

No.: 12/2025/CBTT-ICON4

Hanoi, April 17, 2025

**DISCLOSURE OF INFORMATION ON
HANOI STOCK EXCHANGE'S PORTAL**

To: Hanoi Stock Exchange

1. Name of Company: INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY NO4

Stock symbol: CC4

Address of headoffice: 243A De La Thanh, Lang Thuong Ward, Dong Da Distric, Hanoi City, Vietnam.

Telephone: (024) 3.7668.976

Email: vanphong@icon4.com.vn

Information disclosure type:

☒ Periodic

☐ 24h

☐ Irregular

☐ On demand

2. Content of Information disclosure:

The Minutes, Resolution, and other materials of the 2025 Annual General Meeting of Shareholders.

3. This information was published on the Company's website on April 17, 2025 as in the link: <https://icon4.com.vn/general-meeting-of-shareholders>.

We hereby commit that all information provided above is true and accurate. We shall be legally responsible before the law for the content of the information disclosed.

Attachment:

- Minutes of Meeting No.01/2025/BB-DHDCD dated 16/4/2025;
- Resolution No.01/2025/NQ-DHDCD dated 16/4/2025;
- Meeting materials.

**AUTHORIZED REPRESENTATIVE
FOR INFORMATION DISCLOSURE**



Pham Thi Kieu Trang

Số: 01/2025/BB-DHDCD

Hanoi, April 16, 2025

**MINUTES OF 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY NO4**

A. INFORMATION OF THE COMPANY

1. Name of the Company: Investment and Construction Joint Stock Company No4 (hereinafter referred to as the “Company” and/or “ICON4”).

2. Abbreviated name: ICON4.

3. Headquarters: No. 243A De La Thanh Street, Lang Thuong Ward, Dong Da District, Hanoi City, Vietnam.

4. Enterprise Registration No.: 0100105574 issued by the Business Registration Office – Hanoi Department of Planning and Investment for the first time on February 9, 2006, as amended for 17th time on October 10, 2022.

B. PROCEDURES OF THE MEETING

1. Time: 08:30 AM on April 16, 2025.

2. Venue: Meeting Room at tại 7th Floor, ICON4 Tower, No. 243A De La Thanh Street, Lang Thuong Ward, Dong Da District, Hanoi City.

3. Participants

- All shareholders holding and representing shares of Investment and Construction Joint Stock Company No4 as per the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation on March 19, 2025;

- Board of Directors (“**BOD**”);
- Board of Management (“**BOM**”);
- Board of Supervisors (“**BOS**”);
- Management personnel of the Company.

4. Shareholder Eligibility Verification Report

Mr. Le Tuan Anh - Head of the Shareholder Eligibility Verification Committee presented the Shareholder Eligibility Verification Report for attending the General Meeting up to 08:30 AM, immediately prior to the beginning of the Meeting (*Minutes dated April 16, 2025*).

Voting result:

- The total number of shareholders: 415 shareholders.
- The number of shareholders directly attending and valid authorized representative attending the Meeting: 18 people, representing 63,220,015 shares, accounting for 98.78% the total number of shares with voting rights of the Company (*attached to the List of shareholders attending the 2025 annual General Meeting of*

Shareholder).

- The total number of shares with voting rights of shareholders attending the Meeting: 63,220,015 votes.

Therefore, pursuant to Clause 1, Article 145 of the 2020 Law on Enterprise and the provisions of Clause 1, Article 20 of the Company's Charter, the Annual General Meeting of Shareholders in 2025 (the "GMS") of the Company is legal, valid, and meets the required conditions for proceeding as stipulated.

5. Elect the Presidium

The Organizing Committee of the Meeting introduces Mr. Nguyen Tran Tung – Chairman of the BOD, as the Chairman of the Meeting in accordance with Clause 2, Article 146 of the 2020 Enterprise Law, and introduced the members of the Presidium for the Meeting to vote on:

- | | | |
|-------------------------|-----------------------------------|-----------|
| - Mr. Nguyen Duc Lai | - Member of BOD, General Director | - Member; |
| - Mr. Nguyen Duc Ha | - Member of BOD | - Member; |
| - Ms. Cao Thi Lan Huong | - Member of BOD | - Member; |
| - Mr. Dang Huy Khoi | - Independent member of BOD | - Member. |

The Meeting vote for approval the Presidium: 100% of the shareholders attending at the Meeting agreed to approve.

The Presidium was unanimously approved by the GMS. The Chairman and the Presidium assumed their responsibilities and exercised their authority to conduct the Meeting.

6. Nomination of Secretariat of the Meeting

The Chairman of Meeting nominated the Secretariat of the Meeting, including:

- | | |
|-----------------------|----------------------------|
| - Ms. Ninh Thi Thuong | - Head of the Secretariat; |
| - Ms. Be Thi Tra | - Member. |

The Secretariat commenced its duties at the Meeting.

7. Voting to approve the Agenda and the Meeting Regulations of the General Meeting of Shareholders

a) Meeting Agenda

Mr. Nguyen Tran Tung – Chairman of BOD presented the proposed Meeting Agenda and requested the GMS for approval by vote.

Voting result: 100% of the shareholders attending at the Meeting agreed to approve.

b) Meeting Regulations

Mr. Nguyen Tran Tung – Chairman of BOD presented the draft of Meeting Regulations and requested the GMS for approval by vote.

Voting result: 100% of the shareholders attending at the Meeting agreed to approve.

8. Approval of the Vote Counting Committee

Mr. Nguyen Tran Tung – Chairman of BOD nominated the personnel of Vote Counting Committee for approval by the GMS, including the following individuals:

- | | |
|---------------------|------------------------------------|
| - Ms. Vu Thi Thu Ha | - Head of Vote Counting Committee; |
|---------------------|------------------------------------|

- Mr. To Thai Binh - Member;
- Mr. Vu Ngoc Anh - Member.

Voting result: 100% of the shareholders attending at the Meeting agreed to approve.

C. AGENDA

I. REPORTS AND PROPOSALS OF BOARD OF DIRECTORS AND BOARD OF SUPERVISORS

1. Reports of Board of Directors and Board of Supervisors

1.1. Report of Company's business performance and the Board of Directors' activities in 2024; the Plan for Company's business plan and the Board of Directors' activities in 2025 presented by Mr. Nguyen Tran Tung – Chairman of BOD.

1.2. Report of the Board of Supervisors' 2024 Activities and Plan for 2025 Activities presented by Ms. Tran Thi Loan – Head of BOS.

2. Proposals of Board of Directors and Board of Supervisors

The proposals of the BOD and the BOS of the Company were presented by Ms. Tran Thi Loan, Mr. Nguyen Duc Lai, Ms. Cao Thi Lan Huong, and Mr. Nguyen Duc Ha, including the following:

2.1. Proposal for approval of the list of independent auditing firms to audit the 2025 Financial Statements;

2.2. Proposal for approval of the 2024 Audited Financial Statements for 2024;

2.3. Proposal for distribution of after-tax profits in 2024 and the plan for distribution of after-tax profits in 2025;

2.4. Proposal for approval of amendments and supplements to the Company Charter;

2.5. Proposal for approval of the plan to termination of public company status;

2.6. Proposal on the addition of business line of the Company;

2.7. Proposal for approval of the loan plan to implement the Southeast To Huu Housing Project.

2.8. Proposal on election of members of Board of Directors and Board of Supervisors for the 2025 – 2030 term.

II. DISCUSSION

At 10:05 AM, the Meeting continued its proceedings with the contributions and discussions from the shareholders directly attending the Meeting and valid authorized to attend the Meeting, regarding the reports and proposals from the BOD and the BOS of the Company.

