

Hai Phong, March 11, 2026

**INFORMATION DISCLOSURE ON THE WEB PORTAL OF
THE STATE SECURITIES COMMISSION AND THE HO CHI MINH CITY
STOCK EXCHANGE**

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

Company: HAPACO GROUP JOINT STOCK COMPANY
Stock code: HAP
Head Office Address: 3rd Floor, Green Building, No. 7, Lot 28A, Le Hong
Phong Street, Gia Vien Ward, Hai Phong City.
Phone: (84 225) 3556 002
Fax: (84 225) 3556 008
Information disclosure person: Vu Xuan Thinh – Deputy General Director

Contents of information announcement:

- On 11/03/2026, the Chairman of the Board of Directors of HAPACO Group Joint Stock Company issued a notice of invitation to the 2026 Annual General Meeting of Shareholders and announced the nomination and candidacy to elect members of the Board of Directors and the Supervisory Board for the term 2026-2031.

This information will be published on the website of HAPACO Group Joint Stock Company: www.hapaco.vn on 11/03/2026.

We commit that the information published above is true and fully responsible before the law for the content of the information disclosed.

Persons authorized to disclose information

Attachments:

- 02 Notices, authorization documents,
ination slips, candidacy, commitments.



Vu Xuan Thinh

Hai Phong, March 11, 2026

MEETING INVITATION

ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

To: Shareholders of HAPACO Group Joint Stock Company

The Board of Directors of HAPACO Group Joint Stock Company would like to invite shareholders to attend the 2026 Annual General Meeting of Shareholders, specifically as follows:

1. Content:

- Approving the 2025 Business Results Report; The Company's business orientation and plan in 2026;
- Approving the Review Report of the Board of Directors for the term 2021-2026; Report of the Supervisory Board for the term 2021-2026; Report on the evaluation of independent members of the Board of Directors on the activities of the Board of Directors;
- Approving the Proposal to relocate the Group's head office with amendments to the Charter and Business License; Proposal for selection of audit firm; Submission of remuneration to the Board of Directors, Supervisory Board;
- Election of members of the Board of Directors and Supervisory Board for the term 2026-2031;
- Development investment plan for the period of 2026-2031;
- Other matters fall under the jurisdiction of the General Meeting of Shareholders.

2. Time: 8 a.m. Wednesday 15 April 2026

3. Location: Phu Quy Hall, No. 1 Thien Loi, Gia Vien Ward, Hai Phong City

4. Ingredients: Shareholders of HAPACO Group Joint Stock Company according to the closing list to date 02/3/2026

5. Nomination and candidacy for members of the Board of Directors; Supervisory Board

- For information on the procedures, conditions for candidacy and nomination, and deadlines for submitting nomination and candidacy documents, please refer to the Company's website. We hope that shareholders will arrange time to attend so that the General Meeting of Shareholders can achieve high results.

Notes:

- Shareholders attending the General Meeting of Shareholders bring an Invitation and ID card/CCCD;
- Shareholders who do not attend the General Meeting of Shareholders may authorize the Board of Directors of the Company or other persons according to the Power of Attorney attached to this invitation;
- Documents related to the General Meeting of Shareholders are posted on the website: www.hapaco.vn;
- All travel, accommodation and other expenses during the time of attending the General Meeting of Shareholders shall be paid by the participants;

For more information, please contact:

- Ms. Nguyen Thi My Trang; 0832999569
- Ms. Do Thi Ha Phuong; 0389998296
- Phone: 0225.3556002; Fax: 0225.3556008
- Email: hapaco@hapaco.vn

FOR AND ON BEHALF OF BOARD

OF DIRECTORS

CHAIRMAN



CHỦ TỊCH HĐQT
TS. *Từ Dương Hiến*

HAPACO GROUP

3rd Floor, Green Building - No. 7, Lot 28A, Le Hong Phong Street, Gia Vien Ward, Hai Phong City

Phone: 0225.3556002 Fax: 0225.3556008

Email: hapaco@hapaco.vn

Website: www.hapaco.vn



Hai Phong, March 11, 2026

NOTICE

Nomination and candidacy for election of members of the Board of Directors and the Control Board term 2026-2031

To: Shareholders of HAPACO Group Joint Stock Company

The Board of Directors of HAPACO Group Joint Stock Company informs shareholders about the candidacy and nomination for election of members of the Board of Directors and Supervisory Board for the term 2026-2031 at the 2026 Annual General Meeting of Shareholders, specifically as follows:

1. Criteria of candidates to be nominated or nominated as members of the Board of Directors:

- a. For candidates for members of the Board of Directors:
 - Candidates for the Board of Directors need to meet the following specific conditions:
 - Not being subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
 - Having professional qualifications and experience in business administration or in the company's business fields, lines and lines and not necessarily being a shareholder of the company;
 - A member of the Board of Directors of a company may also be a member of the Board of Directors of another company;
 - Must not have been a member of the Board of Directors or the legal representative of a company that has gone bankrupt or banned from operating due to serious violations of the law.
- b. For candidates for independent members of the Board of Directors:

Candidates for independent members of the Board of Directors need to meet the following specific conditions:

 - Not be a person who is working for the company, parent company or subsidiary of the company; not being a person who has worked for the company, parent company or subsidiary of the company for at least 03 consecutive years;
 - Not being a person who is receiving salaries or remunerations from the company, except for allowances that members of the Board of Directors are entitled to as prescribed;
 - Not being a person whose spouse, natural father, adoptive father, natural mother, adoptive mother, natural child, adopted child, brother, sister or sibling is a major shareholder of the company; being a manager of the company or its subsidiaries;
 - Not being a person who directly or indirectly owns at least 01% of the total voting shares of the company;
 - Not being a person who has been a member of the Board of Directors or the Supervisory Board of the company for at least 05 consecutive years, except for the case of being appointed for 02 consecutive terms;



2. Criteria of candidates nominated or nominated as members of the Control Board

Members of the Supervisory Board must meet the following criteria and conditions:

- Not falling into the subjects specified in Clause 2, Article 17 of this Law;
- Being trained in one of the majors in economics, finance, accounting, auditing, law, business administration or majors suitable to the business activities of the enterprise;
- Not be a family member of a member of the Board of Directors, the Director or the General Director and other managers;
- Not being a company manager; not necessarily a shareholder or employee of the company;
- Must not be a person with a family relationship of the business manager of the company and the parent company; representatives of capital interests of enterprises, representatives of state ownership interests at parent companies and at companies.
- Candidates of the Supervisory Board must meet the criteria and conditions specified in Article 169 of the Law on Enterprises and do not fall into the following cases:
 - Working in the accounting and finance department of the Company;
 - Being a member or employee of an independent auditing firm auditing the company's financial statements for the previous 03 years.

3. Conditions for nomination and candidacy as members of the Board of Directors, members of the Supervisory Board

According to the provisions of Clause 2, Article 25; Clause 1, Article 36 of the Company's Charter:

Shareholders or groups of shareholders owning 10% or more of the total ordinary shares have the right to nominate persons to the Board of Directors and Supervisory Board in accordance with the provisions of the Law on Enterprises and the Company's Charter.

(Refer to the Company's Website: www.hapaco.vn)

4. Nomination and candidacy dossiers

The dossier of participation in the candidacy and nomination of members of the Board of Directors and Supervisory Board includes:

- Written nomination or candidacy for the Board of Directors, Supervisory Board (*according to the form*)
- Resume submitted by the candidate himself (*according to the form*)
- Notarized copies of the following documents: ID card/CCCD/Passport;
- Copies of qualifications certifying cultural qualifications and professional qualifications .
(if any)

The nominee/candidate for the Board of Directors and the Supervisory Board must be responsible before the law and the General Meeting of Shareholders for the accuracy and truthfulness of the content in their dossiers.

5. Candidate selection

Based on the candidate's profile, the Company's Board of Directors makes a list of eligible candidates to elect members of the Board of Directors and members of the Supervisory Board for the term 2026-2031;

6. Time and address for sending nomination and candidacy dossiers

In order to facilitate the organization and disclosure of information in accordance with the law, please email or send the dossier of nomination and candidacy for members of the Board of Directors and Supervisory Board to the Organizing Committee before **17:00 on 03/04/2026** at:



HAPACO Group Joint Stock Company

Address: No. 7, Lot 28A, Le Hong Phong Street, Gia Vien Ward, Hai Phong City

Contact: Ms. Nguyen Thi My Trang - Human Resources Administration Department

Phone: 0832 999 569 **Email:** hapaco@hapaco.vn

In case the number of candidates nominated by shareholders or groups of shareholders is lower than the number of candidates they are entitled to nominate, the remaining number of candidates shall be nominated by the Board of Directors and Supervisory Board.

Sincerely informed./.



FOR AND ON BEHALF OF BOARD
OF DIRECTORS

CHỦ TỊCH HĐQT
IS. *Từ Dương Hiền*



.....,day..... month.... in 2026

**CERTIFICATE OR AUTHORIZATION
ATTENDING THE ANNUAL GENERAL MEETING OF
SHAREHOLDERS YEAR 2026**

To: HAPACO Group Joint Stock Company

- Name of legal entity/natural person:.....
- Representative (if legal entity)
- ID card number: Issued Date:..... at:.....
- Number of shares owned: Stock

(In words:)

I confirm that I will attend the General Meeting (check the box):

Or I agree to authorize (check the box):

Mr. Vu Duong Hien – Chairman of the Board of Directors

Or authorize others:

- Authorized Person:.....
- ID number..... Issue Date.....Place of Issue.....

