

No.: 60/2025/CV

Ho Chi Minh City, date 16 month 03 year 2025

PERIODIC 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 2, 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 and Meeting minutes of the 2025 Annual General Meeting of Shareholders (attached document).

3. This information was published on the company's website on 16/03/2025 as in the link <http://www.haxaco.com.vn/>.

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

Attached documents:.

- The Resolution
- The Meeting minutes
- Documents

Organization representative

Legal representative



ĐỖ TIẾN DŨNG
Chủ tịch HĐQT

**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.01/BBH-DHCD dated March 15th, 2025;

RESOLVES

On March 15th, 2025, at 333 Dien Bien Phu Street, Ward 2, 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 158 shareholders owning 68,533,781 voting rights, accounting for 63.7881% of the total voting rights 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 votes in Agree 68,441,268 accounting for 99.8650% of the total voting rights 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 votes in Agree 68,441,266 accounting for 99.8650% of the total voting rights 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 votes in Agree 68,441,268 accounting for 99.8650% of the total voting rights 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 votes in Agree 68,462,626 accounting for 99.8962% of the total voting rights present at the Meeting.

Artical 5: Approval of Proposal for cash dividend distribution.

The General Meeting approved the resolution with the number of votes in Agree 68,462,411 accounting for 99.8959% of the total voting rights 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 votes in Agree 68,267,834 accounting for 99.6119% of the total voting rights 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 votes in Agree 68,441,268 accounting for 99.8650% of the total voting rights 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 votes in Agree 68,246,645 accounting for 99.5810% of the total voting rights 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 votes in Agree 68,441,074 accounting for 99.8647% of the total voting rights 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 votes in Agree 68,246,666 accounting for 99.5811% of the total voting rights 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. Tran Van My (Resume attached)

The General Meeting approved the resolution with the number of votes in Agree 68,246,465 accounting for 99.5808% of the total voting rights present at the Meeting.

ELECTION RESULTS:

Full name	Position	Number of vote	Rate
TRAN VAN MY	Board of Directors's Member	67,998,632	99.219%

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



ĐO TIEN DUNG



No: 01./2025/BBH-DHCD

Ho Chi Minh City, March 15th, 2025

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 02, 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 33rd registration for change dated on 26/02/2025)
- **Time** : 08:00 AM, March 15th, 2025
- **Venue** : Head Office - 333 Dien Bien Phu, Ward 02, 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 107,439,681 shares equivalent to 107,439,681 voting rights of Hang Xanh Motors Service Joint Stock Company.
 - At 08:35 AM, the number of delegates attending the General Meeting was 98 delegates, representing 68,469,057 voting rights, accounting for 63.7279% of the total voting rights of all shareholders eligible to vote.

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. Introduction of the Chairman of the Board:

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

Mrs. Vu Thi Hanh: Member of the Board of Directors , Member of the Chairman Board

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

Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

Mr. Tran Van My: Deputy General Director, Member of the Chairman Board

The meeting voted 100% in favor of approving the personnel of the Chairman Board.

3. The Chairman introduced the Secretary of the Meeting:

Mrs. Cao Thuy Nguyen: Secretary

4. 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 100% in favor of approving the personnel of the Checking Voting Board.

5. Mr. Tran Khoi Nguyen, on behalf of the Chairman of the Board, will approve the working regulations and election regulations at the meeting.

The meeting voted 100% in favor of approving the working regulations and election regulations.

6. Mr. Tran Khoi Nguyen, on behalf of the Chairman Board, will approve the Meeting Agenda.

The meeting voted 100% 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. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

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

Presenter: Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

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

Presenter: Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

B. CONTENT OF THE MEETING

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

Presenter: Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

Content 05: Proposal for cash dividend distribution.

Presenter: Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

Content 06: Proposal for profit distribution plan in 2024.

Presenter: Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

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

Presenter: Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

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

Presenter: Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

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

Presenter: Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

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

Presenter: Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

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

Presenter: Mr. Tran Quoc Hai: Member of the Board of Directors cum Deputy General Director, Member of the Chairman Board

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PART III. SHAREHOLDERS' OPINIONS:

- 1. In 2025, when the 50% reduction in registration tax expires, will Haxaco be able to maintain the same sales performance as in 2024**

Answer:

Despite the government support policies, if available, would bring significant benefits to the automotive industry, Haxaco recognizes that such policies inevitably have a limited timeframe. Therefore, the Haxaco leadership has focused on harnessing internal resources, proactively addressing challenges, and building sustainable long-term development strategies.

Notably, for many years, Haxaco has emphasized the critical importance of the service and repair sector, making substantial investments in its Service Workshop system. This has resulted in stable and reliable profits. Additionally, Haxaco demonstrated innovation by investing in the Mercedes Home villa at Melia Ho Tram. This initiative has been aimed at serving customers by offering resort vouchers, supporting promotional programs, resolving complaints, and enhancing customer satisfaction and loyalty.

- 2. Any changes in automaker's policies?**

What is the business outlook for the automotive sector in 2025-2026?

Answer

The automaker consistently adjusts its policies to align with market needs and consumer trends at different times. Although 2025 is anticipated to present significant challenges for the automotive industry, we can remain confident in the governance's control, which is expected to drive national economic development and, consequently, revitalize the automotive sector.

- 3. Assessing the growth potential of the service and spare parts segment after 25 years of distributing Mercedes-Benz vehicles?**

Answer:

Haxaco's Service Workshop system is currently performing outstandingly, leading the Mercedes-Benz Vietnam network in terms of revenue. This serves as a testament to the sustainability and growth potential of this segment.

4. Haxaco's competitive advantages in the automotive business?

Answer:

Haxaco takes pride in over 25 years of experience in the automotive industry, supported by a united, decisive leadership team that has earned the trust of customers. The leadership's spirit of innovation, determination, and accountability serves as a key factor in driving Haxaco's success.

- 5. Despite the challenges in 2024, the company performed well – the EPS index witnessed a significant increase compared to the previous year, and dividends were paid in cash. We acknowledge and greatly commend the efforts of the Board of Directors and Haxaco staff. We hope that in 2025, Haxaco will continue to thrive, bringing happiness to both shareholders and employees.**

Answer:

We sincerely appreciate the recognition and encouragement from our shareholders; this serves as an immense motivation for the Board of Directors and all Haxaco employees. We pledge that in 2025, the entire Haxaco team will strive to fulfill the tasks assigned by the General Meeting of Shareholders. Despite the difficulties faced in 2024, Haxaco proved its dedication by achieving outstanding profits. This demonstrates Haxaco's unwavering commitment to "What is said is done"

- 6. All remaining questions were comprehensively addressed by the Chairman Board to the satisfaction of the shareholders**

PART IV: SHAREHOLDER VOTING

From the opening until 10:30, the number of delegates attending the General Meeting was 158 delegates, representing 68,533,781 voting rights, accounting for 63.7881% of the total voting rights of all shareholders eligible to vote.

Statistics on the number of ballots distributed, ballots collected, and ballots not collected:

The total number of ballots distributed: 158, representing 68,533,781 voting rights, accounting for 100.0000% of the total voting rights of the shareholders attending the meeting.

The total number of ballots collected: 140, representing 68,482,655 voting rights, accounting for 99.9254% of the total voting rights of the shareholders attending the meeting.

The total number of ballots not collected: 18, representing 51,126 voting rights, accounting for 0.0746% of the total voting rights of the shareholders attending the meeting.

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:

The total number of valid ballots: 134, representing 68,462,629 voting rights, accounting for 99.8962% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 132, representing 68,441,268 voting rights, accounting for 99.8650% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Disagree ballots: 0, representing 0 voting rights, accounting for 0.0000% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Abstention ballots : 2, representing 21,361 voting rights, accounting for 0.0312% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 6, representing 20,026 voting rights, accounting for 0.0292% of the total voting rights of the shareholders attending the meeting.

Therefore, Content 1 has been approved with a ratio of 99.8650%.

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

➤ Voting Results:

The total number of valid ballots: 134, representing 68,462,629 voting rights, accounting for 99.8962% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 131, representing 68,441,266 voting rights, accounting for 99.8650% of the total voting rights of the shareholders attending the meeting.*

- *Total number of Disagree ballots: 0, representing 0 voting rights, accounting for 0.0000% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Abstention ballots: 3, representing 21,363 voting rights, accounting for 0.0312% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 6, representing 20,026 voting rights, accounting for 0.0292% of the total voting rights of the shareholders attending the meeting

Therefore, Content 2 has been approved with a ratio of 99.8650%.

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

> Voting Results:

The total number of valid ballots: 134, representing 68,462,629 voting rights, accounting for 99.8962% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 132, representing 68,441,268 voting rights, accounting for 99.8650% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Disagree ballots: 0, representing 0 voting rights, accounting for 0.0000% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Abstention ballots: 2, representing 21,361 voting rights, accounting for 0.0312% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 6, representing 20,026 voting rights, accounting for 0.0292% of the total voting rights of the shareholders attending the meeting.

Therefore, Content 3 was approved with a ratio of 99.8650%

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

> Voting Results:

The total number of valid ballots: 134, representing 68,462,629 voting rights, accounting for 99.8962% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 133, representing 68,462,626 voting rights, accounting for 99.8962% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Disagree ballots: 0, representing 0 voting rights, accounting for 0.0000% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Abstention ballots: 1, representing 3 voting rights, accounting for 0.0000% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 6, representing 20,026 voting rights, accounting for 0.0292% of the total voting rights of the shareholders attending the meeting.

