have the right to vote on contracts and transactions valued at 35% or more of the Company's total assets as recorded in the latest financial statements; such contracts or transactions are only approved when shareholders/ authorized representatives holding 65% or more of the remaining voting shares are in Agree (as per Clause 4, Article 167, Law On Enterprise 2020).
 - Shareholders/ authorized representatives of shareholders owning 51% or more of the total voting shares or related parties of those shareholders do not have the right to vote on contracts and transactions valued at more than 10% of the Company's total assets as recorded in the latest financial statements between the Company and those shareholders (as per Point b, Clause 3 and Clause 4, Article 167, Law On Enterprise 2020).

4.10.5 Recording Voting/Election Results

- At the General Meeting, the General Meeting of Shareholders will approve the Checking Voting Board.
- The Checking Voting Board is responsible for collecting voting and election ballots.
- The Checking Voting Board will verify the number of votes in Agree, Disagree, Abstention for each issue, and is responsible for recording, compiling, and reporting the voting results at the General Meeting of Shareholders.

4.11 Election of the Board of Directors

The election of the Board of Directors' members must be conducted in accordance with the Election Regulations for Board of Directors' members and approved by the General Meeting of Shareholders during the meeting.

4.12 Minutes and Resolutions of the General Meeting of Shareholder

All contents of the General Meeting of Shareholders must be recorded in the minutes by the General Meeting Secretary. The minutes of the General Meeting of Shareholders must be read and approved before the meeting is adjourned.

Regulation of the 2025 Annual General Meeting of Shareholders

5. Implementation

- All delegates, representatives, and guests attending the General Meeting are responsible for fully complying with the provisions of these Regulations, the Company's current regulations, rules, and management regulations, as well as relevant legal regulations.
- The convener of the General Meeting of Shareholders has the right to:
 - Require all attendees to undergo inspection or other security measures;
 - Request the competent authorities to maintain order at the meeting; expel those who do not comply with the Chairman's authority, intentionally disrupt the order, hinder the normal progress of the meeting, or fail to comply with security inspection requirements from the General Meeting of Shareholders.
- Any content not specifically detailed in these Regulations will be uniformly applied according to the Company's Charter, the Law On Enterprise 2020, and the current legal documents of the State.

This Regulation takes effect immediately upon approval by the General Meeting of Shareholders.

Recipients:

- General Meeting of Shareholders
- Board of Directors, Board of Managements;
- Archive: Office, Secretary.

**HANG XANH MOTORS SERVICE JSC.
ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

(Signed)

DO TIEN DUNG





HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address : 333 Dien Bien Phu, Ward 15, Binh Thanh District, HCM City

Phone : (028) 3512 0026

Fax: (028) 3512 0025

Email : haxaco@haxaco.com.vn

Website: www.haxaco.com.vn

DRAFT

HCMC., March 15th, 2025

REPORT OF BOARD OF DIRECTORS AT 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: 2025 Annual General Meeting of Shareholders of Hang Xanh Motors Service JSC.

On behalf of the Board of Directors and Board of Management of Hang Xanh Motors Service Joint Stock Company (HAXACO), I would like to extend my warmest greetings to all shareholders, along with my best wishes for health, happiness, and success.

In 2024, the global economy and Vietnam's economy showed signs of recovery despite ongoing geopolitical fluctuations. The successful control of global inflation, including in Vietnam, along with the global economic growth forecasted positively by reputable organizations, is a positive highlight. Domestically, higher-than-expected GDP growth and a downward trend in lending interest rates have created favorable conditions for businesses to get back on track. Regarding the automotive industry, the market is gradually being revitalized with higher sales compared to the previous year, aided by the policy of reducing registration fees for locally assembled cars. In addition to the traditional competition between imported and locally assembled cars, electric vehicles have become increasingly popular in Vietnam, providing consumers with more choices in terms of product quality and brand.

The Board of Directors would like to report to the shareholders the implementation results of the 2024 Annual General Meeting of Shareholders' Resolutions and the business operation plan for 2025. Specifically:

I. EVALUATION OF THE COMPANY'S OPERATIONS IN 2024

Criteria	Unit	Actual 2023	Actual 2024	Rate 2024/2023
Net Revenue	Million dong	3,479,849	3,127,481	90%
Profit before Corporate income tax	Million dong	41,653	76,068	183%
Profit after Corporate income tax	Million dong	32,959	60,790	184%
Total Assets	Million dong	1,818,760	1,827,426	100%



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Owner's invested equity	Million dong	934,276	1,074,397	115%
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Source: Separate Financial Statements – Audited in 2024

Criteria	Unit	Actual 2023	Actual 2024	Rate 2024/2023
Net Revenue	Million dong	3,981,922	5,513,287	138%
Profit before Corporate income tax	Million dong	48,131	258,357	537%
Profit after Corporate income tax	Million dong	37,056	203,570	549%
Total Assets	Million dong	2,006,288	2,409,019	120%
Owner's invested equity	Million dong	934,276	1,074,397	115%

Source: Consolidated Financial Statements – Audited in 2024

1. Product consumption situation in 2024:

- Business results of Hang Xanh Motors Service Joint Stock Company, profit before corporate income tax according to the financial statement of the parent company in 2024 is 76.1 billion VND, and consolidated profit is 258.4 billion VND.
- In the Mercedes-Benz segment, although net revenue decreased by 10% to 3,127 billion VND, profit surged with net profit after tax reaching 60.8 billion VND, up 84% compared to the previous year. This indicates that Haxaco has significantly improved its operational efficiency, despite the number of cars sold increasing by only 6% and Vehicle Throughput decreasing by 14%.
- In the second half of 2024, the automotive market showed signs of recovery as the government issued Decree 109/2024/ND-CP, reducing the registration fee by 50% from September 1st, 2024 to November 30th, 2024 for domestically produced and assembled cars. Additionally, the company has been making greater efforts in distributing MG-branded cars and entering the electric vehicle segment with Mercedes-Benz and Vinfast.
- In 2024, consolidated business results demonstrated the success of the brand diversification strategy across all segments. The remarkable growth from the distribution of MG-branded cars by its subsidiary company helped the company achieve its 2024 business plan.



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2. Investment activities and project implementation:

- At the end of 2017, HAXACO officially completed and put into operation the upgraded and renovated Customer Service workshop and Body & Paint workshop at HAXACO Dien Bien Phu and HAXACO Lang Ha. As of Q4/2018, HAXACO achieved the Body & Paint Level 1 standard certification and became the largest and most advanced Sales and Service Center across the country.
- In July 2018, HAXACO signed a dealership cooperation agreement for Nissan cars, and by December 2018, the Nissan showroom in Can Tho officially began operations. This is a significant step for the company in diversifying and developing the automotive business in the Vietnam market.
- In February 2019, HAXACO increased its investment in Can Tho Automobile Mechanical Joint Stock Company, raising its ownership percentage from 76.2% to 85.89%.
- In January 2020, HAXACO increased its investment in PTM Automobile Service, Trading And Manufacturing Joint Stock Company, raising its ownership percentage from 92.72% to 94.38%. By December 2021, HAXACO further increased its ownership to 98.32%.
- In September 2020, PTM Automobile Service, Trading And Manufacturing Joint Stock Company officially inaugurated the MG Long Bien and MG West Saigon showrooms as authorized dealerships of MG Vietnam.
- In November 2021, HAXACO was officially authorized by the Mercedes-Benz Vietnam to open its fifth Mercedes-Benz dealership in Can Tho, which became the first Mercedes-Benz showroom in the Mekong Delta region.
- In July 2022, the Mercedes-Benz Haxaco branch in Can Tho was inaugurated and officially began operations.
- In August 2022, HAXACO invested in acquiring land-use rights from N&T Investment Joint Stock Company and Mr. Bui Trung Quan's to develop an Automotive Business Complex combined with offices and luxury apartments.
- In December 2022, HAXACO invested in and contributed capital to West Transprovincial Bus And Service Joint Stock Company to expand and develop the company's business field, with an ownership percentage of 62.11%
- In September 2023, West Transprovincial Bus And Service Joint Stock Company officially inaugurated the MG Kinh Duong Vuong dealership.



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- In November 2023, HAXACO approved the proposal and policy to open additional MG car dealerships and branches at its subsidiaries.
- In January 2024, PTM Automobile Service, Trading And Manufacturing Joint Stock Company officially inaugurated the Premium MG Bac Giang dealership and MG Bac Ninh dealerships.
- In March 2024, Can Tho Automobile Mecanical Joint Stock Company officially inaugurated the MG Can Tho Premium dealership.
- In June 2024, PTM Automobile Service, Trading And Manufacturing Joint Stock Company officially inaugurated the Premium MG Lang Ha, Premium MG Dong Nai.
- In September 2024, PTM Automobile Service, Trading, and Manufacturing Joint Stock Company officially inaugurated the Premium MG Nam Dinh and MG Dong Sai Gon dealerships.
- In November 2024, Can Tho Automobile Mecanical Joint Stock Company officially inaugurated the MG Kien Giang dealership.
- In January 2025, PTM Automobile Service, Trading, and Manufacturing Joint Stock Company officially inaugurated the MG Da Nang dealerships and MG Vung Tau dealerships.