Allowed to attend the 2026 Annual General Meeting of Shareholders of HAPACO Group Joint Stock Company. The authorized person shall enjoy all the rights and obligations of a shareholder of the Company according to the authorized number of shares. This power of attorney is valid until **15/04/2026**

** Please confirm/authorize to attend via: Ms. Nguyen Thi My Trang: 0832999569; Ms. Do Thi Ha Phuong: 0389998296; or phone number: 0225.3556002; Fax: 0225.3556008; Email: hapaco@hapaco.vn before 15/04/2026.*

AUTHORIZED PERSON

AUTHORIZER

Hai Phong, March , 2026

**CANDIDACY FOR MEMBERS OF THE BOARD OF
DIRECTORS/SUPERVISORY BOARD**
(For self-nominated shareholders)

To: General Meeting of Shareholders of HAPACO Group Joint Stock Company

My name is:.....
Date of birth:.....Gender:.....
ID card:.....Issued date:..... Place of Issue:.....
Education:.....
Permanent address:.....
Contact Number:.....

Pursuant to the provisions of the Law on Enterprises and the Company's Charter, I register to run for member of the Board of Directors/Supervisory Board for the term 2026-2031 at the 2026 Annual General Meeting of Shareholders.

I hereby pledge that I am eligible to run for the position of independent member of the Board of Directors/Supervisory Board for the term 2026-2031 at the 2026 Annual General Meeting of Shareholders of the Company.

- Attached:
- A copy of the candidate's information provision; commitment.
 - Copy of ID card (ID, passport)
 - Copies of educational and professional qualifications/certificates (if any).

CANDIDATES

**NOMINATION FORM FOR MEMBERS OF THE BOARD OF
DIRECTORS/SUPERVISORY BOARD**

(For the nominated group of shareholders)

To: General Meeting of Shareholders of HAPACO Group Joint Stock Company

We are shareholders of HAPACO Group Joint Stock Company, including:

STT	Full names of shareholders	ID number/ID card/business registration	Number of shares owned	Percentage of shares owned	Signature (stamped if it is an organization)
1					
2					
3					
4					
5					
6					
	Total Shares				

Pursuant to the provisions of the Law on Enterprises and the Company's Charter, we respectfully nominate:

Mr. / Mrs:.....

Date of birth:.....Gender:.....

ID card:.....Issued date:..... Place of Issue:.....

Education:.....

Permanent address:.....

Contact Number:.....

Participating in the candidacy for member of the Board of Directors/Supervisory Board for the term 2026-2031 at the 2026 Annual General Meeting of Shareholders.

We guarantee that the above candidate is eligible to run for the position of independent member of the Board of Directors/Supervisory Board for the term 2026-2031 at the 2026 Annual General Meeting of Shareholders of the Company.

- Attached:
- A copy of the candidate's information provision; Commitment;
 - Copy of ID card (ID, passport);
 - Copies of educational and professional qualifications/certificates (if any).

GROUP OF SHAREHOLDERS NOMINATING

**COMMITMENT TO JOIN THE BOARD OF DIRECTORS/SUPERVISORY
BOARD
HAPACO GROUP JOINT STOCK COMPANY
TERM 2026-2031**

To: General Meeting of Shareholders of HAPACO Group Joint Stock Company

Name:.....

Number of shares owned in the Company:.....

Nominated as an independent member of the Board of Directors/Supervisory Board of HAPACO Group Joint Stock Company for the term 2026-2031 at the 2026 Annual General Meeting of Shareholders held on April 15, 2026.

If elected by the Shareholders as an independent member of the Board of Directors/Supervisory Board of HAPACO Group Joint Stock Company, I would like to bring my best ability and sense of responsibility to perform the task of honesty, loyalty and prudence for the highest interests of the Company.

Thank you very much.

Hai Phong, March 2026

COMMIT PERSON

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

....., date.... month... years....

INFORMATION RELEASE

1/ Full name:

2/ Gender:

3/ Date of birth:

4/ Place of birth:

5/ ID card number (or passport number): Date of Place of issue.....

6/ Nationality:

7/ Ethnicity:

8/ Permanent Address:

9/ Telephone number:

10/ Email address:

11. Name of the organization subject to information disclosure:

12. The current position at the organization that is the subject of information disclosure:

13/ Positions currently held at the organization:

14/ Number of shares held: accounting for% of charter capital, of which :

+ The representative (the name of the organization is the State/strategic shareholder/other organization) owns:

+ Individuals owning:

15/ Holding commitments (if any):

16/ List of relevant persons of the declarant*:

Anonymous	Stock code	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with the company/insider	NSH Paper Type (*) Business Registration Certificate	NSH Paper Number (*)	Date of Issue	Place of Issue	Head Office Address/ Contact Address	Number of shares owned at the end of the period	Shareholding ratio at the end of the period	Time to start as a related person of the company/internal person	The time when he is no longer a related person of the company/internal person	Reason (when changes arise in relation to sections 13 and 14)	Notes (on the absence of the NSH Certificate number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17

17. Related benefits for public companies and public funds (if *any*):

18. Conflicting interests with public companies or public funds (if any):

I assure you that the above testimonies are true, if they are wrong, I will take full responsibility before the law.

DECLARANT

(Sign, specify full name)