Therefore, Content 4 was approved with a ratio of 99.8962%.

Content 05: Proposal for cash dividend distribution.

➤ Voting Results:

The total number of valid ballots: 133, representing 68,462,606 voting rights, accounting for 99.8961% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 131, representing 68,462,411 voting rights, accounting for 99.8959% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Disagree ballots: 0, representing 0 voting rights, accounting for 0.0000% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Abstention ballots: 2, representing 195 voting rights, accounting for 0.0003% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 7, representing 20,049 voting rights, accounting for 0.0293% of the total voting rights of the shareholders attending the meeting.

Therefore, Content 5 was approved with a ratio of 99.8959%.

Content 06: Proposal for profit distribution plan in 2024.

➤ Voting Results:

The total number of valid ballots: 134, representing 68,462,629 voting rights, accounting for 99.8962% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 130, representing 68,267,834 voting rights, accounting for 99.6119% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Disagree ballots: 2, representing 194,600 voting rights, accounting for 0.2839% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Abstention ballots: 2, representing 195 voting rights, accounting for 0.0003% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 6, representing 20,026 voting rights, accounting for 0.0292% of the total voting rights of the shareholders attending the meeting.

Therefore, Content 6 was approved with a ratio of 99.6119%.

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

➤ Voting Results:

The total number of valid ballots: 134, representing 68,462,629 voting rights, accounting for 99.8962% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 132, representing 68,441,268 voting rights, accounting for 99.8650% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Disagree ballots: 0, representing 0 voting rights, accounting for 0.0000%*

of the total voting rights of the shareholders attending the meeting.

- *Total number of Abstention ballots: 2, representing 21,361 voting rights, accounting for 0.0312% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 6, representing 20,026 voting rights, accounting for 0.0292% of the total voting rights of the shareholders attending the meeting.

Therefore, Content 7 was approved with a ratio of 99.8650%.

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

➤ Voting Results:

The total number of valid ballots: 133, representing 68,462,606 voting rights, accounting for 99.8961% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 129, representing 68,246,645 voting rights, accounting for 99.5810% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Disagree ballots: 2, representing 194,600 voting rights, accounting for 0.2839% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Abstention ballots: 2, representing 21,361 voting rights, accounting for 0.0312% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 7, representing 20,049 voting rights, accounting for 0.0293% of the total voting rights of the shareholders attending the meeting.

Therefore, Content 8 was approved with a ratio of 99.5810%.

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

➤ Voting Results:

The total number of valid ballots: 133, representing 68,462,627 voting rights, accounting for 99.8962% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 130, representing 68,441,074 voting rights, accounting for 99.8647% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Disagree ballots: 0, representing 0 voting rights, accounting for 0.0000% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Abstention ballots: 3, representing 21,553 voting rights, accounting for 0.0314% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 7, representing 20,028 voting rights, accounting for 0.0292% of the total voting rights of the shareholders attending the meeting.

Therefore, Content was approved with a ratio of 99.8647%.

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

➤ Voting Results:

The total number of valid ballots: 134, representing 68,462,629 voting rights, accounting for 99.8962% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 129, representing 68,246,666 voting rights, accounting for 99.5811% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Disagree ballots: 2, representing 194,600 voting rights, accounting for 0.2839% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Abstention ballots: 3, representing 21,363 voting rights, accounting for 0.0312% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 6, representing 20,026 voting rights, accounting for 0.0292% of the total voting rights of the shareholders attending the meeting.

Therefore, Content 10 was approved with a ratio of 99.5811%.

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. Tran Van My (Resume attached)*

➤ Voting Results:

The total number of valid ballots: 134, representing 68,462,629 voting rights, accounting for 99.8962% of the total voting rights of the shareholders attending the meeting, including:

- *Total number of Agree ballots: 127, representing 68,246,465 voting rights, accounting for 99.5808% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Disagree ballots: 2, representing 194,600 voting rights, accounting for 0.2839% of the total voting rights of the shareholders attending the meeting.*
- *Total number of Abstention ballots: 5, representing 21,564 voting rights, accounting for 0.0315% of the total voting rights of the shareholders attending the meeting.*

Total number of Invalid ballots: 6, representing 20,026 voting rights, accounting for 0.0292% of the total voting rights of the shareholders attending the meeting.

Therefore, Content 11 was approved with a ratio of 99.5808%.

ELECTION RESULTS:

Full name	Position	No. Votes	Rate
BOARD OF DIRECTORS			
Mr. Tran Van My	Board of Directors's Member	67,998,632	99.219%

PART VI: APPROVAL OF MEETING MINUTES

From the opening until 11:20 AM, the number of delegates attending the General Meeting was 158 delegates, representing 68,533,781 voting rights, accounting for 63.7881% of the total voting rights of all shareholders eligible to vote.

Presenter: Mrs. Cao Thuy Nguyen, Secretary of the Meeting, gave the speech for 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 100% of votes Agree.

Presenter: Ms. Cao Thuy Nguyen, Secretary of the General Meeting, gave the speech for the Resolution of the 2025 Annual General Meeting of Shareholders.

The meeting voted and agreed to approve the full text of the Resolution of the 2025 Annual General Meeting of Shareholders with a ratio of 100% votes Agree.

These minutes are prepared in 02 copies 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 11:30 AM on the same day.

SECRETARY



Cao Thuy' Nguyễn

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



ĐỖ TIẾN DŨNG
Chủ tịch HĐQT



HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address : 333 Dien Bien Phu, Ward 2 , 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

**HANG XANH MOTORS SERVICE JOINT STOCK COMPANY**

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

Phone : (028) 3512 0026

Fax : (028) 3512 0025

Email : haxaco@haxaco.com.vnWebsite: www.haxaco.com.vn**AGENDA****THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- **Time:** 08:00 AM, Saturday – March 15th, 2025
- **Address:** 333 Dien Bien Phu, Ward 2, 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 – 10:30	Discussion
10:30 – 10:45	Guidance on Voting and Voting for the Approval of Reports and Proposals Guidance on Elections and Conducting the Election of Board of Directors Members
10:45 – 11:05	Break - Counting of Voting and Election Ballots
11:05 – 11:20	Release the voting and election results
11:20 – 11:30	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
11:30	Closing the General Meeting

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN OF THE BOARD





HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

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

Phone : (028) 3512 0026

Email : haxaco@haxaco.com.vn

Website: www.haxaco.com.vn

**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 Service 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 Motors 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.

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- 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:
 - o 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)
 - o 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 options.

➤ **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





HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address : 333 Dien Bien Phu, Ward 2 , Binh Thanh District, HCM City

Phone : (028) 3512 0026

Fax: (028) 3512 0025

Email : haxaco@haxaco.com.vn

Website: www.haxaco.com.vn

REPORT 1

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-brand 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-brand 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 Mechanical 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 Mechanical 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, MG Ninh Binh 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.	<i>Liquidity ratios</i>			
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.	<i>Capital structure indicators</i>			
2.1	The Debt-to-Total-Assets Ratio	%	41.98%	38.12%
2.2	The Debt-to-Equity Ratio	%	72.36%	61.6%
3.	<i>Operational efficiency indicators</i>			
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.	<i>Profitability indicators</i>			
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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Fax: (028) 3512 0025

Email : haxaco@haxaco.com.vnWebsite: www.haxaco.com.vn**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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Website: www.haxaco.com.vn

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, Q3/2024, Q4/2024 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./ 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	
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

- 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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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 Company	Subsidiary				
		Tran Quoc Hai_BOD Tran Van My-BOD Do Ngoc Thuy Trang-BOD	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
2	West Transprovincial Bus And Service Joint Stock Company	Subsidiary				
		Do Tien Dung-BOD Tran Quoc Hai_BOD Nguyen Thi Thanh Hang-BOD	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
3	PTM Automobile Service, Trading And Manufacturing Joint Stock Company	Subsidiary				
		Do Tien Dung-BOD Vu Thi Hanh-BOD Tran Van My-BOD/CEO	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

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



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ethical. At the same time, streamline and strengthen the management apparatus, enhance 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 Mercedes-Benz, MG car business systems 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.

2. Profit target for the year 2025

Criteria	Unit	Plan for 2025
Company pre-tax profit according to the Consolidated Report	Billion VND	260

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.



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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**





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REPORT 2

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%
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



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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

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.



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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 Mechanical Joint Stock Company	Subsidiary	1800420206 issued on 14/06/2001	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
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	



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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

TRẦN TIÊU MAI



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Address : 333 Dien Bien Phu, Ward 2 , Binh Thanh District, HCM City

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REPORT 3

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 and MG in Vietnam.
- With 5 dealerships that meet all the standards required by the Mercedes-Benz Vietnam and , 14 MG dealerships, affirming the consistent and stable development of the HAXACO network.
- HAXACO dealerships are located in major cities nationwide, meeting the demand for luxury and mid-range cars for customers across the country.
- 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

2. Financial Situation

2.1. Asset Situation



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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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Address : 333 Dien Bien Phu, Ward 2, Binh Thanh District, HCM City

Phone : (028) 3512 0026

Fax: (028) 3512 0025

Email : haxaco@haxaco.com.vn

Website: www.haxaco.com.vn

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.



HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

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Website: www.haxaco.com.vn

- 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 Mercedes-Benz and MG 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



NGUYEN THI NGOC BICH



HANG XANH MOTORS SERVICE JOINT STOCK COMPANY
Address : 333 Dien Bien Phu, Ward 2 , Binh Thanh District, HCM City
Phone : (028) 3512 0026 Fax: (028) 3512 0025
Email : haxaco@haxaco.com.vn Website: www.haxaco.com.vn

PROPOSAL 1

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



ĐO THÊN DUNG

VIETVALUES Audit and Consulting Co., Ltd

Member firm of JPA International

Head office : 33 Phan Van Khoe, ward 13, district 5, HCMC

Tel : +84 (28) 3859 4168

Fax : +84 (28) 3859 2289

Email : contact@vietvalues.com

Website : www.vietvalues.com



INDEPENDENT AUDITOR'S REPORT ON THE SEPARATE FINANCIAL STATEMENTS

FOR THE FISCAL YEAR ENDED 31ST DECEMBER 2024

HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

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HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address: 333 Dien Bien Phu street, ward 15, Binh Thanh district, Ho Chi Minh city.

Report of the Board of Management

For the fiscal year ended 31st December 2024

REPORT OF THE BOARD OF MANAGEMENT

The Board of Management of Hang Xanh Motors Service Joint Stock Company (hereafter, referred to as "the Company") presents this report together with the audited (separate) financial statements of the Company for the fiscal year ended 31st December 2024.

1. General information of the Company

Hang Xanh Motors Service Joint Stock Company was equitized from an enterprise of Saigon Transportation Mechanical Company (Saigon Transportation Mechanical Corporation) in accordance with the Decision No. 6418/QĐ-UB-KT dated 15th October 1999 of Ho Chi Minh city People's Committee. The Company operates in accordance with the Business Registration Certificate No. 0302000126, the date of initial registration was 17th May 2000 and the amending registration certificates, and the 32nd amendment dated 24th May 2024 granted by the Department of Planning and Investment of Ho Chi Minh city.

Charter capital: VND 1,074,396,810,000 (Vietnam Dong One Thousand and Seventy Four Billion, Three Hundred Ninety Six Million, Eight Hundred Ten Thousand Only).

The Company is listed on the Ho Chi Minh Stock Exchange (HOSE) with the HAX stock code under the Licence No. 113/UBCK-GPNY dated 13th December 2006 of the Chairman of the State Securities Commission.

2. Registered office

▪ Head office

Address : 333 Dien Bien Phu street, ward 15, Binh Thanh district, Ho Chi Minh city.

Tel. : +84 (28) 3512 0026

Fax : +84 (28) 3512 0025

Tax code : 0302000126

▪ Information about branches

No.	Name of entity	Address
01	Branch of Hang Xanh Motors Service Joint Stock Company	No. 2008 Vo Van Kiet street, Quarter 2, An Lac ward, Binh Tan district, Ho Chi Minh city.
02	Branch of Hang Xanh Motors Service Joint Stock Company in Hanoi city	No. 46 Lang Ha street, Lang Ha ward, Dong Da district, Hanoi city.
03	Hang Xanh Motors Service Joint Stock Company - Kim Giang branch	No. 256 Kim Giang street, Dai Kim ward, Hoang Mai district, Hanoi city.
04	Branch of Hang Xanh Motors Service Joint Stock Company in Can Tho city	No. 102 Cach Mang Thang Tam street, Cai Khe ward, Ninh Kieu district, Can Tho city.



HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address: 333 Dien Bien Phu street, ward 15, Binh Thanh district, Ho Chi Minh city.

Report of the Board of Management (cont.)

For the fiscal year ended 31st December 2024▪ **Information about subsidiaries**

No.	Name of subsidiary	Head office	Ending balance			Beginning balance		
			Ratio of capital contribution	Proportion of voting rights	Proportion of interest	Ratio of capital contribution	Proportion of voting rights	Proportion of interest
1.	Can Tho Automobile Mechanical JSC	No. 102 Cach Mang Thang Tam street, Cai Khe ward, Ninh Kieu district, Can Tho city.	85.89%	85.89%	85.89%	85.89%	85.89%	85.89%
2.	PTM Automobile Service, Trading and Manufacturing JSC	No. 256 Kim Giang street, Dai Kim ward, Hoang Mai district, Hanoi city.	51.62%	51.62%	51.62%	98.32%	98.32%	98.32%
3.	West Transprovincial Bus and Service JSC	54 Kinh Duong Vuong street, ward 13, district 6, Ho Chi Minh city.	62.11%	62.11%	62.11%	62.11%	62.11%	62.11%
4.	An Thai Auto JSC (*)	No. 464 Kinh Duong Vuong street, An Lac A ward, Binh Tan district, Ho Chi Minh city.	0.00%	52.35%	32.51%	0.00%	52.35%	32.51%

(*) An Thai Auto Joint Stock Company is second-Tier subsidiary indirectly through a first-tier subsidiary which is West Transprovincial Bus and Service Joint Stock Company (West Transprovincial Bus and Service Joint Stock Company holds 52.35% of the voting rights in An Thai Auto Joint Stock Company).

3. Business activities

- Maintenance and repair of automobiles and other motor vehicles. Details: Service of repair, warranty of automobiles (no mechanical processing, waste recycling, electroplating at headquarters)
- Trading in automobiles and other motor vehicles. Details: Agents of trading in automobiles;
- Sale of parts and accessories for motor vehicles and other motor vehicles. Details: Agents of trading in kinds of spare parts; Trading in automotive parts, machinery and equipment;
- Manufacture of vehicles and other transport equipment n.e.c. Details: Building new vehicle bodies of all kinds; production of parts and accessories for motor vehicles (except forging, casting, metal rolling, cutting, molding, welding, painting, metal waste recycling and electroplating);
- Specialized design activities. Details: Design and renovation of road motor vehicles;
- Trading in real estate, land use rights belonging to the owner, user or tenant. Details: Trading in real estate (except investment in construction of cemetery and graveyard infrastructure to transfer land-use rights associated with infrastructure). (Implementing the commitments related to business lines with the State Securities Commission according to the Document No. 446/2021/CV dated 02nd November 2021 of Hang Xanh Motors Service Joint Stock Company);
- Freight transport by road (except liquefied petroleum gas - LPG);
- Other transportation support activities. Details: Breakdown recovery service;
- Motor vehicle rental. Details: Car rental;
- Agent, broker, auction of goods. Details: Commission agents' services (CPC 621) (except for auctions of goods, except for goods on the list of goods to which foreign investors and foreign-invested business organizations do not have the right to export, import or distribute);
- Activities of insurance agents and brokers. Details: Insurance agent (CPC 81401);
- Automobile and other motor vehicle dealerships. Details: Commission agents' services (CPC 621)
- Retail sale of cars (9 seats or less). Details: Exercising the right of retail distribution of goods that are not on the list of goods that are not distributed according to the provisions of Vietnamese law or not

HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address: 333 Dien Bien Phu street, ward 15, Binh Thanh district, Ho Chi Minh city.

Report of the Board of Management (cont.)

For the fiscal year ended 31st December 2024

subject to restrictions under international commitments in international treaties to which Vietnam is a contracting party (CPC 632);

- Risk and damage assessment. Details: Service of calculation, risk assessment and compensation settlement;

The Company's main business activity is trading in automobiles, spare parts and auto repair services.

4. The Board of Management, the Board of Directors, Chief Accountant and the Audit Committee

Members of the Board of Management, the Board of Directors and Chief Accountant of the Company during year and as of the date of this report include:

4.1 The Board of Management

<i>Full name</i>	<i>Position</i>	<i>Appointed / Reappointed date</i>	<i>Dismissed date</i>
Mr. Do Tien Dung	Chairman	23 rd March 2024	-
Mrs. Vu Thi Hanh	Member	23 rd March 2024	-
Mr. Tran Quoc Hai	Member	23 rd March 2024	-
Mrs. Tran Tieu Mai	Member	23 rd March 2024	-
Mrs. Do Ngoc Thuy Trang	Member	23 rd March 2019	23 rd March 2024
Mrs. Nguyen Thi Ngoc Bich	Member	23 rd March 2024	-

4.2 The Board of Directors and Chief Accountant

<i>Full name</i>	<i>Position</i>	<i>Appointed / Reappointed date</i>	<i>Dismissed date</i>
Mrs. Nguyen Thi Ngoc Bich	General Director	02 nd April 2021	-
Mr. Tran Quoc Hai	Deputy General Director	01 st June 2021	-
Mr. Tran Van My	Deputy General Director	01 st June 2021	-
Mrs. Nguyen Thi Thanh Hang	Chief Financial Officer cum Chief Accountant	10 th September 2020	-

4.3 The Audit Committee

<i>Full name</i>	<i>Position</i>	<i>Appointed / Reappointed date</i>	<i>Dismissed date</i>
Mrs. Tran Tieu Mai	Chairperson	23 rd March 2024	-
Mrs. Vu Thi Hanh	Member	23 rd March 2024	-

5. Legal representative

Legal representative of the Company during year and as of the date of this report is Mr. Do Tien Dung – Chairman.