The GMS unanimously agreed with the all the mentioned mattered and had no further comments.

Mr. Nguyen Tran Tung – Chairman – presented the Regulations on the election of members of the Board of Directors, Board of Supervisors for 2025-2030 term, and requested the GMS for approval by vote. The regulation includes provisions regarding:

- Number of members of BOD for the 2025–2030 term : 05 members.

- Number of members of BOS for the 2025–2030 term : 03 members.

Voting result: 100% of the shareholders attending at the Meeting agreed to approve.

III. APPROVAL REGULATIONS AND THE LIST OF CANDIDATES FOR THE ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS, BOARD OF SUPERVISORS FOR 2025-2030 TERM

✓ Approval of the election results for the Board of Directors members for the 2025-2030 term, including individuals as follows:

1. Mr. Nguyen Tran Tung.
2. Mr. Nguyen Duc Lai.
3. Mr. Nguyen Duc Ha.
4. Ms. Cao Thi Lan Huong.
5. Mr. Nguyen Van Nghia.

Voting result: 100% of the shareholders attending at the Meeting agreed to approve.

✓ Approval of the election results for the Board of Directors members for the 2025-2030 term, including individuals as follows:

1. Ms. Nguyen Thi Kim Ngan.
2. Mr. Do Le Nam.
3. Ms. Nguyen Thu Thao.

Voting result: 100% of the shareholders attending at the Meeting agreed to approve.

IV. VOTING AND ELECTION

1. Mr. Le Tuan Anh – Head of the Shareholder Eligibility Verification Committee, updated the verification results as of the time of voting:

As of 10:30 AM, there were 18 shareholders and authorized representatives attending the Meeting, representing a total of 63,220,015 voting shares with voting rights to vote at the Meeting.

Total number of votes of attending shareholders: 63,220,015 votes.

2. Ms. Vu Thi Thu Ha – Head of the Vote Counting Committee, provided instructions on the voting procedures for the matters of Meeting.

3. The Meeting proceeded with the voting process.

V. COUNTING RESULTS OF VOTES AND BALLOTS

- ✓ Total number of votes issued: 18 representing 63,220,015 voting rights.
- ✓ Total number of votes collected: 18 representing 63,220,015 voting rights.
- ✓ Total number of votes not collected: 0 representing 0 voting rights.
- ✓ Total number of shares used as the basis for voting ratio calculation: 63,220,015 shares, equivalent to 63,220,015 voting rights.

The results are as follows:

1. Approval of the Report of Company's business performance and the Board of Directors' activities in 2024; the Plan for Company's business plan and the Board of Directors' activities in 2025 (as detailed in attached Report No. 01/2025/BC-BOD dated March 25, 2025).

a) Some key business results indicators in 2024.

Indicator	2024 Plan (billion VND)	2024 Result (billion VND)	%Result/ Plan
Consolidated revenue	1,201.8	962.9	80.1 %
Consolidated profit before tax	45.1	49.7	110.3 %
Consolidated profit after tax	33.2	36.8	110.8 %

b) Some key indicators of the 2025 production and business plan.

No.	Indicator	2025 Plan (billion VND)
1	Consolidated revenue	1,529.8
2	Consolidated profit before tax	49.6
3	Consolidated profit after tax	37.3
4	Expected dividend rate	5%

c) Board of Directors' Remuneration Plan for 2025

No.	Title	Quantity	Salary/ month (VND)	Number of months	Total (VND)
1	Chairman of BOD	01	5,000,000	12	60,000,000
2	Member of BOD	04	3,000,000	12	144,000,000
Total remuneration					204,000,000

d) Authorization for the BOD of the Company:

Based on the actual production and business operations of the Company and its subsidiaries in 2025, as well as the market situation, the BOD may decide to adjust the Company's business plan for 2025.

The BOD is responsible for reporting and explaining the adjustments to the shareholders at the next Annual GMS.

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*
- *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes; Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.*

2. Approval of the Report of the Board of Supervisors' 2024 Activities and Plan for 2025 Activities (according to the attached Report No. 01/2025/BC-BKS dated 25/3/2025).

In which, the 2025 BOS' remuneration plan is approved as follows:

No.	Title	Quantity	Salary/ month (VND)	Number of months	Total (VND)
1	Head of the BOS	01	3,000,000	12	36,000,000
2	Member of BOS	02	2,000,000	12	48,000,000
Total remuneration					84,000,000

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*
 - *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes;*
- Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.*

3. Approval of the list of independent audit firms for priority consideration and selection as the auditor for the 2025 financial statements (as detailed in attached Proposal No.02/2025/TTr-BKS dated 25/3/2025).

- a) List of audit firms to be prioritized for consideration and selection
 - CPA Vietnam Auditing Company Limited.
 - International Auditing and Valuation Company Limited.
 - Viet Nam Ernst & Young Limited Company.
- b) Authorizing the BOD to consider and decide on the selection of one of the aforementioned audit firms to audit of the Company's 2025 Financial Statements.

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*
 - *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes;*
- Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.*

4. Approval of the 2024 audited Financial Statements (as detailed in attached Proposal No.02/2025/TTr-HDQT dated 25/3/2025).

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*
- *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes;*

Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.

5. Approval of the distribution of after-tax profits in 2024 and the plan for distribution of after-tax profits in 2025 (as detailed in attached Proposal No.03/2025/TTr-HDQT dated 25/3/2025).

a) Report on profit distribution results in 2024

No.	Indicator	Amount (VND)
A	Figures on the separate Financial Statements	
1	Undistributed earnings by the end of 2023	71,094,277,337
2	Profit after corporate income tax in 2024	24,460,942,364
3	Dividend 2023 in Cash (5% par value, based on Charter capital of VND 640 billion)	32,000,000,000
4	Deduction of reward and welfare funds	520,000,000
5	Accumulated undistributed profit after tax as of December 31, 2024 (5=1+2-3-4)	63,035,219,701
B	Figures on the consolidated financial statements	
1	Undistributed earnings by the end of 2023	70,945,410,376
2	Profit after corporate income tax in 2024	19,544,152,048
3	Dividend 2023 in Cash (5% par value, based on Charter capital of VND 640 billion)	32,000,000,000
4	Deduction of reward and welfare funds	678,610,000
5	Accumulated undistributed profit after tax as of December 31, 2024 (5=1+2-3-4)	57,810,952,424

b) Approve the 2024 profit distribution

No.	Indicator	Amount (VND)
1	Dividend 2024 in Cash (5% par value, based on Charter capital of VND 640 billion)	32,000,000,000
2	Retained earnings carried over to 2025 – Separate Financial Statements (II.2=I.A.5-II.1)	31,035,219,701

No.	Indicator	Amount (VND)
3	Retained earnings carried over to 2025 – Consolidated Financial Statements (II.3=I.B.5-II.1)	25,810,952,424

c) Profit Distribution Plan for 2025

No.	Indicator	Rate (%)/ Amount (VND)
1	Profit after corporate income tax in 2025- Separate Financial Statements	30.8
2	Profit after corporate income tax in 2025- Consolidated Financial Statements	37.3
3	Deduction of reward and welfare funds	Maximum 3% of Profit after tax
4	Expected dividend rate	5%

d) Implementation:

- Assign the BOD to organize the payment of dividends for 2024 according to the rate approved by the GMS.