3. Financial activities:

No.	Criteria	Unit	Year 2023	Year 2024
1.	<i>Liquidity ratios</i>			
1.1	The short-term liquidity ratio (Current Assets/Short-term Liabilities)	time(s)	1.17	1.00
1.2	The quick ratio (Quick Assets/Short-term Liabilities)	time(s)	0.38	0.36
2.	<i>Capital structure indicators</i>			
2.1	The Debt-to-Total-Assets Ratio	%	36.87%	35.37%
2.2	The Debt-to-Equity Ratio	%	58.39%	54.73%
3.	<i>Operational efficiency indicators</i>			
3.1	The Inventory Turnover Ratio (Cost of Goods Sold/Average Inventory)	round	4.29	6.26
3.2	The Total Asset Turnover Ratio (Net Sales/Average Total Assets)	round	1.64	1.72
4.	<i>Profitability indicators</i>			



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4.1	The Net Profit Margin (Net Profit/Net Revenue)	%	0.95%	1.94%
4.2	The Return on Equity (ROE)	%	3.13%	5.22%
4.3	The Return on Assets (ROA)	%	1.55%	3.33%
4.4	The Operating Profit Margin (Operating Profit/Net Revenue)	%	0.51%	1.43%

Source: Separate Financial Statements – Audited in 2024

No.	Criteria	Unit	Year 2023	Year 2024
1. Liquidity ratios				
1.1	The short-term liquidity ratio (Current Assets/Short-term Liabilities)	time(s)	1.28	1.43
1.2	The quick ratio (Quick Assets/Short-term Liabilities)	time(s)	0.45	0.71
2. Capital structure indicators				
2.1	The Debt-to-Total-Assets Ratio	%	41.98%	38.12%
2.2	The Debt-to-Equity Ratio	%	72.36%	61.6%
3. Operational efficiency indicators				
3.1	The Inventory Turnover Ratio (Cost of Goods Sold/Average Inventory)	round	4.21	7.37
3.2	The Total Asset Turnover Ratio (Net Sales/Average Total Assets)	round	1.74	2.50
4. Profitability indicators				
4.1	The Net Profit Margin (Net Profit/Net Revenue)	%	0.93%	3.69%
4.2	The Return on Equity (ROE)	%	3.47%	15.34%
4.3	The Return on Assets (ROA)	%	1.62%	9.22%
4.4	The Operating Profit Margin (Operating Profit/Net Revenue)	%	0.48%	3.23%

Source: Consolidated Financial Statements – Audited in 2024

II. SUMMARY OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2024

1. Board of Directors' structure

No.	Full name	Position	Note
1	Do Tien Dung	Chairman	



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2	Vu Thi Hanh	Member	
3	Do Ngoc Thuy Trang	Member	Dismissal on March 23 rd , 2024
4	Tran Quoc Hai	Member	
5	Tran Tieu Mai	Member	
6	Nguyen Thi Ngoc Bich	Member	Appointment on March 23 rd , 2024

2. Board of Directors' activities

2.1 Attendance of Board of Directors' Members at Meetings

Here is the detailed attendance information for the Board of Directors, which includes 5 members and held 25 meetings:

No.	Full name	Position	Number of meetings attended	Rate	Note
1	Do Tien Dung	Chairman	25/25	100%	
2	Vu Thi Hanh	Member	25/25	100%	
3	Do Ngoc Thuy Trang	Member	6/6	100%	Dismissal on March 23 rd , 2024
4	Tran Quoc Hai	Member	25/25	100%	
5	Tran Tieu Mai	Member	25/25	100%	
6	Nguyen Thi Ngoc Bich	Member	19/19	100%	Appointment on March 23 rd , 2024

2.2 Resolutions/Decisions of the Board of Directors

In 2024, The Board issued 21 resolutions related to the management of business operations, dividend payments, approval decisions, and other matters. All resolutions and decisions issued by the Board of Directors were unanimously agreed upon by the members and aligned with the company's charter.

3. General Evaluation of the Board of Directors' Performance in 2024

The year 2024 was a year full of challenges and opportunities for the Board of Directors (BOD). Throughout the year, the BOD demonstrated dedication and responsibility in managing and directing the company. They effectively performed their role in overseeing business activities, making important strategic decisions to optimize operational efficiency and enhance shareholder value.

Additionally, the BOD proactively built and maintained good relationships with stakeholders, ensuring that the interests of shareholders, employees, and customers were considered and protected. BOD meetings were held regularly with full participation of all members, creating favorable conditions for discussions and decision-making.



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The BOD operated in compliance with legal regulations and the company's charter, overcoming difficulties and challenges. Responsibilities and authorities of the BOD concerning governance, risk management, compliance, strategy supervision, personnel, and remuneration were strictly executed. Proposals to improve efficiency and accompanying evaluations were acknowledged and implemented. Individually, each BOD member was evaluated as having performed their duties well, being proactive and positive in executing their responsibilities.

4. Evaluation of the Audit Committee's Performance

The Audit Committee was officially established and has been operating in accordance with the Board Resolution No. 07/NQ-HDQT-HAX dated March 23rd, 2024.

The Audit Committee carried out activities to review the 2024 Financial Statements and implemented internal audit activities to evaluate the effectiveness of the internal audit. Additionally, coordinated with the Board of Managements to review the company's risk assessment and management policies.

5. Results of the Board of Directors' Supervision of the Board of Managements and Other Managers

In 2024, the Board of Directors (BOD) closely monitored the activities of the Executive Board and other managers. This oversight aimed to ensure that all decisions and actions were in line with the company's development strategy and maximized shareholder benefits.

The BOD conducted periodic and random evaluations and reviews of operational, financial reports, and ongoing projects. Through this supervision, the BOD identified potential issues and proposed timely solutions to address them. Additionally, the BOD recognized the efforts and achievements of the Executive Board and other managers in optimizing business efficiency and achieving sustainable growth.

Through the process of supervising the company's activities in 2024, the BoD has the following observations:

- The Board of Directors (BoD) trusts and highly appreciates the leadership capabilities and ethical qualities of the Board of Managements.
- Adapt to the ever-changing market and are flexible in their management, ensuring that the results are in line with the set objectives.
- Ensure transparency and accuracy in timely information disclosure.
- Adhere well to the standards required by Mercedes-Benz Vietnam for Dealers.
- In 2024, all of the company's activities were within the scope allowed by the Business Registration Certificate and in compliance with the current regulations and laws of Vietnam.
- The Board of Managements and management staff have made great efforts to create the highest value for the company and its shareholders.



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6. Remuneration, Operational Costs, and Other Benefits of the Board of Directors and Each Member of the Board of Directors and the Board of Managements in 2024

- Chairman of the Board of Directors: 30,000,000 (VND/Month)
- Member of the Board of Directors: 15,000,000 (VND/Month)

In 2024, the remuneration of the Board of Directors was approved by the General Meeting of Shareholders as follows:

No.	Full name	Position	Amount (VND)
1	Do Tien Dung	Chairman	360,000,000
2	Vu Thi Hanh	Member	180,000,000
3	Do Ngoc Thuy Trang	Member	40,961,538
4	Tran Quoc Hai	Member	180,000,000
5	Tran Tieu Mai	Member	180,000,000
6	Nguyen Thi Ngoc Bich	Member	139,038,462
Total			1,080,000,000

In 2024, the salaries of the Board of Managements as follows:

No.	Full name	Position	Amount (VND)
1	Nguyen Thi Ngoc Bich	CEO	1,300,000,000
2	Tran Quoc Hai	Deputy CEO	910,000,000
3	Tran Van My	Deputy CEO	70,000,000
4	Nguyen Thi Thanh Hang	CFO cum Chief Accountant	650,000,000
Total			2,930,000,000

7. Operational Directions of the Board of Directors in 2025

In 2025, the Board of Directors (BOD) will focus on several key activities to ensure sustainable development and optimize the company's operational efficiency. Here are the main directions:

- The enhancing risk management: The BOD will prioritize the development and implementation of risk management strategies to mitigate potential risks in business operations and ensure the company's stability.
- Developing human resources: To meet future development requirements, the BOD will intensify recruitment, training, and retention of talents. In particular, the BOD will focus on enhancing leadership capabilities and professional skills of the management team.
- Improving financial governance: The BOD will continue to enhance transparency and



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accountability in financial governance, while optimizing capital resources and strengthening cost control to ensure business efficiency.

- Strengthening relationships with shareholders and stakeholders: The BOD will maintain and develop good relationships with shareholders, customers, suppliers, and the community. The BOD will conduct regular interactions and dialogues to listen to and address the needs of stakeholders.
- Innovation and creativity: The BOD will encourage research, development, and application of new technologies to improve product and service quality, meeting the increasing demands of the market.
- Sustainable development: The BOD will continue to promote environmental protection, community development, and corporate social responsibility. Strategies and projects will be implemented with the goal of not only pursuing profits but also fostering the sustainable development of society.

8. Activities of the Independent Members of the Board of Directors and Independent Members of the Board of Directors 's Evaluation of the Board of Directors' Performance

- The Independent Members of the Board of Directors have transparently supervised the activities of the Board of Directors over the past year.
- The Independent Members of the Board of Directors evaluated that the Board of Directors in 2024 made significant efforts to enhance their corporate governance capabilities in accordance with current regulations.

9. Activities of the Board of Directors' subcommittees

The Internal Audit Committee: Conducted reviews of the financial statements for Q4/2023, Q1/2024, Q2/2024, and Q3/2024, implemented internal audit activities, and evaluated the effectiveness of the internal audit. Additionally, they coordinated with the Board of Managements to review the company's risk assessment and management policies.