6. Business results

The (separate) financial position and the (separate) business results for the fiscal year ended 31st December 2024 of Hang Xanh Motors Service Joint Stock Company are expressed in the (separate) financial statements attached to this report from page 08 to page 37.

7. Subsequent events

In the opinion of the Board of Directors, the Company's the (separate) financial statements for the fiscal year ended 31st December 2024 would not be seriously affected by any important items, transactions, or any extraordinary events from 31st December 2024 to the date of this Report, which would require any adjustments to the figures or disclosures in the (separate) financial statements.

HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address: 333 Dien Bien Phu street, ward 15, Binh Thanh district, Ho Chi Minh city.

Report of the Board of Management (cont.)

For the fiscal year ended 31st December 2024

8. Auditors

VIETVALUES Audit and Consulting Co., Ltd. has been appointed to perform the audit on the Company's (separate) Financial Statements for the fiscal year ended 31st December 2024.

9. Responsibility of the Board of Directors

The Board of Directors of the Company is responsible for the preparation of the (separate) financial statements to give a true and fair view on the financial position, the business results and the cash flows of the Company for the fiscal year. In order to prepare these (separate) financial statements, the Board of Directors must:

- Select appropriate accounting policies and apply them consistently;
- Make judgments and estimates reasonably and prudently;
- Announce the accounting standards to be followed for the material issues to be disclosed and explained in the (separate) financial statements;
- Prepare the (separate) financial statements of the Company on the basis of the going-concern assumption except for the cases that the going-concern assumption is considered inappropriate;
- Design and implementation of internal control systems effectively for the purpose of preparing and presenting the (separate) financial statements reasonably in order to minimize risk and fraud.

The Board of Directors ensure that all the relevant accounting books have been fully recorded and can fairly reflect the financial position of the Company at any time, and that all accounting books have been prepared in compliance with the adopted accounting regime. The Board of Directors of the Company is also responsible for protecting the Company's assets and consequently has taken appropriate measures to prevent and detect frauds and legal regulations related to the preparation and fair presentation of the financial statements.

The Board of Directors hereby ensure to comply with all the requirements above in the preparation of the (separate) financial statements.

10. Approving the (separate) financial statements

We, members of the Board of Management confirm that all the accompanying (separate) financial statements. The (separate) financial statements have been properly prepared and have given a true and fair view on the financial position as at 31st December 2024, the business results and the cash flows for the fiscal year then ended of the Company, in compliance with the accounting standards, Vietnamese enterprises' accounting regime as well as legal regulations related to the preparation and fair presentation of the (separate) financial statements.

For and on behalf of the Board of Management



Mr. DO TIEN DUNG

Chairman

Ho Chi Minh city, 19th February 2025

No.: 2033/25/BCKT/AUD-VVALUES

INDEPENDENT AUDITOR'S REPORT

**To: SHAREHOLDERS, THE BOARD OF MANAGEMENT
AND THE BOARD OF DIRECTORS
HANG XANH MOTORS SERVICE JOINT STOCK COMPANY**

We have audited the accompanying (separate) financial statements of Hang Xanh Motors Service Joint Stock Company (hereafter referred to as "the Company") prepared on 19th February 2025, from page 08 to page 37, which comprise the (separate) Balance Sheet as at 31st December 2024, the (separate) Income Statement, the (separate) Cash Flows Statement and the Notes to the (separate) Financial Statements for the fiscal year then ended.

The Board of Directors' responsibility

The Board of Directors of the Company is responsible for the preparation and fair presentation of these (separate) financial statements in accordance with the accounting standards, Vietnamese enterprises' accounting regime as well as other related regulations and for such internal control as the Board of Directors determines is necessary to enable the preparation and presentation of (separate) financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Directors, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditor's opinion

In our opinion, the (separate) financial statements referred to above give a true and fair view, in all material respects, of the (separate) financial position of the Company as at 31st December 2024, the (separate) business results and the (separate) cash flows for the fiscal year then ended in conformity with the accounting standards, the prevailing Vietnamese enterprises' accounting regime as well as legal regulations related to the preparation and presentation of the (separate) financial statements.

Other matter

We draw attention to: the scope of these (separate) financial statements is only to give the (separate) financial position and investments at historical cost method of Hang Xanh Motors Service Joint Stock Company as at 31st December 2024 as well as the (separate) business results and the (separate) cash flows for the fiscal year then ended. This is not the consolidated financial statements of Hang Xanh Motors Service Joint Stock Company and subsidiaries.

Ho Chi Minh city, 19th February 2025.

VIETVALUES Audit and Consulting Co., Ltd.



Tran Van Hiep – Deputy General Director
Certificate of registration for
practicing audit No. 2141-2023-071-1
Authorized signature

Nguyen Thi Tuyet Van – Auditor
Certificate of registration for
practicing audit No. 2839-2025-071-1

File:

- As above.
- **VIETVALUES.**

HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address: 333 Dien Bien Phu street, ward 15, Binh Thanh district, Ho Chi Minh city.

Balance Sheet

As at 31st December 2024

BALANCE SHEET

As at 31st December 2024

Currency: VND

Code	ASSETS	Notes	Ending balance	Beginning balance
1	2	3	4	5
100	A. CURRENT ASSETS AND SHORT-TERM INVESTMENTS		647,623,174,875	786,532,153,397
110	I. Cash and cash equivalents	V.1	82,898,644,031	87,092,007,343
111	1. Cash		82,898,644,031	87,092,007,343
120	II. Short-term financial investments		3,000,000,000	-
123	1. Held-to-maturity investments	V.2	3,000,000,000	-
130	III. Accounts receivable		124,429,151,272	147,133,220,364
131	1. Short-term trade receivables	V.3	68,262,251,332	45,810,762,864
132	2. Short-term advance payments to suppliers		2,527,502,629	27,619,359,820
135	3. Short-term loan receivables		-	24,000,000,000
136	4. Other short-term receivables	V.4	54,315,516,966	50,379,217,335
137	5. Provisions for doubtful short-term receivables	V.5	(676,119,655)	(676,119,655)
140	IV. Inventories	V.6	413,703,191,042	529,204,403,984
141	1. Inventories		417,749,942,717	533,251,155,659
149	2. Provision for obsolete inventory (*)		(4,046,751,675)	(4,046,751,675)
150	V. Other current assets		23,592,188,530	23,102,521,706
151	1. Short-term prepaid expenses	V.7a	3,639,073,363	3,532,157,374
152	2. VAT deductible		19,833,350,108	19,570,364,332
153	3. Tax receivables	V.14	119,765,059	-
200	B. FIXED ASSETS AND LONG-TERM INVESTMENTS		1,179,802,726,230	1,032,227,391,604
210	I. Long-term receivables		2,475,438,612	73,726,091,883
211	1. Long-term trade receivables		-	50,250,653,271
212	2. Long-term advance payments to suppliers		2,475,438,612	2,475,438,612
216	3. Other long-term receivables		-	21,000,000,000
219	4. Provisions for doubtful long-term receivables		-	-
220	II. Fixed assets		281,428,739,546	274,723,085,657
221	1. Tangible fixed assets	V.8	270,705,133,542	263,832,908,610
222	- Historical cost		385,492,897,522	373,253,685,907
223	- Accumulated depreciation		(114,787,763,980)	(109,420,777,297)
227	2. Intangible fixed assets	V.9	10,723,606,004	10,890,177,047
228	- Historical cost		17,934,806,169	17,934,806,169
229	- Accumulated amortization		(7,211,200,165)	(7,044,629,122)
230	III. Investment Properties	V.10	541,870,962,094	469,195,962,094
231	1. - Historical cost		541,870,962,094	469,195,962,094
240	IV. Non-current unfinished assets		-	-
250	V. Long-term financial investments	V.11	339,622,981,869	204,787,516,279
251	1. Investment in subsidiaries		341,331,387,875	217,446,687,875
254	2. Provision for long-term financial investments		(1,708,406,006)	(12,659,171,596)
260	VI. Other non-current assets		14,404,604,109	9,794,735,691
261	1. Long-term prepaid expenses	V.7b	10,998,279,163	6,388,410,745
262	2. Deferred income tax assets		3,406,324,946	3,406,324,946
270	TOTAL ASSETS		1,827,425,901,105	1,818,759,545,001

HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address: 333 Dien Bien Phu street, ward 15, Binh Thanh district, Ho Chi Minh city.

Balance Sheet (cont.)