- Based on the actual production and business activities of the Company and its member companies in 2025 and the market situation, the BOD is authorized to decide: (i) advance payment of dividends for 2025; (ii) allocate and use the reward and welfare fund.

The BOD is responsible for reporting and explaining the above contents to shareholders at the next Annual GMS.

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*
- *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes; Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.*

6. Approval the amendments and supplements to the Company's Charter
(as detailed in attached Proposal No.04/2025/TTr-HDQT dated 25 March 2025).

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*
- *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes; Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes,*

accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.

7. Approval of the plan to termination of public company status (as detailed in attached Proposal No.05/2025/TTr-HDQT dated 25 March 2025).

- a) Approval of the plan to termination of public company status as follow:
- Approval of the plan to termination of public company status;
 - Approval of the termination of the registration of CC4 shares for trading on the Unlisted Public Company Market (UPCoM) system after the Company obtains approval from the State Securities Commission for the termination of its public company status;
 - Approval of the termination of the depository of CC4 shares at the VSDC after the Company obtains approval from the State Securities Commission for the termination of its public company status.

b) Implementation

The General Meeting of Shareholders authorizes the Board of Directors to carry out the necessary tasks to complete the procedures for termination the public company status of the Company with the State Securities Commission; termination the registration of CC4 shares for trading on the Unlisted Public Company Market (UPCoM) system, and termination the depository of CC4 shares at the VSDC, including but not limited to the following tasks:

- Supplement and amend the contents related to the plan to termination of public company status as required by the State Securities Commission, the Hanoi Stock Exchange, the Vietnam Securities Depository and Clearing Corporation, and other competent state authorities in accordance with the relevant legal regulations;
- Prepare the documentation and implement the procedures mentioned above in accordance with the relevant legal regulations.

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*
- *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes; Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.*

8. Approval the addition of business lines of the Company (as detailed in attached Proposal No.06/2025/TTr-HDQT dated 25 March 2025).

a) Addition of Business Activities as follows:

No.	Names of additional business activities	Code
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No.	Names of additional business activities	Code
1	Silviculture and other forestry activities and propagation of forest trees	0210
2	Wood logging	0220
3	Extraction of non-wood forest products	0231
4	Gathering of non-wood forest products	0232
5	Support services to forestry	0240
6	Quarrying of stone, sand, gravel and clay	0810
7	Support activities for other mining and quarrying <i>Details: Exploration services, e.g. traditional prospecting methods, such as taking core samples and making geological observations at prospective site.</i>	0990
8	Collection of non-hazardous waste	3811
9	Collection of hazardous waste	3812
10	Treatment and disposal of non-hazardous waste	3821
11	Treatment and disposal of hazardous waste	3822
12	Materials recovery	3830
13	Remediation activities and other waste management services	3900
14	Preschool education (for infants from the age of 03 months to 03 years)	8511
15	Preschool education (for infants from the age of 03 years to 06 years)	8512
16	Primary education	8521
17	Lower secondary education	8522
18	Upper secondary education	8523
19	Educational support activities	8560
20	Nursing care facilities	8710
21	Operation of sports facilities	9311
22	Activities of sports clubs	9312
23	Other sports activities	9319
24	Activities of amusement parks and theme parks	9321

No.	Names of additional business activities	Code
25	Other amusement and recreation activities n.e.c. Details: - <i>Activities of recreation parks, beaches.</i> - <i>Fairs and shows of a recreational nature.</i>	9329

b) Amendment of the Company's Charter

Amend Clause 1, Article 4 regarding business activities in the Company's Charter to align with the above content.

c) Implementation

Approve the delegation/authorization to the General Director, who is also the legal representative of the Company, to organize and implement tasks related to the changes in the business registration, including but not limited to the following tasks:

- Carry out the procedures related to the addition of business activities with the competent business registration authority, including the adjustment of detailed content within the scope of the industry codes approved by the General Meeting of Shareholders in attached Proposal.

- Carry out other procedures related to the addition of business activities in accordance with legal regulations.

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*

- *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes; Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.*

9. Approval of the Proposal for loan plan to implement the Southeast To Huu Housing Project (as detailed in attached Proposal No.08/2025/TTr-HDQT dated 25 March 2025.

1. Lending Banks.

Approve the selection of one of the three banks listed below, or approve a syndicated loan based on the principle of maximizing the benefits of the Investor, as follows:

- Joint stock Commercial Bank for Investment and Development of Vietnam (BIDV).
- Vietnam Joint Stock Commercial Bank for Industry and Trade (Vietinbank).
- Joint Stock Commercial Bank For Foreign Trade Of Vietnam (Vietcombank).

2. Loan limit: VND 2,000,000,000,000 (Two thousand billion Vietnamese dong).

3. Purpose of the loan: To finance the construction investment and implementation of the Southeast To Huu Housing Project.

4. Loan term: Expected to be 60 (sixty) months. The specific term will be in accordance with the provisions of the Loan Agreement with the lending bank(s).

5. Interest rate: As per the interest rate set by the lending bank(s) from time to time.

6. Collateral:

All assets, rights and interests related to and arising from the Project of the Company (including rights under the Project documents) to secure the payment of the Obligations.

Additional assets as required by the lending bank(s) in necessary and according to the bank's customer policies at each period.

7. Implementation

a) Assign and authorize the Board of Directors of the Company:

- Proactively select the timing and choose the Bank(s) listed in Section 1 to secure the loan, ensuring the Project is implemented on schedule.

- Decide to increase or decrease the loan amount by a maximum of 50% compared to the loan limit mentioned above, provided that the following conditions are met: (i) The increase/decrease is solely for the implementation of the Project; (ii) The parameters in attached Proposal (including land use fees) have changed.

- Decide to pledge collateral for the Project loan as required by the Bank(s), including but not limited to the following assets: (i) All assets, rights, and interests related to and arising from the Company's Project (including rights under the Project documents) to secure the payment of obligations to the Bank(s); (ii) Other additional assets as required by the Bank(s) in necessary cases and according to the bank's policies from time to time.

- Replace collateral and withdraw collateral from Bank(s).

b) Assign and authorize the General Director of the Company:

- Negotiate, discuss, approve, sign, and implement contracts and documents related to the loan, collateral, and pledge of assets at the Bank(s), including but not limited to: (i) Loan application letter; (ii) Application for Letter of Guarantee, opening L/C; (iii) Credit facility agreement; (iv) Mortgage agreement; (v) Drawdown schedule/Specific credit agreement; (vi) Request of Disbursement; (vii) Disbursement plan allocation table; (viii) Collateral transaction registration form; (ix) Minutes of receipt and delivery of documents related to each disbursement; (x) Property valuation report; (xi) Other relevant documents and any amendments, supplements, replacements, or cancellations of the above documents.

- General Director may authorize representatives of Company to carry out the tasks mentioned above. This authorization will be formalized in a separate written document.

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*

- *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes; Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes,*

accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.

10. Approval of the election results for the Board of Directors members for the 2025-2030 term, including individuals as follows:

6. Mr. Nguyen Tran Tung.
7. Mr. Nguyen Duc Lai.
8. Me. Nguyen Duc Ha.
9. Ms. Cao Thi Lan Huong.
10. Mr. Nguyen Van Nghia.