III. REPORT ON TRANSACTIONS

1. Transactions between the Company and its affiliated people or between the Company and its major shareholders, internal person and affiliated people

No.	Name of organization/ individual	Relationship with the Company	No. st date of issue, place of issue	Address	Time of transactions with the Company	Note
1	Can Tho Automobile Mechanical Joint Stock Company	Subsidiary	1800420206 issued on 14/06/2001	No. 102 Cach Mang Thang Tam, Cai Khe Ward, Ninh Kiều	2024	Revenue from car repair and other: 225,887,288 VND Cost of other service: 651,257,453 VND Loan collection:



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No.	Name of organization/ individual	Relationship with the Company	No. & date of issue, place of issue	Address	Time of transactions with the Company	Note
				District, Can Tho City		24,000,000,000 VND
2	PTM Automobile Service, Trading And Manufacturing Joint Stock Company	Subsidiary	0101116000 issued on 09/03/2001	No. 256 Kim Giang Street, Dai Kim Ward, Hoang Mai District, Ha Noi City	2024	Revenue from car sales, car repair, car rental and other: 24,077,622,657 VND Cost of car purchase, land for rent, transportation and other costs: 5,597,627,882 VND
3	West Transprovincial Bus And Service Joint Stock Company	Subsidiary	0302365938, the 13rd registration for change issued on 31/05/2017	No. 54 Kinh Duong Vuong, Ward 13, District 6, HCM City	2024	Revenue from car repair and other: 34,768,270 VND Cost of other service: 576,500,000 VND
4	Do Tien Dung	- Chairman of the Board Legal Representative			2024	Transfer of land use rights: 72,675,000,000 VND
5	Vu Thi Hanh	- Member of the Board of Directors - Member of the Audit Committee - Person in charge of corporate governance			2024	

- Transactions between the company, its subsidiaries, or companies controlled by the public company with over 50% of charter capital, and members of the Board of Directors and their related parties: None
- Transactions between the company and companies where a member of the Board of Directors is a founding member or has been a business manager within the past 3 years prior to the transaction



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1	Can Tho Automobile Mechanical Joint Stock Company	Subsidiary	1800420206 issued on 14/06/2001 0101116000 issued on 09/03/2001	No. 102 Cach Mang Thang Tam, Cai Khe Ward, Ninh Kiều District, Can Tho City	2024	Revenue from car repair and other: 225,887,288 VND Cost of other service: 651,257,453 VND Loan collection: 24,000,000,000 VND
		Tran Quoc Hai_BOD Tran Van My-BOD Do Ngoc Thuy Trang-BOD				
2	West Transprovincial Bus And Service Joint Stock Company	Subsidiary	0302365938, the 13rd registration for change issued on 31/05/2017	No. 54 Kinh Duong Vuong, Ward 13, District 6, HCM City	2024	Revenue from car repair and other: 34,768,270 VND Cost of other service: 576,500,000 VND
		Do Tien Dung-BOD Tran Quoc Hai_BOD Nguyen Thi Thanh Hang-BOD				
3	PTM Automobile Service, Trading And Manufacturing Joint Stock Company	Subsidiary	0101116000 issued on 09/03/2001	No. 256 Kim Giang Street, Dai Kim Ward, Hoang Mai District, Ha Noi City	2024	Revenue from car sales, car repair, car rental and other: 24,077,622,657 VND Cost of car purchase, land for rent, transportation and other costs: 5,597,627,882 VND
		Do Tien Dung-BOD Vu Thi Hanh-BOD Tran Van My-BOD/CEO				

4. **Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers:** As Article 3 above.

IV. BUSINESS OPERATION PLAN FOR 2025

1. Operational Directions for 2025

- With the ever-changing economic market, the company proactively develops flexible plans regarding competition, pricing, and discount policies to maintain market share. Simultaneously, they closely monitor to ensure the stability of business, investment, and financial operations.
- Control financial leverage, enhance risk management, and plan for potential scenarios to prepare appropriate response plans, especially in cost management.
- Efforts are made to build a management team at all levels that is both competent and ethical. At the same time, streamline and strengthen the management apparatus, enhance



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service quality control processes, and leverage technology to expand and develop the system.

- Continue to expand the car business, research to diversify the product portfolio, and orientate to build long-term strategies and a reputable brand trusted by customers. The company promotes the development of the MG, Mercedes-Benz, and Vinfast car business systems; car rental, and other business segments of the company.
- Accelerate the plan to list the subsidiary - PTM Automobile Service, Trading and Manufacturing Joint Stock Company.
- Aim for corporate governance toward sustainable and comprehensive development, with the first step ensuring information disclosure in accordance with legal regulations.
- Develop the 2025 business plan to align with the company's actual situation, closely follow economic developments, and concentrate efforts to achieve the targets.

V. CONCLUSION

I have reported and presented to you the evaluation of the business results for 2024 and the operational directions for 2025 of Hang Xanh Motors Service Joint Stock Company (HAXACO).

In 2025, the Board of Directors and the Board of Managements commit to the shareholders that we will strive to overcome all challenges and difficulties to maintain stability and achieve the targets set by the General Meeting of Shareholders.

We hope to continue receiving the trust, support, and companionship of our esteemed shareholders for a common goal of elevating HAXACO to new heights.

Respectfully submitting to the General Meeting of Shareholders for approval.

Recipients:

- Shareholders;
- BOD;
- Archive: BOD Secretary.

**HANG XANH MOTORS SERVICE JSC.
ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

(Signed)

DO TIEN DUNG



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DRAFT

HCMC., March 15th , 2025

REPORT OF THE AUDIT COMMITTEE AT 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

To: 2025 Annual General Meeting of Shareholders of Hang Xanh Motors Service JSC.

On behalf of the Audit Committee, the Board of Directors, and the Board of Managements of Hang Xanh Motors Service Joint Stock Company (HAXACO), I would like to extend my warmest greetings to all esteemed shareholders and wish you health, happiness, and success.

Below, the Audit Committee reports to shareholders on the results of implementing the resolutions of the Annual General Meeting of Shareholders in 2024 and the business operation plan for 2025. Specifically:

I. REPORT OF THE AUDIT COMMITTEE IN 2024

1. Activities of the Audit Committee in 2024

The Audit Committee consists of 2 members with the following information:

No	Members of Audit Committee	Position	Position in BOD	The date becoming/ceasing to be the member of the Audit Committee	Qualification
1	Tran Tieu Mai	Chairwoman	Independent members of the Board of Directors	Date of appointment: 23/03/2024	Bachelor of Law
2	Vu Thi Hanh	Member	Non-executive members of the Board of Directors	Date of appointment: 23/03/2024	Bachelor of Accountancy-Finance

In 2024, the Audit Committee carried out the following tasks:

- Supervised the implementation of the resolutions of the General Meeting of Shareholders; inspected the legality and reasonableness of business activities according to the resolutions of the Board of Directors (BoD) in 2024. Ensured the proper performance of responsibilities in accordance with the Law, the Charter, the regulations, and the policies of the Company.
- Supervised the management and operations of the Board of Managements. Directly and in coordination with other departments, inspected and supervised compliance with legal regulations, the Charter, the regulations, and the policies of the Company.
- Inspected the reasonableness, legality, honesty, and caution in organizing accounting tasks, reporting business results, and financial statements. Analyzed and evaluated the financial



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situation, operational efficiency, and prevented risks.

- Proposed measures to rectify errors and risks affecting the interests of the Company.
- Periodically prepared and submitted reports to the Board of Directors and the Board of Managements as required.

In 2024, the Audit Committee organized 4 meetings to evaluate accounting and financial activities, business performance, and the management and operations of the Company, specifically:

No.	Members of Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Tran Tieu Mai	4/4	100%	100%	
2	Vu Thi Hanh	4/4	100%	100%	

Conclusions and recommendations of the Audit Committee: Over the past year, the Audit Committee has organized four regular meetings, focusing on monitoring and evaluating the company's financial activities, governance, and internal control. We have audited the 2024 financial statements, confirming the accuracy and reasonableness in reflecting the financial situation. The internal control system has been assessed as operating effectively, with procedures constantly updated to ensure alignment with the company's management and control mechanisms. Over the past year, the Board of Directors and the Board of Managements have closely coordinated to ensure efficient and sustainable business operations, in line with the General Shareholders' Meeting Resolution.

2. Remuneration, Operating Costs, and Benefits of the Audit Committee in 2024

In 2024, all members of the Audit Committee did not receive any remuneration.

3. Supervision Results for Financial Statements, Operational Situation, Financial Condition of the Company, and Supervision Results for the Board of Directors, CEO, and Other Executives by the Audit Committee in 2024

a. Assessment of Financial Statements, Operational Situation, and Financial Condition of the Company in 2024:

Criteria	Unit	Actual 2023	Actual 2024	Rate 2024/2023
Net Revenue	Million dong	3,479,849	3,127,481	90%
Profit before Corporate income tax	Million dong	41,653	76,068	183%
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Owner equity	Million dong	934,276	1,074,397	115%

Source: Separate Financial Statements – Audited in 2024



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Profit after Corporate income tax	Million dong	37,056	203,570	549%
Total assess	Million dong	2,006,288	2,409,019	120%
Owner equity	Million dong	934,276	1,074,397	115%

Source: Consolidated Financial Statements – Audited in 2024

During the financial assessment process of the company, the Audit Committee focuses on evaluating key financial indicators, including revenue, profit, cash flow, and capital structure. Analyzing financial statements helps determine the stability and profitability of the company, while also identifying potential risks related to cost management, liabilities, and operational cash flow. Additionally, the Audit Committee considers factors affecting the business environment, including market fluctuations and tax policies, to propose measures for improving operational efficiency and ensuring the company's sustainable development.

b. Supervision Results for the Activities of the Board of Directors and the Board of Managements in 2024:

- The Board of Directors organized activities in compliance with the Charter and the Law on Enterprises. The BoD meetings were conducted regularly. In 2024, the BoD closely followed the direction of the resolutions of the 2024 General Meeting of Shareholders to propose and implement executing resolutions. The BoD members fully participated in all BoD meetings.
- The Board of Managements organized and performed the management of the company in accordance with the resolutions of the GMS, the BoD, the Charter, regulations, and policies of the company.
- The BoD and the Board of Managements ensured the rights of shareholders as the company consistently complied with legal regulations and completed dividend payments according to the 2024 GMS resolutions.

c. Report on Related Party Transactions of the Company

- Transactions between the Company and its affiliated people or between the Company and its major shareholders, internal person and affiliated people

No.	Name of organization/ individual	Relationship with the Company	No. & date of issue, place of issue	Address	Time of transactions with the Company	Note
1	Can Tho Automobile	Subsidiary	1800420206 issued on	No. 102 Cach Mang Thang	2024	Revenue from car repair and



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No.	Name of organization/ individual	Relationship with the Company	No. & date of issue, place of issue	Address	Time of transactions with the Company	Note
	Mecanical Joint Stock Company		14/06/2001	Tam, Cai Khe Ward, Ninh Kiều Distrcit, Can Tho City		other: 225,887,288 VND Cost of other service: 651,257,453 VND Loan collection: 24,000,000,000 VND
2	PTM Automobile Service, Trading And Manufacturing Joint Stock Company	Subsidiary	0101116000 issued on 09/03/2001	No. 256 Kim Giang Street, Dai Kim Ward, Hoang Mai District, Ha Noi City	2024	Revenue from car sales, car repair, car rental and other: 24,077,622,657 VND Cost of car purchase, land for rent, transportation and other costs: 5,597,627,882 VND
3	West Transprovincial Bus And Service Joint Stock Company	Subsidiary	0302365938, the 13rd registration for change issued on 31/05/2017	No. 54 Kinh Duong Vuong, Ward 13, District 6, HCM City	2024	Revenue from car repair and other: 34,768,270 VND Cost of other service: 576,500,000 VND
4	Do Tien Dung	- Chairman of the Board Legal Representative			2024	
5	Vu Thi Hanh	- Member of the Board of Directors - Member of the Audit Committee - Person in charge of corporate governance			2024	Transfer of land use rights: 72,675,000,000 VND



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- Transactions between the company, its subsidiaries, or companies controlled by the public company with over 50% of charter capital, and members of the Board of Directors and their related parties: None
- Transactions between the company and companies where a member of the Board of Directors is a founding member or has been a business manager within the past 3 years prior to the transaction

No.	Name of organization/ individual	Relationship with the Company	No. & date of issue, place of issue	Address	Time of transactions with the Company	Note
1	Can Tho Automobile Mechanical Joint Stock Company	Subsidiary	1800420206 issued on 14/06/2001 0101116000 issued on 09/03/2001	No. 102 Cach Mang Thang Tam, Cai Khe Ward, Ninh Kiều District, Can Tho City	2024	Revenue from car repair and other: 225,887,288 VND Cost of other service: 651,257,453 VND Loan collection: 24,000,000,000 VND
		Tran Quoc Hai_BOD Tran Van My-BOD Do Ngoc Thuy Trang-BOD				
2	West Transprovincial Bus And Service Joint Stock Company	Subsidiary	0302365938, the 13rd registration for change issued on 31/05/2017	No. 54 Kinh Duong Vuong, Ward 13, District 6, HCM City	2024	Revenue from car repair and other: 34,768,270 VND Cost of other service: 576,500,000 VND
		Do Tien Dung-BOD Tran Quoc Hai_BOD Nguyen Thi Thanh Hang-BOD				
3	PTM Automobile Service, Trading And Manufacturing Joint Stock Company	Subsidiary	0101116000 issued on 09/03/2001	No. 256 Kim Giang Street, Dai Kim Ward, Hoang Mai District, Ha Noi City	2024	Revenue from car sales, car repair, car rental and other: 24,077,622,657 VND Cost of car purchase, land for rent, transportation and other costs: 5,597,627,882 VND
		Do Tien Dung-BOD Vu Thi Hanh-BOD Tran Van My-BOD/CEO				

- Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: As table above.

The Audit Committee has found that transactions with related parties have ensured transparency and compliance with regulations. At the same time, the transactions have followed internal approval procedures and have been fully reported in the financial statements.

4. Evaluation of Coordination between the Audit Committee, the Board of Directors, the CEO, and Shareholders

The Audit Committee coordinated closely with the Board of Directors, the CEO, and



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shareholders according to the following principles:

- Always prioritize the common interests of the Company and shareholders.
- Strictly comply with relevant legal regulations, the Charter, and corporate governance policies.
- Implement principles of centralization, democracy, openness, and transparency.
- Coordinate activities with the highest sense of responsibility, honesty, cooperation, and proactively resolve obstacles and difficulties

5. Evaluation of the Company's Internal Control and Risk Management System

In 2024, the Company's internal control and risk management system has been increasingly improved and standardized to promptly identify potential risks and emerging risks, thereby minimizing negative impacts on the Company's business activities.

6. Audit Committee's Operational Directions for 2025

In 2025, the Audit Committee will continue to maintain activities that have been successfully implemented in 2024, further improve operational methods, and refine the system of internal corporate governance regulations and policies.

II. CONCLUSION

I have reported and presented to you the evaluation of the business results for 2024 and the operational directions for 2025 of Hang Xanh Motors Service Joint Stock Company (HAXACO).

In 2025, the Audit Committee, along with the Board of Directors and the Board of Managements, commit to the shareholders that we will strive to overcome all challenges and difficulties to maintain stability and achieve the targets set by the General Meeting of Shareholders.

We hope to continue receiving the trust, support, and companionship of our esteemed shareholders for a common goal of elevating HAXACO to new heights.

Respectfully submitting to the General Meeting of Shareholders for approval.

Recipients:

- Shareholders;
- BOD; AM;
- Archive: BOD Secretary.

**HANG XANH MOTORS SERVICE JSC.
OBO. AUDIT COMMITTEE
CHAIRWOMAN**

(Signed)

TRAN TIEU MAI



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DRAFT



HCMC., March 15th, 2025

REPORT OF BOARD OF MANAGEMENT ON THE RESULTS OF OPERATIONS IN 2024

To: 2025 Annual General Meeting of Shareholders of Hang Xanh Motors Service JSC.

On behalf of the Board of Management of Hang Xanh Motors Services Joint Stock Company, I would like to report the Board of Management's operations regarding the business results in 2024 as follows:

I. GENERAL SITUATION

In 2024, the global economy and Vietnam's economy began to show signs of recovery despite still being affected by geopolitical fluctuations. Controlling inflation worldwide and in Vietnam, along with optimistic global economic growth forecasts from reputable organizations, are positive signals. Domestically, GDP growth exceeded expectations, lending rates tended to decrease, creating favorable conditions for businesses to recover. For the automotive industry, the market gradually improved with increased sales volume thanks to the policy of reducing registration fees for locally assembled vehicles. Besides the familiar competition between imported and assembled vehicles, the increasing popularity of electric vehicles in Vietnam offers more choices for consumers, both in terms of product quality and brand.

Faced with market opportunities and challenges, HAXACO's leadership has always been cautious, closely monitoring the actual situation, and proposing appropriate business plans to establish reasonable operational methods, ensuring the set goals are achieved

II. BUSINESS RESULTS IN 2024

1. Results

1.1. Activities in 2024

After a year with many challenges, HAXACO has recorded the following results: Profit before corporate income tax reached over VND 76 billion. With the distribution of vehicles, an increase compared to 2023, it shows that the automotive market in 2024 has improved. Especially with the strong development of subsidiaries, the consolidated profit before tax reached more than 258 billion VND. Below are some advantages and difficulties the Company faced during its operations in 2024:

Advantages:

- Being the authorized dealer that holds the majority market share of Mercedes-Benz in Vietnam.
- With 5 dealerships that meet all the standards required by the Mercedes-Benz Vietnam, affirming the consistent and stable development of the HAXACO network.
- HAXACO's dealerships are located in three big cities: Hanoi, Ho Chi Minh and Can Tho, meeting the demand for luxury car consumption of customers nationwide.
- The policy of a 50% reduction in registration fees for domestically assembled cars, effective from the beginning of September 2024 to November 2024, stimulated consumer purchasing demand.





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Disadvantages:

- The economic recession, the risk of rising inflation, along with tightened consumer spending... have led to a significant decline in car sales.
- High bank loan interest rates and difficulty in disbursement have made it challenging for consumers to purchase cars on installment plans.
- Car manufacturers and dealerships in Vietnam continuously launch new products, promotional programs, and direct discounts... making the competition among car manufacturers more intense.