As at 31st December 2024

Code	RESOURCES	Notes	Ending balance	Beginning balance
1	2	3	4	5
300	C. LIABILITIES		646,407,037,653	670,502,633,978
310	I. Current liabilities		646,407,037,653	670,502,633,978
311	1. Short-term trade payables	V.12	38,414,821,307	32,474,532,578
312	2. Short-term advance payments from customers	V.13	37,814,766,102	49,769,610,586
313	3. Tax and statutory obligations	V.14	3,045,911,587	5,437,203,948
314	4. Payables to employees	V.15	14,476,043,263	12,154,737,250
315	5. Short-term accruals		465,027,085	675,158,658
319	6. Other short-term payables	V.16	3,885,737,624	5,143,318,829
320	7. Short-term finance lease loans and liabilities	V.17	548,304,730,685	564,848,072,129
330	II. Non-current liabilities		-	-
400	D. OWNERS' EQUITY	V.18	1,181,018,863,452	1,148,256,911,023
410	I. Capital of the owners		1,181,018,863,452	1,148,256,911,023
411	1. Owners' invested equity		1,074,396,810,000	934,275,650,000
411a	- Common stocks with voting rights		1,074,396,810,000	934,275,650,000
412	2. Surplus of share capital		-	30,524,927,236
421	3. Undistributed earnings after tax		106,622,053,452	183,456,333,787
421a	- Accumulated undistributed earnings after tax to the end of previous year		45,831,831,523	150,497,440,944
421b	- Accumulated undistributed earnings after tax in current year		60,790,221,929	32,958,892,843
430	II. Other capital, funds		-	-
440	TOTAL RESOURCES		1,827,425,901,105	1,818,759,545,001

Ho Chi Minh city, 19th February 2025.

Prepared by



TRAN KHOI NGUYEN

Chief Accountant



NGUYEN THI THANH HANG

Chairman



ĐO THIEN DUNG



CASH FLOW STATEMENT

(As per Indirect Method)

For the fiscal year ended 31st December 2024

Currency: VND

Code	Items	Notes	Current year	Previous year
1	2	3	4	5
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	1. Net profit/(loss) before tax		76,068,203,680	41,652,797,353
	2. Adjustments for:		21,011,368,790	54,570,542,268
02	- Depreciation and amortisation	V.8,V.9	23,832,462,332	32,797,661,778
03	- Provisions	V.11	(10,950,765,590)	(5,470,043,808)
04	- (Gains)/Losses of exchange rate differences due to the revaluation of the ending balances in foreign currencies		-	-
05	- (Profit)/ loss from investing activity		(5,337,528,387)	(7,941,884,232)
06	- Interest expense	VI.4	13,467,200,435	35,184,808,530
07	- Other adjustments		-	-
08	3. Operating income/(loss) before changes in working capital		97,079,572,470	96,223,339,621
09	- (Increase)/decrease in receivables		69,571,971,528	146,505,203,020
10	- (Increase)/decrease in inventory		115,501,212,942	465,485,747,822
11	- Increase/(decrease) in payables (excluding interest payable, CIT payables)		(4,929,815,017)	(85,437,917,556)
12	- Increase/(decrease) in prepaid expenses		(4,716,784,407)	13,306,457,849
13	- Increase/(decrease) in trading securities		-	-
14	- Interest paid	VI.4	(13,467,200,435)	(35,110,919,643)
15	- Corporate income tax (CIT) paid	V.14	(17,260,818,615)	(33,832,229,717)
16	- Other cash inflows from operating activities		-	-
17	- Other cash outflows from operating activities		-	-
20	Net cash inflows/(outflows) from operating activities		241,778,138,466	567,139,681,396
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	1. Purchase of fixed assets and other long-term assets		(275,845,397,866)	(374,716,073,057)
22	2. Proceeds from disposals of fixed assets and other long-term assets		177,617,562,183	337,523,636,371
23	3. Loans to other entities and payments for purchase of debt instruments of other entities		(3,000,000,000)	(24,000,000,000)
24	4. Repayments from borrowers and proceeds from sales of debt instruments of other entities		24,000,000,000	-
25	5. Payments for investments in other entities	V.11	(123,884,700,000)	-
26	6. Proceeds from sales of investments in other entities		-	-
27	7. Interest and dividends received	VI.3	352,247,849	69,318,275
30	Net cash inflows/(outflows) from investing activities		(200,760,287,834)	(61,123,118,411)
	III. CASH FLOW FROM FINANCING ACTIVITIES			
31	1. Proceeds from issue of stocks, capital contribution of the owner		-	14,000,000,000
32	2. Capital redemption of the owners, the acquisition of issued stocks		-	-
33	3. Proceeds from borrowings	V.17	2,756,314,359,461	2,674,886,248,200
34	4. Repayments of borrowing principal	V.17	(2,772,857,700,905)	(3,183,401,891,522)
35	5. Repayments of finance lease principal		-	-
36	6. Dividends, gains paid to the owner	V.18	(28,667,872,500)	(35,971,717,000)
40	Net cash inflows/(outflows) from financing activities		(45,211,213,944)	(530,487,360,322)
50	Net cash inflows/(outflows) in year (20+30+40)		(4,193,363,312)	(24,470,797,337)
60	Cash and cash equivalents at the beginning of the year		87,092,007,343	111,562,804,680
61	Impact of exchange rate fluctuation		-	-
70	Cash and cash equivalents at the end of the year	V.1	82,898,644,031	87,092,007,343

Prepared by

Chief Accountant

TRAN KHOI NGUYEN

NGUYEN THI THANH HANG



Chairman

ĐO TIEN DUNG

VIETVALUES Audit and Consulting Co., Ltd

Member firm of JPA International

Head office : 33 Phan Van Khoe, ward 13, district 5, HCMC

Tel : +84 (28) 3859 4168

Fax : +84 (28) 3859 2289

Email : contact@vietvalues.com

Website : www.vietvalues.com



INDEPENDENT AUDITOR'S REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

FOR THE FISCAL YEAR ENDED 31ST DECEMBER 2024

HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

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REPORT OF THE BOARD OF MANAGEMENT

The Board of Management of Hang Xanh Motors Service Joint Stock Company presents this report together with the audited (consolidated) financial statements of the parent company is Hang Xanh Motors Service Joint Stock Company and 04 subsidiaries (03 direct subsidiaries and 01 indirect subsidiary) (hereafter, referred to as "the Group") for the fiscal year ended 31st December 2024.

1. General information of the Group

The Group includes the parent company is Hang Xanh Motors Service Joint Stock Company and 04 subsidiaries (03 direct subsidiaries and 01 indirect subsidiary).

Hang Xanh Motors Service Joint Stock Company (hereafter referred to as "the Company") is a joint stock company which was equitized from an enterprise of Saigon Transportation Mechanical Company (Saigon Transportation Mechanical Corporation) in accordance with the Decision No. 6418/QĐ-UB-KT dated 15th October 1999 of Ho Chi Minh city People's Committee. The Company operates in accordance with the Business Registration Certificate No. 0302000126, the date of first registration was 17th May 2000 and the amending registration certificates, and the 32nd amendment dated 24th May 2024 granted by the Department of Planning and Investment of Ho Chi Minh city.

Charter capital: VND 1,074,396,810,000 (Vietnam Dong One Thousand and Seventy Four Billion, Three Hundred Ninety Six Million, Eight Hundred Ten Thousand Only).

The Company is listed on the Ho Chi Minh Stock Exchange (HOSE) with the HAX stock code under the Licence No. 113/UBCK-GPNY dated 13th December 2006 of the Chairman of the State Securities Commission.

2. Registered office

▪ Head office

- Address : 333 Dien Bien Phu street, ward 15, Binh Thanh district, Ho Chi Minh city.
- Tel. : +84 (28) 3512 0026
- Fax : +84 (28) 3512 0025
- Tax code : 0302000126

▪ Information about branches and subordinate entities

No.	Name of entity	Address
01	Branch of Hang Xanh Motors Service Joint Stock Company	No. 2008 Vo Van Kiet street, Neighborhood 2, An Lac ward, Binh Tan district, HCMC.
02	Branch of Hang Xanh Motors Service Joint Stock Company in Hanoi city	No. 46 Lang Ha street, Lang Ha ward, Dong Da district, Hanoi city.
03	Hang Xanh Motors Service Joint Stock Company - Kim Giang branch	No. 256 Kim Giang street, Dai Kim ward, Hoang Mai district, Hanoi city.
04	Branch of Hang Xanh Motors Service Joint Stock Company in Can Tho city	No. 102 Cach Mang Thang Tam street, Cai Khe ward, Ninh Kieu district, Can Tho city.

▪ **Information about subsidiaries**

No.	Name of subsidiary	Head office	Ratio of capital contribution		Proportion of voting rights		Proportion of interest	
			Ending balance	Beginning balance	Ending balance	Beginning balance	Ending balance	Beginning balance
1.	Can Tho Automobile Mechanical JSC	No. 102 Cach Mang Thang Tam street, Cai Khe ward, Ninh Kieu district, Can Tho city.	85.89%	85.89%	85.89%	85.89%	85.89%	85.89%
2.	PTM Automobile Service, Trading and Manufacturing JSC	No. 256 Kim Giang street, Dai Kim ward, Hoang Mai district, Hanoi city.	51.62%	98.32%	51.62%	98.32%	51.62%	98.32%
3.	West Transprovincial Bus and Service JSC	54 Kinh Duong Vuong street, ward 13, district 6, Ho Chi Minh city.	62.11%	62.11%	62.11%	62.11%	62.11%	62.11%
4.	An Thai Auto JSC (indirect subsidiary) (*)	No. 464 Kinh Duong Vuong street, An Lac A ward, Binh Tan district, Ho Chi Minh city.	0.00%	0.00%	52.35%	52.35%	32.51%	32.51%

(*) An Thai Auto Joint Stock Company is second-Tier subsidiary indirectly through a first-tier subsidiary which is West Transprovincial Bus and Service Joint Stock Company (West Transprovincial Bus and Service Joint Stock Company holds 52.35% of the voting rights in An Thai Auto Joint Stock Company).