The elected members of the BOD shall convene the first meeting to elect the Chairman of the BOD for the 2025–2030 term in accordance with regulations.

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*
- *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes;*

Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.

11. Approval of the election results for the Board of Directors members for the 2025-2030 term, including individuals as follows:

4. Ms. Nguyen Thi Kim Ngan.
5. Mr. Do Le Nam.
6. Ms. Nguyen Thu Thao.

The elected members of the BOS shall convene the first meeting to elect the Head of the BOS for the 2025–2030 term in accordance with regulations.

Vote for approval

Total number of votes: 63,220,015 votes. In which:

- *Voting method: Secret ballot into the ballot box;*
- *Total number of valid votes: 63,220,015 votes; Number of invalid votes: 0 votes;*

Number of votes in favor: 63,220,015 votes, accounting for 100% of the votes cast by shareholders attending and voting at the meeting; Number of votes against: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting; Number of abstentions: 0 votes, accounting for 0% of the votes cast by shareholders attending and voting at the meeting.

Based on the vote counting results, the 2025 Annual General Meeting of Shareholders of Investment and Construction Joint Stock Company No.4 approved the following matters:

1. Report of Company's business performance and the Board of Directors' activities in 2024; the Plan for Company's business plan and the Board of Directors' activities in 2025

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

2. Report of the Board of Supervisors' 2024 activities and Plan for 2025 activities.

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

3. Proposal on approval of the list of independent audit firms for priority consideration and selection as the auditor for the 2025 financial statements.

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

4. The 2024 audited Financial Statements.

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

5. Proposal on approval of the distribution of after-tax profits in 2024 and the plan for distribution of after-tax profits in 2025.

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

6. Proposal on approval of the amendments and supplements to the Company's Charter.

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

7. Proposal on approval of the plan to termination of public company.

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

8. Proposal on approval of the addition of business line of the Company.

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

9. Proposal on approval of the loan plan to implement the Southeast To Huu Housing Project.

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

10. Results of election of the BOD members for the 2025–2030 term.

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

11. Results of election of the BOS members for the 2025–2030 term.

Accounting for 100% of the voting rights of shareholders attending and voting at the Meeting.

VI. APPROVAL THE MINUTES OF GENERAL MEETING OF SHAREHOLDERS

This Minutes is fully and honestly recorded and read by the Secretariat of the Meeting in front of all the shareholders attending the Meeting.

The General Meeting of Shareholders approves the Minutes of the General Meeting: 100% of the total votes of all shareholders attending and voting at the Meeting agree.

This Minutes of Meeting shall be made in only 01 (One).

The Meeting ended at 11: 45AM of the same date.

**On behalf of Secretariat
HEAD OF SECRETARIAT**



Ninh Thi Thuong

CHAIRMAN



Nguyen Tran Tung

RESOLUTION
GENERAL MEETING OF SHAREHOLDERS 2025

THE GENERAL MEETING OF SHAREHOLDERS
INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY NO4

Pursuant to the Law on Enterprises 2020;

Pursuant to the Charter of Investment and Construction Joint Stock Company No4;

Pursuant to the Meeting Minutes No.01/2025/BB-DHDCD of the General Meeting of Shareholders 2025 of Investment and Construction Joint Stock Company No4 dated 16/4/2025.

DECIDES:

Article 1. Approval of the Report of Company's business performance and the Board of Directors' ("BOD") activities in 2024; the Plan for Company's business plan and the Board of Directors' activities in 2025 (as detailed in attached Report No. 01/2025/BC-BOD dated March 25, 2025).

1. Some key business results indicators in 2024.

Indicator	2024 Plan (billion VND)	2024 Result (billion VND)	%Result/ Plan
Consolidated revenue	1,201.8	962.9	80.1 %
Consolidated profit before tax	45.1	49.7	110.3 %
Consolidated profit after tax	33.2	36.8	110.8 %

2. Some key indicators of the 2025 production and business plan.

No.	Indicator	2025 Plan (billion VND)
1	Consolidated revenue	1,529.8
2	Consolidated profit before tax	49.6
3	Consolidated profit after tax	37.3
4	Expected dividend rate	5%

3. Board of Directors' Remuneration Plan for 2025.

No.	Title	Quantity	Salary/ month (VND)	Number of months	Total (VND)
1	Chairman of BOD	01	5,000,000	12	60,000,000
2	Member of BOD	04	3,000,000	12	144,000,000
Total remuneration					204,000,000

4. Authorization for the Board of Directors of the Company

Based on the actual production and business operations of the Company and its subsidiaries in 2025, as well as the market situation, the BOD may decide to adjust the Company's business plan for 2025.

The BOD is responsible for reporting and explaining the adjustments to the shareholders at the next Annual General Meeting of Shareholders.

Article 2. Approval of Report of the Board Of Supervisors for 2024 and the operations plan for 2025 (as detailed in attached Report No. 01/2025/BC-BKS dated March 25, 2025).

Approval of the Remuneration Plan for Board of Supervisors for 2025 as follows:

No.	Position	Quantity	Remunera tion per month (VND)	Number of months	Total (VND)
1	Head of BOS	01	3,000,000	12	36,000,000
2	Member of BOS	02	2,000,000	12	48,000,000
Total					84,000,000

Article 3. Approval of audited Financial Statement 2025.

Article 4. Approval the proposal for distribution of after-tax profits in 2024 and the plan for distribution of after-tax profits in 2025.

1. Report on profit distribution results in 2024

No.	Indicator	Amount (VND)
A	Figures on the separate Financial Statements	
1	Undistributed earnings by the end of 2023	71,094,277,337

No.	Indicator	Amount (VND)
2	Profit after corporate income tax in 2024	24,460,942,364
3	Dividend 2023 in Cash (5% par value, based on Charter capital of VND 640 billion)	32,000,000,000
4	Deduction of reward and welfare funds	520,000,000
5	Accumulated undistributed profit after tax as of December 31, 2024 (5=1+2-3-4)	63,035,219,701
B	Figures on the consolidated financial statements	
1	Undistributed earnings by the end of 2023	70,945,410,376
2	Profit after corporate income tax in 2024	19,544,152,048
3	Dividend 2023 in Cash (5% par value, based on Charter capital of VND 640 billion)	32,000,000,000
4	Deduction of reward and welfare funds	678,610,000
5	Accumulated undistributed profit after tax as of December 31, 2024 (5=1+2-3-4)	57,810,952,424

2. Approve the 2024 profit distribution

No.	Indicator	Amount (VND)
1	Dividend 2024 in Cash (5% par value, based on Charter capital of VND 640 billion)	32,000,000,000
2	Retained earnings carried over to 2025 – Separate Financial Statements (II.2=I.A.5-II.1)	31,035,219,701
3	Retained earnings carried over to 2025 – Consolidated Financial Statements (II.3=I.B.5-II.1)	25,810,952,424

3. Profit Distribution Plan for 2025

No.	Indicator	Rate (%)/ Amount (VND)
1	Profit after corporate income tax in 2025- Separate Financial Statements	30.8
2	Profit after corporate income tax in 2025- Consolidated Financial Statements	37.3
3	Deduction of reward and welfare funds	Maximum 3% of

No.	Indicator	Rate (%)/ Amount (VND)
		Profit after tax
4	Expected dividend rate	5%

4. Implementation:

a) Assign the Board of Directors to organize the payment of dividends for 2024 according to the rate approved by the GMS.

b) Based on the actual production and business activities of the Company and its member companies in 2025 and the market situation, the BOD is authorized to decide: (i) advance payment of dividends for 2025; (ii) allocate and use the reward and welfare fund.