1.2. Sales and Customer Services Performance Results

Criteria	Unit	Actual 2023	Actual 2024	Rate 2024/2023
Net Revenue	Million dong	3,479,849	3,127,481	90%
Profit before Corporate income tax	Million dong	41,653	76,068	183%
Profit after Corporate income tax	Million dong	32,959	60,790	184%
Total asset	Million dong	1,818,760	1,827,426	100%
Owner equity	Million dong	934,276	1,074,397	115%

Source: Separate Financial Statements – Audited in 2024

Criteria	Unit	Actual 2023	Actual 2024	Rate 2024/2023
Net Revenue	Million dong	3,981,922	5,513,287	138%
Profit before Corporate income tax	Million dong	48,131	258,357	537%
Profit after Corporate income tax	Million dong	37,056	203,570	549%
Total assess	Million dong	2,006,288	2,409,019	120%
Owner equity	Million dong	934,276	1,074,397	115%

Source: Consolidated Financial Statements – Audited in 2024



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2. Financial Situation

2.1. Asset Situation

Criteria	Unit	31/12/2023	31/12/2024	% Rate 2024/2023
Tangible Fixed Assets	Million dong	263,833	270,705	103%
Intangible Fixed Assets	Million dong	10,890	10,724	98%
Total Fixed Assets	Million dong	274,723	281,429	10,2%

Source: Separate Financial Statements – Audited in 2024

Criteria	Unit	31/12/2023	31/12/2024	% Rate 2024/2023
Tangible Fixed Assets	Million dong	370,389	449,128	121%
Intangible Fixed Assets	Million dong	10,921	10,738	98%
Total Fixed Assets	Million dong	381,310	459,866	121%

Source: Consolidated Financial Statements – Audited in 2024

2.2. Liability Situation

- Due debts are always paid on time and in full by the Company according to the contract or loan agreement.
- The company always pays value-added tax and other taxes and fees in full and on time according to State regulations.
- So far, the Company has no debts with any members of the Board of Directors, the Board of Management, the chief accountant, major shareholders, and related parties, and vice versa..
- The total finance lease loan & liabilities are as follows:

Unit: Million dong

Criteria	31/12/2023	31/12/2024
Short term lease loan & liabilities	564,848	548,305
Total	564,848	548,305

Source: Separate Financial Statements – Audited in 2024



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Criteria	31/12/2023	31/12/2024
Short term lease loan & liabilities	699,552	669,664
Total	699,552	669,664

Source: Consolidated Financial Statements – Audited in 2024

2.1. Improvements in Organizational Structure, Policies, and Management

- Policy: To meet the demands of sustainable development, the Board of Managements has updated and supplemented policies related to human resources, finance, and environment management. The new policies focus on ensuring transparency, accountability, and compliance with legal regulations.
- Management: The Board of Managements has implemented advanced management technologies to enhance operational efficiency. Financial management, project management, and customer management systems have been improved and automated. This helps to minimize errors, increase accuracy, and save time during the working process.
- Training and Development: To improve the capabilities of the staff, the Board of Managements has implemented intensive training programs and skill development. These training courses not only focus on professional skills but also include soft skills such as leadership, communication, and problem-solving.
- Encouraging Innovation and Creativity: The Board of Managements has fostered an open working environment, encouraging employees to contribute new ideas and initiatives. Competitions and creativity incentive programs are periodically organized to seek and develop breakthrough ideas.

2.2. Operational Direction in 2025

- Given the constantly changing market economy, the company proactively proposes flexible plans regarding competition, pricing, and discount policies to maintain market share. At the same time, closely monitors to maintain stability in the company's business, investment, and financial activities.
- Control financial leverage, enhance risk management, and plan for possible scenarios to prepare suitable plans for response, especially in cost management.
- Strive to build management personnel at all levels who are both competent and have good ethical qualities. Simultaneously, consolidate and strengthen the management apparatus, enhance service quality control processes, and combine supportive technology to expand and develop the system.



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- Continue expanding vehicle business operations, researching a diverse product portfolio while orienting towards building long-term strategies and establishing a reputable brand to gain customer trust. The company promotes the development of the MG and Mercedes-Benz vehicle business system.
- Accelerate the plan to list the subsidiary - PTM Automobile Service, Trading and Manufacturing Joint Stock Company (PTM Company).
- Identify corporate governance towards sustainable and comprehensive development, where the first step is to ensure compliance with legal disclosure requirements.
- Develop a 2025 business plan in line with the company's actual situation, closely following economic trends and focusing efforts on achieving targets.

III. CONCLUSIONS

The achievements that HAXACO has accomplished are a solid foundation for HAXACO to continue leveraging its advantages and creating new breakthroughs.

In 2025, the Board of Managements commits to investors to continue striving to overcome all challenges to maintain stability and achieve the targets approved by the General Meeting of Shareholders.

Respectfully submitting to the General Meeting of Shareholders for approval.

Recipients:

- Shareholders;
- BOD;
- Archive: BOD Secretary.

**HANG XANH MOTORS SERVICE JSC.
GENERAL DIRECTOR**

(Signed)

NGUYEN THI NGOC BICH



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DRAFT



HCMC., March 15th, 2025

PROPOSAL

Re: Approval of audited 2024 financial statements

To: General Meeting of Shareholders of Hang Xanh Motors Service JSC.

- Pursuant to Law On Enterprise No. 59/2020/QH14 promulgated by The National Assembly on June 17th, 2020;
- Pursuant to Law On Securities No. 54/2019/QH14 promulgated by The National Assembly on November 26th, 2019;
- Based on the Charter on the organization and operation of Hang Xanh Motors Service Joint Stock Company;
- Based of the audited 2024 financial statements;

Based on Point f, Clause 1, Article 15 of the Charter of Hang Xanh Motors Service Joint Stock Company, which stipulates the rights and obligations of the General Meeting of Shareholders regarding the approval of the Company's annual audited financial statements.

The Board of Directors of Hang Xanh Motors Service Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2024 separate and consolidated financial statements, which have been audited by Viet Values Audit and Consulting Company Limited.

Respectfully submitting to the General Meeting of Shareholders for approval.

Sincerely yours,

Recipients:

- Shareholders;
- BOD;
- Archive: BOD Secretary.

**HANG XANH MOTORS SERVICE JSC.
ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

(Signed)

DO TIEN DUNG



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HCMC., March 15th, 2025

PROPOSAL

(Re: Plan for Cash Dividend Distribution)

To: General Meeting of Shareholders of Hang Xanh Motors Services JSC.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly dated June 17th, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly dated November 26th, 2019;
- Pursuant to the Charter of Organization and Operation of Hang Xanh Motors Services JSC.;
- Pursuant to the audited consolidated financial statements for the year 2024.

Based on the business performance for the year 2024 and the profit distribution regulations in the Company's Charter, the Board of Directors of Hang Xanh Motors Services Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the plan for cash dividend distribution as follows:

1. Approval of the plan for cash dividend distribution from the undistributed after-tax profit according to the consolidated financial statements as of December 31st, 2024, with the following details:
 - Proposed dividend payout ratio: 10% (Each share will receive VND 1,000 (One thousand Vietnamese Dong);
 - Dividend distribution method: Cash payment;
 - Eligible shareholders: Existing shareholders listed in the shareholder register on the record date for dividend entitlement;
 - Implementation timeline: To be carried out in compliance with applicable regulations immediately after approval by the General Meeting of Shareholders;
2. Assign / Authorize the Board of Directors to (i) Determine the record date for identifying shareholders entitled to receive dividends and the dividend payment date in accordance with the approved plan; (ii) Carry out all necessary procedures and tasks to complete the dividend distribution plan in compliance with applicable laws.

Respectfully submitting to the General Meeting of Shareholders for approval.

Recipients:

- Shareholders;
- Board of Directors;
- Secretary of the BOD.

HANG XANH MOTORS SERVICE JSC.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN OF THE BOARD

(Signed)

DO TIEN DUNG

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Email: haxaco@haxaco.com.vnWebsite: www.haxaco.com.vn**DRAFT**HCMC., March 15th, 2025**PROPOSAL**

(Re: Profit Distribution Plan for 2024)

To: General Meeting of Shareholders of Hang Xanh Motors Services JSC.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly dated June 17th, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly dated November 26th, 2019;
- Pursuant to the Charter of Organization and Operation of Hang Xanh Motors Services JSC.;
- Pursuant to the audited consolidated financial statements for the year 2024.

Based on the business performance results of 2024 and the profit distribution regulations in the Company's Charter, the Board of Directors of Hang Xanh Motors Service Joint Stock Company respectfully submits to the General Meeting of Shareholders the profit distribution plan for 2024 as follows:

No.	Criteria	Amount (VND)
1	Distributable Net Profit according to the consolidated financial statements as of 31/12/2024	128,999,588,778
2	Net Profit to be distributed:	107,439,681,000
2.1	<i>Dividend payment in cash (10% of charter capital)</i>	<i>107,439,681,000</i>
3	Undistributed remaining net profit carried forward to the next year	21,559,907,778

Respectfully submitting to the General Meeting of Shareholders for approval.

Recipients:

- Shareholders;
- Board of Directors;
- Secretary of the BOD.

HANG XANH MOTORS SERVICE JSC.
ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD

(Signed)

DO TIEN DUNG



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HCMC., March 15th, 2025

PROPOSAL

(Re: Selection of independent auditor for financial statement in 2025)

To: General Meeting of Shareholders of Hang Xanh Motors Services JSC.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly dated June 17th, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly dated November 26th, 2019;
- Pursuant to the Charter of Organization and Operation of Hang Xanh Motors Services JSC.;

For the highest efficiency of the auditing of the 2025 financial statements, the Board of Directors, after reaching an agreement with the Audit Committee, respectfully submits to the General Meeting of Shareholders for approval the List of Audit Organizations approved by the State Securities Commission and authorizes the Board of Directors to select an auditing company with sufficient capacity, expertise, and a professional team of auditors from the aforementioned list to audit the separate and consolidated financial statements for 2025, and review the separate and consolidated financial statements for the first six months of 2025.

Respectfully submitting to the General Meeting of Shareholders for approval.

Recipients:

- Shareholders;
- Board of Directors;
- Secretary of the BOD.

**HANG XANH MOTORS SERVICE JSC.
ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

(Signed)

DO TIEN DUNG



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HCMC., March 15th, 2025

PROPOSAL

(Re: Dismissal and election of additional members of the Board of Directors for the term 2024 - 2029)

To: General Meeting of Shareholders of Hang Xanh Motors Services JSC.