3. Business activities

- Agents of trading in kinds of spare parts;
- Trading in automotive parts, machinery and equipment;
- Breakdown recovery service;
- Insurance agent;
- Service of repair, maintenance and warranty of automobiles;
- Agents of trading in automobiles;
- Car rental;
- Trading in real estate;

The Company's main business activity is trading in automobiles, spare parts and auto repair services.

4. The Board of Management, the Audit Committee, the Board of Directors and Chief Accountant

Members of the Board of Management, the Board of Directors and Chief Accountant of the Company during year and as of the date of this report include:

4.1 The Board of Management

<i>Full name</i>	<i>Position</i>	<i>Appointed date</i>	<i>Dismissed date</i>
Mr. Do Tien Dung	Chairman	23 rd March 2024	-
Mrs. Vu Thi Hanh	Member	23 rd March 2024	-
Mr. Tran Quoc Hai	Member	23 rd March 2024	-
Mrs. Tran Tieu Mai	Member	23 rd March 2024	-
Mrs. Do Ngoc Thuy Trang	Member	23 rd March 2019	23 rd March 2024
Mrs. Nguyen Thi Ngoc Bich	Member	23 rd March 2024	-

4.2 The Audit Committee

<u>Full name</u>	<u>Position</u>	<u>Appointed / Reappointed date</u>	<u>Dismissed date</u>
Mrs. Tran Tieu Mai	Chairperson	23 rd March 2024	-
Mrs. Vu Thi Hanh	Member	23 rd March 2024	-

4.3 The Board of Directors and Chief Accountant

<u>Full name</u>	<u>Position</u>	<u>Appointed / Reappointed date</u>	<u>Dismissed date</u>
Mrs. Nguyen Thi Ngoc Bich	General Director	02 nd April 2021	-
Mr. Tran Quoc Hai	Deputy General Director	01 st June 2021	-
Mr. Tran Van My	Deputy General Director	01 st June 2021	-
Mrs. Nguyen Thi Thanh Hang	Chief Financial Officer cum Chief Accountant	10 th September 2020	-

5. Legal representative

Legal representative of the Company during year and as of the date of this report is Mr. Do Tien Dung – Chairman.

6. Business results

The (consolidated) financial position and the (consolidated) business results for the fiscal year ended 31st December 2024 of the Group are expressed in the (consolidated) financial statements attached to this report from page 08 to page 38.

7. Subsequent events

In the opinion of the Board of Management, the Company's the (consolidated) financial statements for the fiscal year ended 31st December 2024 would not be seriously affected by any important items, transactions, or any extraordinary events from 31st December 2024 to the date of this Report, which would require any adjustments to the figures or disclosures in the (consolidated) financial statements.

8. Auditors

VIETVALUES Audit and Consulting Co., Ltd. has been appointed to perform the audit on the Group's (consolidated) Financial Statements for the fiscal year ended 31st December 2024.

9. Responsibility of the Board of Directors

The Board of Directors of the Company is responsible for the preparation of the (consolidated) financial statements to give a true and fair view on the (consolidated) financial position, the (consolidated) business results and the (consolidated) cash flows of the Group for the fiscal year ended 31st December 2024. In order to prepare these (consolidated) financial statements, the Board of Directors must:

- Select appropriate accounting policies and apply them consistently;
- Make judgments and estimates reasonably and prudently;
- Announce the accounting standards to be followed for the material issues to be disclosed and explained in the (consolidated) financial statements;
- Prepare the (consolidated) financial statements of the Group on the basis of the going-concern assumption except for the cases that the going-concern assumption is considered inappropriate;
- Design and implementation of internal control systems effectively for the purpose of preparing and presenting the (consolidated) financial statements reasonably in order to minimize risk and fraud.

The Board of Directors ensure that all the relevant accounting books have been fully recorded and can fairly reflect the (consolidated) financial position of the Group at any time, and that all accounting books have been prepared in compliance with the adopted accounting regime. The Board of Directors of the Group is also responsible for protecting the Group's assets and consequently has taken appropriate measures to prevent and detect frauds and legal regulations related to the preparation and fair presentation of the (consolidated) financial statements.

The Board of Directors hereby ensure to comply with all the requirements above in the preparation of the (consolidated) financial statements.

10. Approving the (consolidated) financial statements

We, members of the Board of Management confirm that all the accompanying (consolidated) financial statements. The (consolidated) financial statements have been properly prepared and have given a true and fair view on the (consolidated) financial position as at 31st December 2024, the (consolidated) business results and the (consolidated) cash flows for the fiscal year then ended of the Group, in compliance with the accounting standards, Vietnamese enterprises' accounting regime as well as legal regulations related to the preparation and fair presentation of the (consolidated) financial statements.

For and on behalf of the Board of Management



Mr. DO TIEN DUNG
Chairman

Ho Chi Minh city, 19th February 2025

No.: 2034/25/BCKT/AUD-VVALUES

INDEPENDENT AUDITOR'S REPORT

**To: SHAREHOLDERS, THE BOARD OF MANAGEMENT
AND THE BOARD OF DIRECTORS
HANG XANH MOTORS SERVICE JOINT STOCK COMPANY**

We have audited the accompanying (consolidated) financial statements of Hang Xanh Motors Service Joint Stock Company (hereafter referred to as "the Company") prepared on 19th February 2025 (from page 08 to page 38) which comprise the (consolidated) Balance Sheet as at 31st December 2024, the (consolidated) Income Statement, the (consolidated) Cash Flows Statement and the Notes to the (consolidated) Financial Statements for the fiscal year then ended.

The Board of Directors' responsibility

The Board of Directors of the Company is responsible for the preparation and fair presentation of these (consolidated) financial statements in accordance with the accounting standards, Vietnamese enterprises' accounting regime as well as other related regulations and for such internal control as the Board of Directors determines is necessary to enable the preparation and presentation of (consolidated) financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these (consolidated) financial statements based on our audit. We conducted our audit in accordance with the Vietnamese Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the (consolidated) financial statements of the Group are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the (consolidated) financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the (consolidated) financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation and fair presentation of the (consolidated) financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Directors, as well as evaluating the overall presentation of the (consolidated) financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditor's opinion

In our opinion, the (consolidated) financial statements referred to above give a true and fair view, in all material respects, of the (consolidated) financial position of Hang Xanh Motors Service Joint Stock Company as at 31st December 2024, the (consolidated) business results and the (consolidated) cash flows for the fiscal year then ended in conformity with the accounting standards, the prevailing Vietnamese enterprises' accounting regime as well as legal regulations related to the preparation and presentation of the (consolidated) financial statements.

Ho Chi Minh city, 19th February 2025

VIETVALUES Audit and Consulting Co., Ltd.



Tran Van Hiep – Deputy General Director
*Certificate of registration for
practicing audit No. 2141-2023-071-1
Authorized signature*

Nguyen Thi Tuyet Van – Auditor
*Certificate of registration for
practicing audit No. 2839-2025-071-1*

File:

- *As above.*
- **VIETVALUES.**

(CONSOLIDATED) BALANCE SHEET

As at 31st December 2024

Currency: VND

Code	ASSETS	Notes	Ending balance	Beginning balance
1	2	3	4	5
100	A. CURRENT ASSETS AND SHORT-TERM INVESTMENTS		1,315,736,137,362	1,071,764,691,450
110	I. Cash and cash equivalents	V.1	261,814,418,901	120,230,008,269
111	1. Cash		151,814,418,901	107,124,319,228
112	2. Cash equivalents		110,000,000,000	13,105,689,041
120	II. Short-term financial investments		3,000,000,000	-
123	1. Held-to-maturity investments		3,000,000,000	-
130	III. Accounts receivable		340,315,148,631	212,817,613,319
131	1. Short-term trade receivables	V.2	123,622,147,361	93,792,846,281
132	2. Short-term advance payments to suppliers	V.3	77,822,172,290	37,984,064,404
136	3. Other short-term receivables	V.4a	139,880,601,115	82,102,296,904
137	4. Provisions for doubtful short-term receivables	V.5	(1,009,772,135)	(1,061,594,270)
140	IV. Inventories	V.6	660,820,663,188	696,117,033,963
141	1. Inventories		666,273,074,770	702,457,355,015
142	2. Provision for obsolete inventory (*)		(5,452,411,582)	(6,340,321,052)
150	V. Other current assets		49,785,906,642	42,600,035,899
151	1. Short-term prepaid expenses	V.7a	12,462,167,972	5,452,494,493
152	2. VAT deductible		37,203,973,611	36,581,988,116
153	3. Tax receivables	V.14	119,765,059	565,553,290
200	B. FIXED ASSETS AND LONG-TERM INVESTMENTS		1,093,282,427,954	934,523,127,247
210	I. Long-term receivables		6,235,488,612	4,764,438,612
211	1. Long-term trade receivables		-	-
212	2. Long-term advance payments to suppliers		2,475,438,612	2,475,438,612
216	3. Other long-term receivables	V.4b	3,760,050,000	2,289,000,000
220	II. Fixed assets		459,866,368,960	381,310,311,778
221	1. Tangible fixed assets	V.8	449,128,022,956	370,389,314,731
222	- Historical cost		637,849,733,342	549,915,667,901
223	- Accumulated depreciation		(188,721,710,386)	(179,526,353,170)
227	2. Intangible fixed assets	V.9	10,738,346,004	10,920,997,047
228	- Historical cost		18,643,966,169	18,643,966,169
229	- Accumulated amortization		(7,905,620,165)	(7,722,969,122)
230	III. Investment properties	V.10	541,870,962,094	469,195,962,094
231	- Historical cost		541,870,962,094	469,195,962,094
232	- Accumulated depreciation		-	-
240	IV. Non-current unfinished assets		1,859,329,476	1,250,000,000
242	1. Construction-in-progress		1,859,329,476	1,250,000,000
250	V. Long-term financial investments		-	-
260	VI. Other non-current assets		83,450,278,812	78,002,414,763
261	1. Long-term prepaid expenses	V.7b	30,609,135,931	13,602,535,428
262	2. Deferred income tax assets		3,678,349,010	4,178,561,614
269	3. Goodwill	V.11	49,162,793,871	60,221,317,721
270	TOTAL ASSETS		2,409,018,565,316	2,006,287,818,697

HÀNG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address: 333 Dien Bien Phu street, ward 15, Binh Thanh district, Ho Chi Minh city.