The Board of Directors is responsible for reporting and explaining the above matters to the shareholders at the next Annual General Meeting of Shareholders.

Article 5. Approval of the list of independent audit firms to be priority consideration and selection as the auditor for the 2025 financial statements.

1. List of audit firms to be prioritized for consideration and selection

- a) CPA Vietnam Auditing Company Limited.
- b) International Auditing and Valuation Company Limited.
- c) Viet Nam Ernst & Young Limited Company.

2. The General Meeting of Shareholders authorizes the Board of Directors to consider and decide on the selection of one of the aforementioned audit firms to perform the audit of the Company's financial statements.

Article 6. Approval the amendments and supplements to the Company's Charter (as detailed in attached Proposal No.04/2025/TTr-HDQT dated 25 March 2025).

Article 7. Approval the addition of business lines of the Company.

1. Addition of Business Activities as follows:

No.	Names of additional business activities	Code
1	Silviculture and other forestry activities and propagation of forest trees	0210
2	Wood logging	0220
3	Extraction of non-wood forest products	0231
4	Gathering of non-wood forest products	0232

No.	Names of additional business activities	Code
5	Support services to forestry	0240
6	Quarrying of stone, sand, gravel and clay	0810
7	Support activities for other mining and quarrying <i>Details: Exploration services, e.g. traditional prospecting methods, such as taking core samples and making geological observations at prospective site.</i>	0990
8	Collection of non-hazardous waste	3811
9	Collection of hazardous waste	3812
10	Treatment and disposal of non-hazardous waste	3821
11	Treatment and disposal of hazardous waste	3822
12	Materials recovery	3830
13	Remediation activities and other waste management services	3900
14	Preschool education (for infants from the age of 03 months to 03 years)	8511
15	Preschool education (for infants from the age of 03 years to 06 years)	8512
16	Primary education	8521
17	Lower secondary education	8522
18	Upper secondary education	8523
19	Educational support activities	8560
20	Nursing care facilities	8710
21	Operation of sports facilities	9311
22	Activities of sports clubs	9312
23	Other sports activities	9319
24	Activities of amusement parks and theme parks	9321
25	Other amusement and recreation activities n.e.c. <i>Details:</i> <i>- Activities of recreation parks, beaches.</i> <i>- Fairs and shows of a recreational nature.</i>	9329

2. Amendment of the Company's Charter

Amend Clause 1, Article 4 regarding business activities in the Company's Charter to align with the content outlined in Section 1 of this Article.

3. Implementation

Approve the delegation/authorization to the General Director, who is also the legal representative of the Company, to organize and implement tasks related to the changes in the business registration, including but not limited to the following tasks:

a) Carry out the procedures related to the addition of business activities with the competent business registration authority, including the adjustment of detailed content within the scope of the industry codes approved by the General Meeting of Shareholders in this Section 1 of this Article.

b) Carry out other procedures related to the addition of business activities in accordance with legal regulations.

Article 8. Approval of the plan to termination of public company status

1. Approval of the plan to termination of public company status as follow:

a) Approval of the plan to termination of public company status;

b) Approval of the termination of the registration of CC4 shares for trading on the Unlisted Public Company Market (UPCoM) system after the Company obtains approval from the State Securities Commission for the termination of its public company status;

c) Approval of the termination of the depository of CC4 shares at the VSDC after the Company obtains approval from the State Securities Commission for the termination of its public company status.

2. Implementation

The General Meeting of Shareholders authorizes the Board of Directors to carry out the necessary tasks to complete the procedures for termination the public company status of the Company with the State Securities Commission; termination the registration of CC4 shares for trading on the Unlisted Public Company Market (UPCoM) system, and termination the depository of CC4 shares at the VSDC, including but not limited to the following tasks:

a) Supplement and amend the contents related to the plan to termination of public company status as required by the State Securities Commission, the Hanoi Stock Exchange, the Vietnam Securities Depository and Clearing Corporation, and other competent state authorities in accordance with the relevant legal regulations;

b) Prepare the documentation and implement the procedures mentioned above in accordance with the relevant legal regulations.

Article 9. Approval of the Proposal for loan plan to implement the Southeast To Huu Housing Project

1. Lending Banks.

Approve the selection of one of the three banks listed below, or approve a syndicated loan based on the principle of maximizing the benefits of the Investor, as follows:

- Joint stock Commercial Bank for Investment and Development of Vietnam (BIDV).
- Vietnam Joint Stock Commercial Bank for Industry and Trade (Vietinbank).
- Joint Stock Commercial Bank For Foreign Trade Of Vietnam (Vietcombank).

2. Loan limit: VND 2,000,000,000,000 (*Two thousand billion Vietnamese dong*).

3. Purpose of the loan: To finance the construction investment and implementation of the Southeast To Huu Housing Project.

4. Loan term: Expected to be 60 (*sixty*) months. The specific term will be in accordance with the provisions of the Loan Agreement with the lending bank(s).

5. Interest rate: As per the interest rate set by the lending bank(s) from time to time.

6. Collateral:

All assets, rights and interests related to and arising from the Project of the Company (including rights under the Project documents) to secure the payment of the Obligations.

Additional assets as required by the lending bank(s) in necessary and according to the bank's customer policies at each period.

7. Implementation

a) Assign and authorize the Board of Directors of the Company:

- Proactively select the timing and choose the Bank(s) listed in Section 1 to secure the loan, ensuring the Project is implemented on schedule.

- Decide to increase or decrease the loan amount by a maximum of 50% compared to the loan limit in this Article, provided that the following conditions are met: (i) The increase/decrease is solely for the implementation of the Project; (ii) The parameters in this Article (including land use fees) have changed.

- Decide to pledge collateral for the Project loan as required by the Bank(s), including but not limited to the following assets: (i) All assets, rights, and interests related to and arising from the Company's Project (including rights under the Project documents) to secure the payment of obligations to the Bank(s); (ii) Other additional assets as required by the Bank(s) in necessary cases and according to the bank's policies from time to time.

- Replace collateral and withdraw collateral from Bank(s).

b) Assign and authorize the General Director of the Company:

- Negotiate, discuss, approve, sign, and implement contracts and documents related to the loan, collateral, and pledge of assets at the Bank(s), including but not limited to: (i) Loan application letter; (ii) Application for Letter of Guarantee, opening L/C; (iii) Credit facility agreement; (iv) Mortgage agreement; (v) Drawdown schedule/Specific credit agreement; (vi) Request of Disbursement; (vii) Disbursement plan allocation table; (viii) Collateral transaction registration form; (ix) Minutes of receipt and delivery of documents related to each disbursement; (x) Property valuation report; (xi) Other relevant documents and any amendments, supplements, replacements, or cancellations of the above documents.

- General Director may authorize representatives of Company to carry out the tasks mentioned above. This authorization will be formalized in a separate written document.

Article 10. Approval of the election results for the Board of Directors members for the 2025-2030 term, with details as follows:

- Nguyen Tran Tung;
- Nguyen Duc Lai;
- Nguyen Duc Ha;
- Cao Thi Lan Huong;
- Nguyen Van Nghia.