- Pursuant to the Law on Enterprises No. 59/2020/QH14 issued by the National Assembly dated June 17th, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 issued by the National Assembly dated November 26th, 2019;
- Pursuant to the Charter of Organization and Operation of Hang Xanh Motors Services JSC.;
- Resignation letter from Mr. Tran Quoc Hai from the position of Member of the Board of Directors for the term 2024 – 2029.

The Board of Directors respectfully submits the following issues to the General Meeting of Shareholders for approval

1. Approval of the resignation letter from a member of the Board of Directors as follows:

Mr. Tran Quoc Hai - Member of the Board of Directors

(The resignation letter from Mr. Tran Quoc Hai for the position of Member of the Board of Directors was publicly disclosed by the company on February 13, 2025.)

2. Election of an additional member to the Board of Directors for the term 2024 – 2029

- Number of Board members : 01 person
- Term : 2024 – 2029
- Maximum number of Board member candidates : Unlimited
- Candidate qualifications for the Board of Directors (According to Clause 1, Article 155 of the Law On Enterprise No. 59/2020/QH14, Article 275 of Decree 155/2020/ND-CP, and Clause 4, Article 25 of the Company's Charter)

3. Approval of the list of candidates for the Board of Directors

- Mr/Ms- Member of the Board of Directors (Attached resume)

Other contents related to the election of the Board of Directors for the term 2024 – 2029 will be applied according to the election regulations of the Board of Directors at the 2025 Annual General Meeting of Shareholders

Respectfully submitting to the General Meeting of Shareholders for approval.

Recipients:

- Shareholders;
- Board of Directors;
- Secretary of the BOD.

HANG XANH MOTORS SERVICE JSC.
ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD

(Signed)

DO TIEN DUNG



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DRAFT

REGULATIONS FOR NOMINATION, CANDIDACY, AND ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS FOR THE TERM 2024 – 2029 HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Pursuant to

- The Law On Enterprise No. 59/2020/QH14 dated June 17th, 2020;
- The Law On Securities No. 54/2019/QH14 dated November 26th, 2019, and accompanying sub-law documents;
- Decree 155/2020/ND-CP detailing the implementation of certain provisions of the Securities Law, passed on December 31st, 2020;
- The Charter of Organization and Operation of Hang Xanh Motors Service Joint Stock Company;
- The internal regulation on corporate governance of Hang Xanh Motors Service Joint Stock Company;

The Checking Voting Board of the General Meeting announces the regulations for nomination, candidacy, and election of the Board of Directors at the 2025 Annual General Meeting of Shareholders of Hang Xanh Motors Service Joint Stock Company as follows

I. Explanation of Terms/ Acronyms

- Company : Hang Xanh Motors Service Joint Stock Company
- BOD : Board of Directors
- BOO : Board of Organization
- GMS : General Meeting of Shareholders
- Delegate : Shareholder, representative (authorized person)

II. Chairperson at the General Meeting

The chairperson at the General Meeting is responsible for overseeing the election with specific tasks as follows

- Introducing the list of nominees and candidates for the Board of Directors;
- Supervising voting and vote counting;
- Resolving election-related complaints (if any)

III. Regulations for Nomination and Candidacy of Board of Directors Members:

- Number of Board members: 01 person
- Term: 2024 – 2029
- Maximum number of Board member candidates: Unlimited

Regulations for Nomination, Candidacy, and Election of the Board of Directors for the Term 2024 – 2029

1. Nomination and Candidacy Rights for the Board of Directors: *(according to Article 25 of the company charter)*

Shareholders holding common shares have the right to combine their voting shares to nominate candidates for the Board of Directors. Shareholders or groups of shareholders holding from 10% to less than 20% of the total voting shares have the right to nominate one (01) candidate; from 20% to less than 30% can nominate a maximum of two (02) candidates; from 30% to less than 40% can nominate a maximum of three (03) candidates; from 40% to less than 50% can nominate a maximum of four (04) candidates; from 50% and above can nominate the full number of candidates.

Candidate must meet the standards specified in section 2 below.

In cases where the number of candidates for the Board of Directors through nomination and candidacy is still insufficient, the current Board of Directors may nominate additional candidates or organize nominations according to a mechanism specified by the company in its internal corporate governance regulations and operational regulations.

2. Standards for Candidates for the Board of Directors: *Candidates for the Board of Directors must meet the following standards and conditions (according to Article 155 of the Law On Enterprise No.59/2020/QH14, Decree 155/2020/ND-CP, and Clause 4, Article 25 of the Company's Charter):*

- Have full civil capacity and not belong to the group of persons prohibited from managing enterprises as specified in Clause 2, Article 17 of the Law On Enterprise No.59/2020/QH14;
- Possess professional qualifications and experience in business management or in the field, industry, and profession of the company, and not necessarily be a shareholder of the company;
- Members of the company's Board of Directors may simultaneously be members of the Board of Directors of up to a maximum of 05 other companies.

IV. Election Principles

- Comply with legal regulations and the Company's Charter.
- Voting rights are based on the number of shares owned or represented. Election results are based on the number of voting shares of the attending delegates.
- For each election, a delegate is allowed to use only one ballot corresponding to the number of shares owned or represented.
- The Checking counting board is nominated by the chairperson and approved by the general meeting. Members of the Checking counting board are not allowed to be on the list of nominees and candidates for the Board of Directors.

V. Election Method

- The list of Board of Directors candidates is arranged in alphabetical order by name, with full names written on the ballot.
- Election Method: *(According to Clause 3, Article 148 of the Law On Enterprise 2020)*
 - Conducted by cumulative voting: each delegate has a total number of voting rights equivalent to the total number of shares owned or represented multiplied by the number

Regulations for Nomination, Candidacy, and Election of the Board of Directors for the Term 2024 – 2029

of members to be elected to the Board of Directors.

- Delegates have the right to concentrate their total votes on one or several candidates
- Each delegate attending the meeting is issued one Board of Directors election ballot. Delegates must check the information on the ballot upon receipt and notify the Checking counting board immediately if there are any errors.
- In case of a wrong selection, delegates contact the Checking counting board to be issued a new ballot and must submit the old one.
- In case of candidate changes on the day of the general meeting, the Checking counting board is responsible for issuing new ballots and collecting the old ones (if any) before vote counting begins.
- How to fill out the election ballot:
 - ✓ Delegates vote for a maximum number of candidates equal to the number of members to be elected
 - ✓ If concentrating all votes on one or evenly distributing all votes among candidates, delegates mark the " **Equal Vote Distribution** " box for the corresponding candidates
 - ✓ If distributing votes unevenly among candidates, delegates write the number of votes in the "**Number of Votes**" box for the corresponding candidates

Note:

- In cases where delegates both mark the " **Equal Vote Distribution** " box and write the number of votes in the "Number of Votes" box, the result is based on the number of votes in the "**Number of Votes**" box.
- Ballots will be placed in a sealed ballot box before vote counting begins.
- Valid ballots: ballots are pre-printed by the organizing committee, stamped with the company's red seal, and not altered, erased, or have any additional content beyond the regulations for the ballot.
- The following ballots will be considered invalid:
 - Adding other content to the ballot;
 - Ballots not in the pre-printed form issued by the organizing committee, ballots without the company's red seal, or altered, erased, or with additional content beyond the regulations for the ballot;
 - The number of candidates voted for exceeds the number of members to be elected;
 - The total number of votes for candidates from delegates exceeds the allowed voting total;
 - No signature and clearly written name (handwritten) of the attending delegate.
- After voting ends, vote counting will be conducted under the supervision of the Checking counting board and shareholder representatives (if needed).

Regulations for Nomination, Candidacy, and Election of the Board of Directors for the Term 2024 – 2029

- The Checking counting board is responsible for making a vote counting record, announcing the results, and resolving any questions or complaints from delegates (if any) with the chairperson.
- Election ballots will be stored according to regulations and opened upon request from the company's General Meeting of Shareholders.

VI. Principles for Electing and Selecting Candidates

- Elected candidates are determined by the number of votes received, ranked from highest to lowest, starting with the candidate with the highest number of votes until the required number of members is reached.
- In the case where two (02) or more candidates receive the same number of votes for the final member position, a re-election will be conducted among those candidates with the same number of votes.
- If the first election does not result in the required number of elected members, subsequent elections will be held until the required number of members is elected.

VII. Documents for Nomination and Candidacy for the Board of Directors:

The Documents for nomination and candidacy for the Board of Directors includes:

- Application for nomination/candidacy to the Board of Directors (*As attached template*)
- Resume (*As attached template*)
- Copies of the following documents: ID card/Citizen ID/Passport.
- Certificates of education and professional qualifications (if any).
- The person nominating for the Board of Directors must be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the contents in their documents.

The documents should be sent to Hang Xanh Motors Service Joint Stock Company before date 01 month 03 year 2025 to the following address:

Head office of Hang Xanh Motors Service Joint Stock Company

Address: No. 333 Dien Bien Phu Street, Ward 15, Binh Thanh District, HCM. City

Phone: (028) 3512 0026 Fax: (028) 3512 0025

Above is the entire regulation for nomination, candidacy, and election of Board of Directors members at the 2025 Annual General Meeting of Shareholders of Hang Xanh Motors Service Joint Stock Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

***Regulations for Nomination, Candidacy, and Election of the Board of Directors for the Term
2024 – 2029***

These regulations take effect immediately upon approval by the General Meeting of Shareholders.

Recipients:

- Shareholders;
- Board of Directors;
- Secretary of the BOD.