(CONSOLIDATED) BALANCE SHEET (cont.)

As at 31st December 2024

Code	RESOURCES	Notes	Ending balance	Beginning balance
1	2	3	4	5
300	C. LIABILITIES		918,279,014,178	842,283,926,244
310	I. Current liabilities		917,737,332,977	839,432,091,925
311	1. Short-term trade payables	V.12	99,301,262,482	44,697,519,251
312	2. Short-term advance payments from customers	V.13	63,304,779,569	54,892,244,624
313	3. Tax and statutory obligations	V.14	45,621,425,623	10,643,747,508
314	4. Payables to employees		29,997,046,321	18,543,940,009
315	5. Short-term accruals	V.15	1,466,228,027	1,210,715,881
319	6. Other short-term payables	V.16	7,964,176,294	9,534,973,579
320	7. Short-term finance lease loans and liabilities	V.17	669,663,788,185	699,552,464,329
322	8. Bonus and welfare funds		418,626,476	356,486,744
330	II. Non-current liabilities		541,681,201	2,851,834,319
337	1. Other long-term payables		200,000,000	320,000,000
341	2. Deferred income tax payables		341,681,201	2,531,834,319
400	D. OWNERS' EQUITY		1,490,739,551,138	1,164,003,892,453
410	I. Capital of the owners	V.18	1,490,739,551,138	1,164,003,892,453
411	1. Owners' invested equity		1,074,396,810,000	934,275,650,000
411a	- Common stocks with voting rights		1,074,396,810,000	934,275,650,000
412	2. Surplus of share capital		-	30,524,927,236
421	3. Undistributed earnings after tax		128,999,588,778	150,223,013,451
421a	- Accumulated undistributed earnings after tax to the end of previous year		4,026,364,667	115,633,836,935
421b	- Accumulated undistributed earnings after tax in current year		124,973,224,111	34,589,176,516
429	4. Benefits of non-controlling shareholders		287,343,152,360	48,980,301,766
430	II. Other capital, funds		-	-
440	TOTAL RESOURCES		2,409,018,565,316	2,006,287,818,697

Prepared by

TRAN KHOI NGUYEN

Chief Accountant

NGUYEN THI THANH HANG

Ho Chi Minh city, 19th February 2025.

Chairman

DO TIEN DUNG



(CONSOLIDATED) INCOME STATEMENT

For the fiscal year ended 31st December 2024

Currency: VND

Code	ITEMS	Notes	Current year	Previous year
1	2	3	4	5
01	1. Revenues from sale of goods and rendering of services	VI.1	5,513,287,344,174	3,981,921,710,938
02	2. Revenue deductions		-	-
10	3. Net revenues from sale of goods and rendering of services		5,513,287,344,174	3,981,921,710,938
11	4. Cost of goods sold	VI.2	5,001,364,238,035	3,704,968,446,340
20	5. Gross profit from sale of goods and rendering of services		511,923,106,139	276,953,264,598
21	6. Income from financial activities	VI.3	702,217,249	577,293,885
22	7. Expenses from financial activities	VI.4	22,802,781,677	37,314,859,768
23	- In which: Interest expenses		22,802,781,677	37,240,679,150
24	8. Profit/ Loss in the joint ventures, associates		-	-
25	9. Selling expenses	VI.5	208,093,865,946	145,056,296,613
26	10. General & administration expenses	VI.6	103,737,750,605	76,186,451,537
30	11. Net profit/(loss) from operating activities		177,990,925,160	18,972,950,565
31	12. Other income	VI.7	80,731,448,183	29,955,879,613
32	13. Other expenses	VI.8	365,866,193	798,018,472
40	14. Other profit		80,365,581,990	29,157,861,141
50	15. Total pre-tax accounting profit		258,356,507,150	48,130,811,706
51	16. Current Corporate Income tax expenses	V.14	56,813,711,223	13,265,940,706
52	17. Deferred Corporate Income tax expenses		(2,026,879,993)	(2,191,586,843)
60	18. Profit/(loss) after corporate income tax		203,569,675,920	37,056,457,843
61	19. Profit after tax of shareholders of holding company		124,973,224,111	34,589,176,516
62	20. Benefits of non-controlling shareholders		78,596,451,809	2,467,281,327
70	21. Gains on stock	VI.9	1,163	375
71	22. Diluted gains on stock	VI.10	1,163	375

Ho Chi Minh city, 19th February 2025.

Prepared by

Chief Accountant

Chairman

TRAN KHOI NGUYEN

NGUYEN THI THANH HANG

DO TIEN DUNG



(CONSOLIDATED) CASH FLOW STATEMENT

(As per Indirect Method)

For the fiscal year ended 31st December 2024

Currency: VND

Code	Items	Notes	Current year	Previous year
1	2	3	4	5
	I. CASH FLOWS FROM OPERATING ACTIVITIES			
01	1. Net profit/(loss) before tax	V.14	258,356,507,150	48,130,811,706
	2. Adjustments for:		70,700,944,875	90,930,776,918
02	- Depreciation and amortisation	V.8;9;11	56,621,606,441	61,513,877,847
03	- Provisions	V.5;6	(939,731,605)	887,909,470
05	- (Profit)/ loss from investing activity	VI.3;7	(7,783,711,638)	(8,785,578,436)
06	- Interest expense	VI.4	22,802,781,677	37,314,568,037
07	- Other adjustments		-	-
08	3. Operating income/(loss) before changes in working capital		329,057,452,025	139,061,588,624
09	- (Increase)/decrease in receivables		(128,308,220,962)	100,709,379,285
10	- (Increase)/decrease in inventory		36,184,280,245	367,800,570,637
11	- Increase/(decrease) in payables (excluding interest payable, CIT payables)		191,749,306,794	(112,623,595,923)
12	- Increase/(decrease) in prepaid expenses		(22,802,879,251)	11,269,259,934
14	- Interest paid		(22,802,781,677)	(37,240,679,150)
15	- Corporate income tax (CIT) paid	V.14	(20,229,215,143)	(35,653,551,031)
16	- Other cash inflows from operating activities		-	-
17	- Other cash outflows from operating activities		-	(356,486,744)
20	Net cash inflows/(outflows) from operating activities		362,847,942,031	432,966,485,632
	II. CASH FLOWS FROM INVESTING ACTIVITIES			
21	1. Purchase of fixed assets and other long-term assets		(367,201,945,096)	(401,489,093,210)
22	2. Proceeds from disposals of fixed assets and other long-term assets	VI.7;8	209,651,653,092	401,681,863,657
23	3. Loans to other entities and payments for purchase of debt instruments of other entities		(3,000,000,000)	-
27	4. Interest and dividends received	VI.3	702,217,249	577,293,885
30	Net cash inflows/(outflows) from investing activities		(159,848,074,755)	770,064,332
	III. CASH FLOW FROM FINANCING ACTIVITIES			
31	1. Proceeds from issue of stocks, capital contribution of the owner		-	14,000,000,000
33	2. Proceeds from borrowings	V.17	4,139,566,420,693	2,965,333,871,206
34	3. Repayments of borrowing principal	V.17	(4,169,455,096,837)	(3,417,356,371,259)
36	4. Dividends, gains paid to the owner	VII.1	(31,526,780,500)	(35,971,717,000)
40	Net cash inflows/(outflows) from financing activities		(61,415,456,644)	(473,994,217,053)
50	Net cash inflows/(outflows) in year (20+30+40)		141,584,410,632	(40,257,667,089)
60	Cash and cash equivalents at the beginning of the year	V.1	120,230,008,269	160,487,675,358
61	Impact of exchange rate fluctuation		-	-
70	Cash and cash equivalents at the end of the year	V.1	261,814,418,901	120,230,008,269

Ho Chi Minh city, 19th February 2025.