The elected members of the Board of Directors will hold their first meeting to elect the Chairman of the BOD for the 2025-2030 term, in accordance with the regulations.

Article 11. Approval of the election results for the Board of Supervisors members for the 2025-2030 term, with details as follows:

- Nguyen Thi Kim Ngan;
- Do Le Nam;
- Nguyen Thu Thao.

The elected members of the Board of Supervisors will hold their first meeting to elect the Head of the BOS for the 2025-2030 term, in accordance with the regulations.

Article 12. Effectiveness

This Resolution shall be effective from the date of signing. The Board of Directors, the Board of Supervisors, the General Director, and relevant parties are responsible for the implementation of this Resolution./.

Recipients:

- As per Article 12;
- Shareholders of the Company;
- Archive: Office.

On behalf of
GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN OF BOD



Nguyen Tran Tung





THE AGENDA
FOR THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY NO4

16 April 2025

Time	Program details
08h30 ~ 09h00	<ul style="list-style-type: none"> - Registration of delegates attending the Meeting; - Welcoming and registering shareholders/authorized representatives attending the Meeting; - Distribution of Meeting materials.
09h00 ~ 09h15	<ul style="list-style-type: none"> - Statement of purpose and introduction of delegates; - Approval of the Shareholder Verification Report; - Introduction of the Chairman of the Meeting and approval of the Presidium; - Appointment of the Secretariat of the Meeting; - Approval of the Meeting Agenda; - Approval of the Meeting Regulations; - Election of the Vote Counting Committee.
09h15 ~ 10h10	<ul style="list-style-type: none"> - Presentation of Reports: <ul style="list-style-type: none"> ✓ Report on business performance of the Company and activities of the Board of Directors for 2024, and business plan of the Company and activities plan of the Board of Directors for 2025; ✓ Report on the activities of the Board of Supervisors for 2024 and the activity plan for 2025.
	<ul style="list-style-type: none"> - Presentation of Proposals: <ul style="list-style-type: none"> ✓ Proposal for approval of the list of independent auditing firms to audit the Financial Statements for 2025; ✓ Proposal for approval of the Audited Financial Statements for 2024; ✓ Proposal for distribution of after-tax profits for 2024 and the plan for distribution of after-tax profits for 2025; ✓ Proposal on amendments and supplements to the Company Charter; ✓ Proposal for approval of the plan to termination of public company status; ✓ Proposal on the addition of business line of the Company; ✓ Proposal for approval of the loan plan to implement the Southeast To Huu Housing Project. ✓ Proposal on election of members of Board of Directors and Board of Supervisors for the 2025 – 2030 term.
10h10 ~ 10h30	<ul style="list-style-type: none"> - Discussion on the content of Reports and Proposals. - Approval the Regulations on the election of members of the Board of Directors and the Board of Supervisors for the 2025 – 2030 term.
10h30 ~ 10h45	<ul style="list-style-type: none"> - Instructions for voting on the content of the Reports and Proposals and instructions for voting on election of members of the Board of Directors and the Board of Supervisors for the 2025 – 2030 term; - Voting on the content of the Reports and Proposals; and election of members of the Board of Directors and the Board of Supervisors for the 2025 – 2030 term.
10h45 ~ 11h05	<ul style="list-style-type: none"> - Break and vote counting.
11h05 ~ 11h45	<ul style="list-style-type: none"> - Announcement of vote results. - Approval the Meeting Minutes and concluding the Meeting.



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Independence - Freedom – Happiness

CONFIRMATION
TO ATTEND THE ANNUAL GMS 2025
INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY NO.4

To: **Investment and Construction Joint Stock Company No.4**
Address: No. 243A De La Thanh, Lang Thuong Ward, Dong
Da District, Hanoi City, Vietnam.

Name of Shareholder:

ID Card/Passport/Business Registration Certificate No.:

Date of issue:.....Issued by:.....

Address:

.....

Telephone:

Own.....shares of **Investment and Construction Joint Stock Company No.4** (according to the finalized list of shareholders prepared by the Vietnam Securities Depository and Clearing Corporation as of 19 March 2025).

By this document, I register directly/through an authorized representative to attend the Annual General Meeting of Shareholders of the Investment and Construction Joint Stock Company No.4 to be held on April 16, 2025.

Best regards./.

....., April 2025

Shareholder

(Sign and write full name)



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

POWER OF ATTORNEY

TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

To: Investment and Construction Joint Stock Company No.4 (“ICON4”).

- Name of Shareholder:
- Address:
.....
- ID Card/Passport/Business Registration Certificate No.:
- Date of issue:
- Issued by:
- Number of shares represented or owned as of the closing time for the list of shareholders attending the 2025 Annual General Meeting of Shareholders (“GMS”) (according to the finalized list of shareholders prepared by the Vietnam Securities Depository and Clearing Corporation as of 19 March 2025):

I/We confirm to (Select one of the two options below):

Option 1: Authorize to the following individual¹: Name: Contact address: ID Card/Passport No: Date of issue: Issued by:	Option 2: Authorize to a member of BOD: (Select one individual, mark “x” in the corresponding) <input type="checkbox"/> Mr. Nguyen Tran Tung <input type="checkbox"/> Mr. Nguyen Duc Lai <input type="checkbox"/> Mr. Nguyen Duc Ha <input type="checkbox"/> Ms. Cao Thi Lan Huong <input type="checkbox"/> Mr. Dang Huy Khoi
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1. Scope of authorization

On behalf of me/us, to:

- Attend the Annual General Meeting of Shareholders 2025 of ICON4.
- Exercise the right to present and vote on all matters at the aforementioned Meeting corresponding to shares that I/we are entitled to as a shareholder under the law.

¹ Shareholders may authorize one or more individuals to attend the Meeting. In case of authorization for multiple individuals, it is necessary to clearly specify the information of each authorized person and the number of shares authorized for each individual.

2. Term of authorization

This Power of Attorney is effective from the date of signing until the conclusion of the Annual General Meeting of Shareholders 2025 of ICON4.

Note:

In the event that a shareholder authorizes an organization/individual to attend the Annual GMS 2025, the authorized person must bring the Power of Attorney along with a valid ID Card/Passport and present them to the Organizing Committee for verification prior to registering for the Meeting.

The authorization is only performed once and cannot be re-authorized to another person.

I/We take full responsibility for the authorization content and commit to not having any complaints or disputes in the future.

Hanoi, April 2025

AUTHORIZED PERSON
(Sign and write full name)

AUTHORIZING SHAREHOLDER
(Sign, seal (if any), and write full name)

Hanoi, 16 April 2025

MEETING REGULATIONS
THE ANNUAL GENERAL MEETING OF SHAREHOLDER 2025

Pursuant to the Law on Enterprise 2020 and its guiding documents;

Pursuant to the Law on Securities 2019 and its guiding documents;

Pursuant to the Charter of the Investment and Construction Joint Stock Company No4.

CHAPTER I
GENERAL REGULATIONS

Article 1. Scope and subjects of applications

1. The Regulation applies to guide about the organization of the General Meeting of Shareholders 2025 (hereinafter referred to as **“the Meeting”/“GMS”**) of the Investment and Construction Joint Stock Company No4.

2. The Regulation specifically stipulates the rights and obligations of shareholders and authorized representatives attending the GMS, and all participants in the GMS, as well as the conditions and procedures for conducting the Meeting.

3. Shareholders, authorized representatives attending the Meeting, and all participants involved are responsible for complying with the provisions set forth in this Regulation.