**HANG XANH MOTORS SERVICE JSC.
ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD**

(Signed)

DO TIEN DUNG





HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address : 333 Dien Bien Phu, Ward 15, Binh Thanh District, HCM City

Phone : (028) 3512 0026

Fax: (028) 3512 0025

Email : haxaco@haxaco.com.vn

Website: www.haxaco.com.vn

NOMINATION FORM

FOR THE BOARD OF DIRECTORS MEMBER TERM 2024 – 2029

(For Shareholders)

To: *Hang Xanh Motors Service Joint Stock Company*

- Shareholder's Full Name:
- ID/Passport/Business Registration Number:.....Date of Issue.....
- Place of Issue:.....
- Legal Representative (if any).....
- Number of shares owned:..... shares
- Equivalent total par value: (VND)

I request Hang Xanh Motors Service Joint Stock Company to allow me to nominate:

Mr./Ms./Mrs.:

ID/Passport Number:..... Date of Issue:..... Place of Issue:.....

Address:

Educational Qualification:..... Major:

Currently owning: (shares)

Equivalent total par value:..... (VND)

As a candidate for the Board of Directors of Hang Xanh Motors Service Joint Stock Company for the term 2024 – 2029

Sincerely,

Attached documents:

- Copy of ID/Passport
- Candidate's Resume
- Certificates of education and professional qualifications (if any).

....., date month year

Nominator

(Sign, seal, and clearly state full name)



HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address: 333 Dien Bien Phu, Ward 15, Binh Thanh District, HCM City

Phone: (028) 3512 0026

Fax: (028) 3512 0025

Email: haxaco@haxaco.com.vn

Website: www.haxaco.com.vn

NOMINATION FORM

FOR THE BOARD OF DIRECTORS MEMBER TERM 2024 – 2029

(For Group of Shareholder)

To: Hang Xanh Motors Service Joint Stock Company

- Representative of the group of shareholder:
- ID/Passport/Business Registration Number:.....Date of Issue.....
- Place of Issue:.....
(attached list of shareholder group)
- Number of shares owned by the group of shareholder:shares
- Equivalent total par value:: (VND)

We request Hang Xanh Motors Service Joint Stock Company to allow us to nominate:

Mr./Ms./Mrs.:

ID/Passport Number:..... Date of Issue:..... Place of Issue:.....

Address:

Educational Qualification:..... Major:

Currently owning: (shares)

Equivalent total par value:..... (VND)

As a candidate for the Board of Directors of Hang Xanh Motors Service Joint Stock Company for the term 2024 – 2029

Sincerely,

Attached documents:

- Copy of ID/Passport
- Candidate's Resume
- Certificates of education and professional qualifications (if any).

....., date month year

Representative of the group of shareholder nominating
(Sign, seal, and clearly state full name)

**HANG XANH MOTORS SERVICE JOINT STOCK COMPANY**

Address: 333 Dien Bien Phu, Ward 15, Binh Thanh District, HCM City

Phone: (028) 3512 0026

Fax: (028) 3512 0025

Email: haxaco@haxaco.com.vnWebsite: www.haxaco.com.vn**LIST OF GROUP OF SHAREHOLDER****ATTACHED TO THE NOMINATION FORM OF THE GROUP OF
SHAREHOLDER****(as template)**

No.	Full name	ID/Passport/Business Registration No.	Address	Number of shares owned	Shareholder's Signature / Signature and Seal of the Organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
Total					

MEETING MINUTES

NOMINATION OF CANDIDATES FOR THE BOARD OF DIRECTORS HANG XANH MOTORS SERVICE JOINT STOCK COMPANY TERM 2024 - 2029

- Pursuant to the Charter of Organization and Operation of Hang Xanh Motors Service Joint Stock Company.
- Pursuant to the regulations on nomination, candidacy, and election of members of the Board of Directors of Hang Xanh Motors Service Joint Stock Company term 2024 - 2029.

Today, date.....month..... year 2025, at, we are the shareholders of Hang Xanh Motors Service Joint Stock Company, jointly holding ... shares (in words: shares), accounting for ... % of the company's voting shares, listed in the following list:

No.	Full name	ID/Passport/Business Registration No.	Address	Number of shares owned	Shareholder's Signature / Signature and Seal of the Organization
1	
2					
3					
4					
5					
	Total				

We appoint:

Mr./Ms./Mrs.:

ID/CCCD/Passport No:.....Date of issue:.....Place of issue:.....

Address:.....

To act as the group's representative to carry out the nomination procedures in accordance with the regulations on nomination to the Board of Directors of Hang Xanh Motors Service Joint Stock Company for the term 2024 – 2029

And we unanimously nominate the following candidate to join the Board of Directors:

Mr./Ms./Mrs.:

ID/CCCD/Passport No:.....Date of issue:.....Place of issue:.....

Address:

Educational Qualification:.....Major:

Currently owning: (shares)

Equivalent total par value:..... (VND)

This meeting minutes was made at..... hours, date /.../.....at.....

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

Nominated group representative
(Sign, seal, and clearly state full name)



THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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RESUME

1/ Full name:	
2/ Gender:	
3/ Date of birth:	
4/ Place of birth:	
5/ ID/Passport:	Date of issue:
6/ Nationality:	
7/ Ethnicity:	
8/ Address:	
9/ Company phone number: :	Mobile phone number:
10/ Email:	
11/ Professional qualifications:	
12/ Work experience: + From ... to ... : + From ... to ... :	
13/ Current positions:	
14/ Total shares owned (as of.../.../...) shares, accounting for% of charter capital, including:	
+ Representative portion of capital (name of organization as state shareholder/ strategic shareholder/other) shares, accounting for% of charter capital
+ Individual owned: shares, accounting for% of charter capital
15/Commitments to owning shares (if any)	
16/Related persons owning shares of the company: – Relationship:; owned: shares, accounting for% of charter capital
 – Relationship:; owned: shares, accounting for% of charter capital
17/ Related interests with the Company:	
18/ Conflicting interests with the Company:	

I hereby declare that the above statements are completely true, and if any are found to be false, I take full responsibility before the law.

....., datemonth year 2025

Declarant

(Sign and clearly state full name))





HANG XANH MOTORS SERVICE JOINT STOCK COMPANY
THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS



ELECTION BALLOT

SHAREHOLDER CODE: HAX.000...

SAMPLE

Name of Shareholder: ...

Number of votes owned: ... votes

Number of votes authorized: ... votes

Total number of representative votes: ... votes

Total number of votes for the Board of Directors members: ... votes

I agree to elect additional Board of Directors members for the term 2024 - 2029 as follows:

No.	Candidate Name	Equal Vote Distribution (for all candidates)	Number of Votes (for each candidate)
1	A		

Instructions:

- Delegates vote for a maximum number of candidates equal to the number of candidates to be elected. (01 person)
- If allocating all votes to one candidate, delegates mark the "Equal Vote Distribution" box for the corresponding candidate.
- If distributing votes unevenly among multiple candidates, delegates clearly indicate the number of votes in the "Number of Votes" box for the corresponding candidates.

Date 15 month 03 year 2025

DELEGATE

(Sign and clearly state full name)

Ho Chi Minh City, March 15th, 2025

DRAFT

MEETING MINUTES

THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- **Company Name** : Hang Xanh Motors Service Joint Stock Company
- **Head Office** : 333 Dien Bien Phu, Ward 15, Binh Thanh District, Ho Chi Minh City
- **Phone** : (028) 3512 0026 **Fax:** (028) 3512 0025
- **Business Registration Number** : 0302000126 issued on 17/05/2000 by Department of Planning and Investment of Ho Chi Minh City (the 32nd registration for change dated on 25/05/2024)
- **Time** : 08:00 AM, March 15th, 2025
- **Venue** : Head Office - 333 Dien Bien Phu, Ward 15, Binh Thanh District, Ho Chi Minh City

PART I: INTRODUCTION AND OPENING OF THE MEETING

1. Report on Delegate Eligibility

- Reporter: Mr. Nguyen Khac Minh - Presenting the Report on Delegate Eligibility
- Contents of Report:
 - Total number of shareholders invited: All shareholders listed in the shareholder registry as of February 12th, 2025, holding voting shares of Hang Xanh Motors Service Joint Stock Company.
 - Shareholders attending the meeting:..... shareholders and shareholder representatives, owning and representing voting shares, accounting for% of the total voting shares of the company.

According to the Law On Enterprise and the Company's Charter, the 2025 Annual General Meeting of Shareholders of Hang Xanh Motor Service Joint Stock Company is eligible to proceed.

- 2. Mr. Do Tien Dung, on behalf of the Chairman of the Board, will approve the working regulations and election regulations at the meeting.**

The meeting voted ...% in favor of approving the working regulations and election regulations.

3. Introduction of the Chairman of the Board:

Mr. Do Tien Dung: Chairman of the Board of Directors, Chairman of the Meeting

Mr. Tran Quoc Hai: Member of the Board of Directors, Member of the Chairman Board

Mrs. Nguyen Thi Ngoc Bich: General Director, Member of the Chairman Board

The meeting voted% in favor of approving the personnel of the Chairman Board.

4. The Chairman introduced the Secretary of the Meeting:

Mrs. Cao Thuy Nguyen: Secretary

5. The Chairman introduced the Checking Voting Board:

Checking Voting Board:

Mr. Tran Khoi Nguyen: Head of the Checking Voting Board

Mrs. Mai Thi Hanh: Member of the Checking Voting Board

The meeting voted% in favor of approving the personnel of the Checking Voting Board.

6. Mr. Do Tien Dung, on behalf of the Chairman Board, will approve the Meeting Agenda.

The meeting voted% in favor of approving the Meeting Agenda.