Prepared by

Chief Accountant

Chairman

TRAN KHOI NGUYEN

NGUYEN THI THANH HANG

DO TIEN DUNG





HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

Address : 333 Dien Bien Phu, Ward 2, Binh Thanh District, HCM City

Phone : (028) 3512 0026

Fax: (028) 3512 0025

Email : haxaco@haxaco.com.vn

Website: www.haxaco.com.vn

PROPOSAL 2

HCMC., March 15th, 2025

PROPOSAL

(Re: Plan for Cash Dividend Distribution)

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





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PROPOSAL 3

HCMC., March 15th, 2025

PROPOSAL

(Re: Profit Distribution Plan for 2024)

To: General Meeting of Shareholders of Hang Xanh Motors Service 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 Service 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:	109,939,681,000
2.1	Dividend payment in cash (10% of charter capital)	107,439,681,000
2.2	Reward fund for the Board of Directors and the Board of Managements due to exceeding the 2024 business plan.	2,500,000,000
3	Undistributed remaining net profit carried forward to the next year	19,059,907,778

Respectfully submitting to the General Meeting of Shareholders for approval.

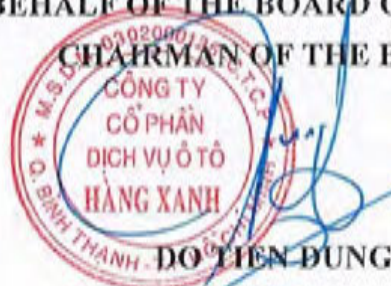
Recipients:

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

HANG XANH MOTORS SERVICE JSC.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN OF THE BOARD





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PROPOSAL 4

HCMC., March 15th, 2025

PROPOSAL

(Re: Production and business plan for 2025)

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

Based on the business production situation in 2024 and the company's development orientation for 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval of the 2025 business plan as follows:

I. BUSINESS PLAN FOR 2025

No.	Criteria	Plan
1	Total pre-tax profit according to the consolidated report	260 billion VND

II. INVESTMENT PLAN

Authorize the Board of Directors to carry out the following tasks:

1. Negotiate and cooperate with strategic partners, perform necessary tasks to ensure optimal business expansion, bringing the highest benefits to the company and shareholders.
2. Actively seek, evaluate, and select strategic investment opportunities to expand and standardize the car dealership system, increase revenue, ensure sustainable competition, and strengthen the company's market position.
3. Search, select, and decide on strategic partners/investors to ensure the long-term and sustainable development of the company.
4. Seek and invest capital, purchase shares of potential companies operating in the same industry to develop business.
5. Develop new projects and expand the scope and diversify the automotive business fields of the company in the Vietnamese market.

III. SALARY PLAN

The total salary fund plan will be decided by the General Director based on the results of the business service plan and the company's operational efficiency.

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**

DO TIEN DUNG



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PROPOSAL 5

HCMC., March 15th, 2025

PROPOSAL

(Re: Investment in expanding and developing business sectors)

To: General Meeting of Shareholders of Hang Xanh Motors Service 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 Service JSC.;
- Based on the actual situation at the Company.

The Board of Directors of Hang Xanh Motors Services Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the business expansion investment as follows

1. Purpose: To optimize the business efficiency of the Company.
2. Investment scale: Not exceeding 200 billion VND
3. Investment fields: Investing capital or purchasing shares of subsidiaries and companies in the same industry with potential for business production development.
4. Implementation time: During 2025-2026
5. **Authorization of the Board of Directors**

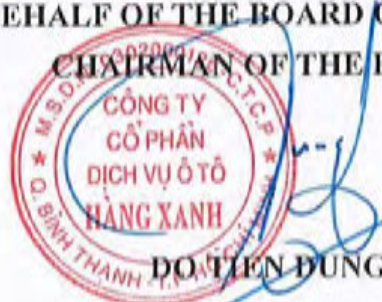
Authorize the Board of Directors to decide on the form, method, sequence, capital contribution ratio, and share purchase, and to implement the investment plan according to the law to bring the highest efficiency to shareholders and the Company. The Board of Directors will report the implementation results at the next 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





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PROPOSAL 6

HCMC., March 15th, 2025

PROPOSAL

(Re: Remuneration of Board of Directors in 2024 and plan for 2025)

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

The Board of Directors submits to the General Meeting of Shareholders for approval of the remuneration for the Board of Directors, as follows:

Remuneration for the Board of Directors in 2024 is as follows:

- | | | |
|--|----------|--------------------------|
| - Chairman of the Board of Directors | : | 30,000,000 VND/month |
| - Member of the Board of Directors | : | 15,000,000 VND/month |
| Total remuneration paid in 2024 | : | 1,080,000,000 VND |

The remuneration for the Board of Directors in 2025 is proposed as follows:

- | | | |
|--------------------------------------|---|-----------------------|
| - Chairman of the Board of Directors | : | 100,000,000 VND/month |
| - Member of the Board of Directors | : | 20,000,000 VND/month |

Respectfully submitting to the General Meeting of Shareholders for consideration.

Sincerely yours,

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





HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

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PROPOSAL 7

HCMC., March 15th, 2025

PROPOSAL

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

To: General Meeting of Shareholders of Hang Xanh Motors Service 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 Service 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**



**LIST OF AUDIT FIRMS APPROVED TO CONDUCT AUDITS FOR PUBLIC INTEREST ENTITIES IN
THE SECURITIES SECTOR FOR THE YEAR 2025**

No.	COMPANY NAME
1	KPMG Limited (KPMG)
2	Ernst & Young Viet Nam Limited (E&Y)
3	Deloitte Vietnam Audit Company Limited (Deloitte)
4	PWC (VIETNAM) LIMITED (PWC)
5	AASC Auditing Firm Company Limited (AASC)
6	GRANT THORNTON (VIETNAM) LIMITED (GT)
7	A&C AUDITING AND CONSULTING COMPANY LIMITED (A&C)
8	ECOVIS AFA Vietnam Auditing - Appraisal And Consulting Company Limited (ECOVIS AFA)
9	CPA Vietnam Auditing Company Limited (CPA VIETNAM)
10	Viet Values Audit And Consulting Company Limited (Chuẩn Việt)
11	Southern Auditing And Accounting Financial Consulting Services Company Limited (AASCS)
12	An Viet Auditing Company Limited (An Việt CPA)
13	Vaco Auditing Company Limited (Vaco)
14	Sao Viet Auditing Company Limited (Sao Việt)
15	RSM Vietnam Auditing & Consulting Company Limited (RSM)
16	AFC Vietnam Auditing Company Limited (AFC)
17	AAC Auditing And Accounting Company Limited (AAC)
18	NVA Auditing Company Limited (NVA)
19	Moore AISC Auditing And Informatics Services Company Limited (Moore AISC)
20	UHY Auditing And Consulting Company Limited (UHY)
21	Nhan Tam Viet Auditing Company Limited (NTV)
22	Viet Nam Auditing & Evaluation Company Limited (VAE)
23	International Auditing Company Limited (ICPA)
24	BDO Audit Services Company Limited (BDO)
25	FAC Auditing Company Limited (FAC)
26	Viet Nam Auditing And Valuation Company Limited (AVA)
27	International Auditing And Valuation Company Limited (IAV)



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PROPOSAL 8

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 Service 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 Service 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. Tran Van My - 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



DO TIEN DUNG



HANG XANH MOTORS SERVICE JOINT STOCK COMPANY

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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

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 2 , 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



DO THIEN DUNG



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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CURRICULUM VITAE


1/ Full name:	Tran Van My
2/ Gender:	Male
3/ Date of birth:	26/12/1975
4/ Place of Birth:	Hai Duong
5/ ID/ Passport No.: 030075019164	Date of issued: 24/06/2021
6/ Nationality:	Viet Nam
7/ Ethnicity:	Kinh
8/ Place of residence:	P312 - F2 Lang Ha, Dong Da, Ha Noi
9/ Company Telephone: 02835120026	Mobile: 0932951368
10/ Email:	
11/ Professional Qualifications:	Bachelor
12/ Employment History: + From ... to ... : + From ... to ...:	2009 – 2012: Viet Nam Automobile Investment And Services Joint Stock Company 2012 – 2016: Sao Viet Bussines Joint Stock Company – Nisan Ha Noi Since 2017: Hang Xanh Motors Service JSC.
13/ Current position:	Deputy General Director of Hang Xanh Motors Service JSC. Member of Board of Director cum General Director of PTM Automobile Service, Trading And Manufacturing Joint Stock Company Chairman of Board of Director of Can Tho Automobile Mecanical Joint Stock Company
14/ Total shares held (as of 12 th February 2025): 2,129,512 shares, accounting for 1.98% of owner equity, including:	
+ Representative of capital shares of (name of organization as State shareholder/strategic shareholder/other):	..., shares, accounting for% of owner equity
+ Individual ownership:	2,129,512 shares, accounting for 1.98% of owner equity
15/ Commitments to hold (if any):	
16/ Related persons holding shares of the company:	Lê Minh Hà. – Relationship: Wife; Holding: 1,695 shares, accounting for 0.002% of owner equity – Relationship:; Holding: shares, accounting for% of owner equity
17/ Related interests with the Company:	No
18/ Conflicting interests with the Company:	No

I certify that the above statements are entirely true. If they are incorrect, I will hold liable in accordance with the law.

Hà Nội, date 24 month 02 year 2025

Declarant

(Sign, state the full name)



Trần Văn Mỹ,