CHAPTER II
RIGHTS AND OBLIGATIONS OF PARTICIPANTS IN THE MEETING

Article 2. Rights and obligations of Shareholders and Authorized Representatives

1. Shareholders of the Company listed on the shareholder list issued by the Vietnam Securities Depository and Clearing Corporation (**“VSDC”**) as of March 19, 2025, are entitled to attend the Company’s GMS. Each common share carries one voting right.

2. Shareholders and Authorized Representatives entitled to attend the General Meeting (hereinafter referred to as **“Shareholder”**) have full rights and obligations as prescribed by law and the Company’s Charter.

3. Shareholders attending the Meeting must present legal documents such as ID cards/Passport or other equivalent legal documents and an original Power of Attorney (in case of authorization), for verification by the Shareholder Verification Committee. Upon verification, they will receive a Voting Card, Voting Slip and Election Ballot.

4. Shareholders coming late but before the Meeting concludes is entitled to immediately register to attend and thereafter may participate and vote in the Meeting.

The Chairman of the Meeting is not responsible for halting the Meeting for registration, and the validity of the resolutions already voted on will not be affected.

5. During the Meeting, Shareholders must follow the Chairman's guidance, behave politely and courteously, and not disrupt the order of the Meeting.

Article 3. Rights and obligations of the Shareholder Verification Committee and the Vote Counting Committee

1. The Shareholder Verification Committee is responsible for verifying the eligibility of Shareholders attending the Meeting and reporting the results of the verification.

2. The Vote Counting Committee is responsible for recording the voting results of Shareholders on matters at the Meeting, compiling, and reporting the voting results on each matter for report at the Meeting.

Article 4. Rights and obligations of the Presidium

1. To control the Meeting in accordance with the Meeting agenda as approved by the GMS.

2. Present the reports, proposals, and regulations at the Meeting and manage the discussions during the Meeting.

3. Address the issues outlined in the approved Meeting agenda.

4. Present drafts and conclusions on necessary matters for the General Meeting of Shareholders to vote on.

5. Conduct the Meeting in a lawful and orderly manner, reflecting the wishes of the majority of Shareholders in attendance.

Article 5. Responsibilities of Meeting Secretariat

Meeting Secretariat is responsible for preparing the Minutes of Meeting, and assist the Meeting upon the requests of Chairman and Presidium. Secretariat will be nominated by the Chairman.

CHAPTER III

PROCEDURES FOR CONDUCTING THE GENERAL MEETING

Article 6. Conditions for Convening the Meeting

1. The Meeting is conducted when the number of attending shareholders represents more than 50% of the total number of voting shares according to the Shareholder List prepared at the time of the record date. If, more than 60 minutes after the scheduled commence time of the Meeting, as stated in the Meeting agenda sent to shareholders, the number of shareholders registered to attend does not represent more than 50% of the total voting shares as per the shareholder list at the record date, the Meeting shall be deemed not to meet the conditions for convening.

2. In the event that the Meeting does not meet the conditions for convening as specified above, the subsequent Meetings will be convened in accordance with the Company's Charter and the current Law on Enterprise.

Article 7. Conducting and approving the decisions of the Meeting

1. The General Meeting shall proceed in accordance with the order and agenda approved by the GMS.

2. The Meeting will sequentially discuss and approve the matters on the agenda through voting, in accordance with the procedures stipulated in this Regulation.

3. Shareholders attending the Meeting have the right to vote on matters within the authority of the GMS (except in cases specified in Clause 3, Article 167 of the Law on Enterprise 2020). The voting rights correspond to the total number of shares owned and/or represented.

4. Matters voted on at the Meeting are approved when more than 50% of the total voting rights of all Shareholders attending and voting at the meeting are agree, except for decisions of the General Meeting of Shareholders relating to issues specified in Clause 4, Article 22 of the Company's Charter and Clause 1, Article 148 of the Law on Enterprise 2020, which require approval by at least 65% of the total voting rights of all shareholders attending and voting at the Meeting.

Article 8. Voting procedures for approving decisions of GMS

Voting on matters at the General Meeting, as the case may be, shall be conducted in the following methods:

1. Voting by voting slips

a) The matters to be voted on, as listed on the Voting Slip, will be voted by Shareholders by selecting either "approve", "disapprove", or "no opinion" for each matter that requires a vote.

b) Voting principles:

- Voting shall commence upon the signal of the Chairman or the Head of the Vote Counting Committee and shall end when the last Shareholder casts their vote into the box or 15 minutes after the voting begins, whichever occurs first.

- Vote counting shall take place immediately after the voting process concludes.

c) Invalid Voting Slips not be counted includes Voting Slip that:

- Do not follow the template issued by the Company and do not include the Company's seal;

- Be torn, scratched, erased, or altered;

- Contains additional information or markings that prevent the Vote Counting Committee from determining the voter's intent;

- Contains multiple differing opinions on the same voting matter shall be considered invalid for that particular vote.

Voting on each matter that needs to be approved on the Voting Slips is independent of one another, and the validity of the vote on one matter does not affect the validity of the votes on other matters.

d) In the event that a shareholder makes an error while filling out the Voting Card, provided the card has not yet been placed in the box and the voting period has not expired, the shareholder may directly approach the Head of the Vote Counting Committee to request a replacement Voting Slip in order to protect their rights.

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2. Voting for the election of members of the Board of Directors and Board of Supervisors are conducted according to the Regulation on the election of members of the Board Of Directors, Board Of Supervisors approved by the GMS.

3. Direct voting

Direct voting shall be applied in cases where the voting method specified in Clause 1 of this Article is not applicable.

In this case, Shareholders will vote on the matter by raising their Voting Cards or using another method as directed by the Chairman. The Vote Counting Committee will record the number of votes agree, disagree, and no opinion in order to announce the voting results to the Meeting.

Article 9. Regulations on vote counting for voting by slips

1. The Vote Counting Committee shall conduct the vote counting in accordance with the following regulations:

- a) The Vote Counting Committee shall work in a designated room/area.
- b) The Vote Counting Committee may use electronic technical means for vote counting.
- c) Verify the validity of the Voting Slips.
- d) Inspect each Voting Slip individually and record the vote counting results.
- e) Calculate and exclude votes from shareholders who do not have voting rights (if applicable for each matter to be voted on).
- f) All Voting Slips shall be handed over to the Head of the Vote Counting Committee.

2. Prepare and announce the vote counting minutes:

- a) After the vote counting is completed, the Vote Counting Committee shall prepare the Vote Counting Minutes.
- b) The vote counting minutes must include the following contents:
 - The time and location of the vote counting process;
 - The composition of the Vote Counting Committee;
 - The total number of shareholders with voting rights attending the meeting;
 - The total number of shareholders with voting rights who cast their votes;
 - The number and percentage of valid and invalid votes;
 - The number and percentage of voting rights for each issue;
 - The Vote Counting Minutes must be signed by the members of the Vote Counting Committee.

Article 10. Present opinions at the Meeting

Shareholders wishing to express opinions or participate in discussions shall raise their hand or Voting Card for the Presidium to invite them to present. For ease of recording in the minutes, when invited to speak, shareholders should introduce their name and ID number. The content of their statement should be concise and avoid repetition, or shareholders may write their comments on the Opinion Form (provided with the Meeting materials) and submit it to the Presidium.