PART II: CONTENT OF THE MEETING

A. PRESENTATION OF REPORTS

Content 01: Reports of Board of Directors on activities of the Company in 2024 and plan for 2025

Presenter: Mr./Ms.-

Content 02: Reports of Audit Committee on activities of the Company in 2024 and plan for 2025

Presenter: Mr./Ms-

Content 03: Reports of Board of Managements on activities of the Company in 2024 and plan for 2025

Presenter: Mr./Ms-

B. CONTENT OF THE MEETING

Content 04: Proposal for approval of audited 2024 financial statements.

Presenter: Mr./Ms-

Content 05: Proposal for cash dividend distribution..

Presenter: Mr./Ms-

Content 06: Proposal for profit distribution plan in 2024..

Presenter: Mr./Ms-

Content 07: Proposal for production and business plan for 2025.

Presenter: Mr./Ms-

Content 08: Proposal for investment in expanding and developing business sectors

Presenter: Mr./Ms-

Content 09: Proposal for remuneration of Board of Directors in 2024 and plan for 2025

Presenter: Mr./Ms-

Content 10: Proposal for selection of independent auditor for financial statement in 2025

Presenter: Mr./Ms-

Content 11: Proposal for resignation and additional election of Board of Directors 's member

Presenter: Mr./Ms-

PART III: SHAREHOLDERS' OPINIONS

1. Shareholder:

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Answer:

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2. Shareholder:

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Answer:

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3. Shareholder:

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Answer:

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PART IV: SHAREHOLDER VOTING

At ... hours and ... minutes, the shareholders attending the meeting included:.....shareholders and shareholder representatives, owning and representing voting shares, accounting for% of the total voting shares of the company.

The meeting listened to presentations and voted by voting ballot on the following contents:

Content 01: Reports of Board of Directors on activities of the Company in 2024 and plan for 2025

➤ Voting Results:

Agree:	- Number of shares:	- Percentage: % of the total voting shares
Disagree:	- Number of shares:	- Percentage: % of the total voting shares
Abstention:	- Number of shares:	- Percentage: % of the total voting shares
Invalid:	- Number of shares:	- Percentage: % of the total voting shares

Therefore, Content 1 has been approved.

Content 02: Reports of Audit Committee on activities of the Company in 2024 and plan for 2025

➤ Voting Results:

Agree:	- Number of shares:	- Percentage: % of the total voting shares
Disagree:	- Number of shares:	- Percentage: % of the total voting shares
Abstention:	- Number of shares:	- Percentage: % of the total voting shares
Invalid:	- Number of shares:	- Percentage: % of the total voting shares

Therefore, Content 2 has been approved.

Content 03: Reports of Board of Managements on activities of the Company in 2024 and plan for 2025

➤ Voting Results:

Agree:	- Number of shares:	- Percentage: % of the total voting shares
Disagree:	- Number of shares:	- Percentage: % of the total voting shares
Abstention:	- Number of shares:	- Percentage: % of the total voting shares
Invalid:	- Number of shares:	- Percentage: % of the total voting shares

Therefore, Content 3 has been approved.

Content 04: Proposal for approval of audited 2024 financial statements.

➤ Voting Results:

Agree:	- Number of shares:	- Percentage:	% of the total voting shares
Disagree:	- Number of shares:	- Percentage:	% of the total voting shares
Abstention:	- Number of shares:	- Percentage:	% of the total voting shares
Invalid:	- Number of shares:	- Percentage:	% of the total voting shares

Therefore, Content 4 has been approved.

Content 05: Proposal for cash dividend distribution.

➤ Voting Results:

Agree:	- Number of shares:	- Percentage:	% of the total voting shares
Disagree:	- Number of shares:	- Percentage:	% of the total voting shares
Abstention:	- Number of shares:	- Percentage:	% of the total voting shares
Invalid:	- Number of shares:	- Percentage:	% of the total voting shares

Therefore, Content 5 has been approved.

Content 06: Proposal for profit distribution plan in 2024.

➤ Voting Results:

Agree:	- Number of shares:	- Percentage:	% of the total voting shares
Disagree:	- Number of shares:	- Percentage:	% of the total voting shares
Abstention:	- Number of shares:	- Percentage:	% of the total voting shares
Invalid:	- Number of shares:	- Percentage:	% of the total voting shares

Therefore, Content 6 has been approved.

Content 07: Proposal for production and business plan for 2025.

➤ Voting Results:

Agree:	- Number of shares:	- Percentage:	% of the total voting shares
Disagree:	- Number of shares:	- Percentage:	% of the total voting shares
Abstention:	- Number of shares:	- Percentage:	% of the total voting shares
Invalid:	- Number of shares:	- Percentage:	% of the total voting shares

Therefore, Content 7 has been approved.

Content 08: Proposal for investment in expanding and developing business sectors

➤ Voting Results:

Agree:	- Number of shares:	- Percentage: % of the total voting shares
Disagree:	- Number of shares:	- Percentage: % of the total voting shares
Abstention:	- Number of shares:	- Percentage: % of the total voting shares
Invalid:	- Number of shares:	- Percentage: % of the total voting shares

Therefore, Content 8 has been approved.

Content 09: Proposal for remuneration of Board of Directors in 2024 and plan for 2025

➤ Voting Results:

Agree:	- Number of shares:	- Percentage: % of the total voting shares
Disagree:	- Number of shares:	- Percentage: % of the total voting shares
Abstention:	- Number of shares:	- Percentage: % of the total voting shares
Invalid:	- Number of shares:	- Percentage: % of the total voting shares

Therefore, Content 9 has been approved.

Content 10: Proposal for selection of independent auditor for financial statement in 2025

➤ Voting Results:

Agree:	- Number of shares:	- Percentage: % of the total voting shares
Disagree:	- Number of shares:	- Percentage: % of the total voting shares
Abstention:	- Number of shares:	- Percentage: % of the total voting shares
Invalid:	- Number of shares:	- Percentage: % of the total voting shares

Therefore, Content 10 has been approved.

Content 11: Proposal for resignation and additional election of Board of Directors 's member

▪ Approval of the list of candidates for the Board of Directors, including:

- *Mr/Mrs.* *(Resume attached)*

➤ Voting Results:

Agree:	- Number of shares:	- Percentage: % of the total voting shares
Disagree:	- Number of shares:	- Percentage: % of the total voting shares
Abstention:	- Number of shares:	- Percentage: % of the total voting shares
Invalid:	- Number of shares:	- Percentage: % of the total voting shares

ELECTION RESULTS:

Full name	Position	Rate
BOARD OF DIRECTORS		
	Board of Directors's Member	

PART VI: APPROVAL OF MEETING MINUTES

Presenter: Mrs. Cao Thuy Nguyen, Secretary of the Meeting, read the minutes of the 2025 Annual General Meeting of Shareholders.

The meeting voted and agreed to approve the full text of the minutes of the 2025 Annual General Meeting of Shareholders with% of votes Agree.

These minutes are prepared incopies and will be kept at Hang Xanh Motors Service Joint Stock Company.

The 2025 Annual General Meeting of Shareholders of Hang Xanh Motors Service Joint Stock Company concluded at hoursminutes on the same day.

SECRETARY

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE BOARD**

**RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HANG XANH MOTORS SERVICE JOINT STOCK COMPANY**

- Pursuant to Law On Enterprise No. 59/2020/QH14 issued by the National Assembly dated June 17th, 2020;
- Pursuant to Law On Securities No. 54/2019/QH14 issued by the National Assembly dated November 26th, 2019;
- Based on the Charter of Hang Xanh Motors Service Joint Stock Company;
- Based on the Meeting Minutes of the Annual General Meeting Of Shareholders No. /BBH-DHCD dated March 15th, 2025;

RESOLVES

On March 15th, 2025, at 333 Dien Bien Phu Street, Ward 15, Binh Thanh District, Ho Chi Minh City, the 2025 annual General Meeting of Shareholders of Hang Xanh Motors Service Joint Stock Company was held with the participation of shareholders owning shares, accounting for of the total voting shares of the Company.

After hearing the content of the Reports and Proposals, the General Meeting discussed and unanimously passed the resolution with the following contents:

Artical 1: Approval of Reports of Board of Directors on activities of the Company in 2024 and plan for 2025

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

Artical 2: Approval of Reports of Audit Committee on activities of the Company in 2024 and plan for 2025

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

Artical 3: Approval of Reports of Board of Managements on activities of the Company in 2024 and plan for 2025

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

Artical 4: Approval of Proposal for approval of audited 2024 financial statements.

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

Artical 5: Approval of Proposal for cash dividend distribution.

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

Artical 6: Approval of Proposal for profit distribution plan in 2024.

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

Artical 7: Approval of Proposal for production and business plan for 2025

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

Artical 8: Approval of Proposal for investment in expanding and developing business sectors

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

Artical 9: Approval of Proposal for remuneration of Board of Directors in 2024 and plan for 2025

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

Artical 10: Approval of Proposal for selection of independent auditor for financial statement in 2025

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

Artical 11: Approval of Proposal for resignation and additional election of Board of Directors 's member

▪ **Approval of the list of candidates for the Board of Directors, including:**

-Mr/Mrs.

(Resume attached)

The General Meeting approved the resolution with the number of shares in Agree ... accounting for ...% of the total voting shares present at the Meeting.

ELECTION RESULTS:

Full name	Position	Rate
BOARD OF DIRECTORS		
	Board of Directors's Member	

The resolution was fully approved by the 2025 Annual General Meeting of Shareholders of Hang Xanh Motors Service Joint Stock Company at the meeting. The Board of Directors, the Board of Managements, and the relevant individuals are responsible for implementing this resolution. This resolution takes effect from the date of signing.

Recipients:

- Board of Directors;
- Board of Managements;
- Secretary.

HANG XANH MOTORS SERVICE JSC.

CHAIRMAN OF THE BOARD

DO TIEN DUNG