Article 11. Minutes and Resolution of GMS

All contents of the General Meeting of Shareholders must be recorded by the Meeting Secretariat in the Meeting Minutes. The Meeting Minutes shall be read and approved before the Meeting is concluded.

Based on the content of the Minutes, the Chairman shall sign and issue the Resolution on behalf of the Annual General Meeting of Shareholders 2025, in accordance with regulations.

Article 12. Implementation

This Regulation shall take effect immediately after being approved by the Annual General Meeting of Shareholders through voting.

On behalf of
GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN ✓



Nguyen Tran Tung

Hanoi, 16 April 2025

**REGULATIONS ON THE ELECTION OF MEMBERS OF THE BOARD OF
DIRECTORS, BOARD OF SUPERVISORS FOR 2025-2030 TERM**

Pursuant to the Law on Enterprise 2020 and its guiding documents;

Pursuant to the Law on Securities 2019 and its guiding documents;

*Pursuant to the Charter of Investment and Construction Joint Stock Company No4
("Company").*

The General Meeting of Shareholders ("GMS") shall conduct the election of members of the Board of Directors ("BOD") and members of the Board of Supervisors Committee ("BOS") according to the following regulation:

Article 1. Principles and subjects of the election.

1. Principles of the election:
 - a) The election shall be conducted in accordance with the law, the Company's Charter, and this Regulation, ensuring democracy and the legitimate rights of all shareholders;
 - b) The election will be conducted through a cumulative voting method.
2. Subjects entitled to vote: The eligible voters are the shareholders of the Company on the record date based on the shareholder list issued by the Vietnam Securities Depository and Clearing Corporation on 19 March 2025.

Article 2. Number and qualifications of the members of the Board of Directors to be elected

1. Number of the members of the BOD to be elected: 05 members.
2. Qualifications and conditions for the elected members of the Board of Directors: Must meet the standards and conditions set forth in the Law on Enterprise and the Company's Charter, specifically:
 - a) Must have full civil capacity and not be individuals prohibited from managing businesses as stipulated in Clause 2, Article 17 of the Law on Enterprise;
 - b) Must have professional qualifications and experience in business management within the company's sectors, and are not required to be a shareholder of the company, unless otherwise provided in the Company's Charter;
 - c) Members of the Board of Directors of the Company may concurrently serve as members of the Board of Directors of another company;
 - d) Do not necessarily need to be a shareholder of the company.

Article 3. Number and qualifications of the members of the Board of Supervisors to be elected

1. Number of the members of the BOS to be elected: 03 members.
2. Qualifications and conditions for the elected members of the Board of Supervisors: Must meet the standards and conditions set forth in the Law on Enterprise and the Company's Charter, specifically:
 - a) Must have full full civil capacity and not be individuals prohibited from establishing and managing a business according to the Law on Enterprise;
 - b) Must have been professional qualifications in one of the following fields: economics, finance, accounting, auditing, law, business administration, or any field relevant to the Company's business activities;
 - c) Must not be a family member of any member of the Board of Directors, Director, General Director, or other managers;
 - d) Must not work in the accounting or finance department of the Company;
 - e) Must not be a member or employee of the independent auditing firm that audits the Company's financial statements in the last three (03) consecutive years;
 - f) Must not be a manager of Company; and does not necessarily need to be a shareholder or employee of the Company.

Article 4. Right to nominate and stand for a member of the BOD

1. Shareholders holding voting shares have the right to nominate or combine their voting rights to nominate candidates for the BOD. The number of candidates each group of shareholders may nominate depends on the number of candidates determined by the General Meeting of Shareholders and the shareholding ratio of each group. A shareholder or group of shareholders holding (as of the record date according to the shareholder list issued by the Vietnam Securities Depository and Clearing Corporation on March 19, 2025):
 - a) A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate a maximum of one (01) candidate.
 - b) A shareholder or group of shareholders holding from 10% to less than 30% of the total voting shares may nominate a maximum of two (02) candidates;
 - c) A shareholder or group of shareholders holding from 30% to less than 50% of the total voting shares may nominate a maximum of three (03) candidates;
 - d) A shareholder or group of shareholders holding more than 50% may nominate the required number of candidates.
2. In the event that the number of BOD candidates nominated is still insufficient, the current BOD may propose additional candidates or organize further nominations in accordance with the Company's regulations. The additional candidates introduced by the BOD must be clearly announced before the General Meeting of Shareholders votes to elect

members of the BOD, in accordance with the law.

Article 5. Right to nominate and stand for a member of the BOS

1. Shareholders holding voting shares have the right to nominate or combine their voting rights to nominate candidates for the BOS. The number of candidates each group of shareholders may nominate depends on the number of candidates determined by the General Meeting of Shareholders and the shareholding ratio of each group. A shareholder or group of shareholders holding (as of the record date according to the shareholder list issued by the Vietnam Securities Depository and Clearing Corporation on March 19, 2025):

a) A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate a maximum of one (01) candidate.

b) A shareholder or group of shareholders holding from 10% to less than 30% of the total voting shares may nominate a maximum of two (02) candidates;

c) A shareholder or group of shareholders holding more than 30% may nominate the required number of candidates;

2. In the event that the number of BOS candidates nominated is still insufficient, the current BOS may propose additional candidates or organize further nominations in accordance with the Company's regulations. The additional candidates introduced by the BOS must be clearly announced before the General Meeting of Shareholders votes to elect members of the BOD.

Article 6. Documents to nominate and stand for members of BOD and BOS

1. Documents to nominate and elect members of BOD and BOS:

a) Original Letter of Nomination or Candidacy (as provided form);

b) Original Curriculum Vitae completed by the candidate (as provided form);

c) Copy of ID Card/Passport and relevant diplomas or certificates verifying educational qualifications (as provided form);

d) Original valid Power of Attorney for nomination (in case shareholders authorizes another person to make the nomination).

2. Documents must be submitted to the Company before 12:00 on April 5, 2025, at the following address: Floor 7th ICON4 Tower, No. 243A De La Thanh, Lang Thuong Ward, Dong Da District, Hanoi City, Vietnam.

Article 7. Methods of voting

1. The election of members to the BOD and the BOS shall be conducted using the cumulative voting method, whereby each shareholder will have a number of votes corresponding to the number of shares they hold, or represent, multiplied by the number of members to be elected to the BOD (5 members) and the number of members to be elected to the BOS (3 members).

2. Shareholders have the right to cast all of their votes for one or several candidates, but not exceeding the total number of their votes.

Example for electing members of the BOD:

A shareholder who owns 1000 ordinary shares, corresponding to 5000 votes.

The shareholder may cast all 5000 votes to one candidate or distribute the votes among multiple candidates, but the total number of votes allocated to the candidates cannot exceed 5000 votes.

Example for electing members of the BOS:

A shareholder who owns 1000 ordinary shares, corresponding to 3000 votes:

The shareholder may cast all 3000 votes to one candidate or distribute the votes among multiple candidates, but the total number of votes allocated to the candidates cannot exceed 3000 votes.

Article 8. Voting procedure

1. Election Ballot

Each shareholder with voting rights will be sent a Election Ballot by the Company. The Election Ballot will include the following information: Name, ID Card (or other equivalent legal identification documents), the number of ballots corresponding to the number of shares owned, and the name(s) of the candidate(s) to be elected.

2. Regulations on the Election Ballot

2.1. Valid Election Ballot:

- a) Must be issued by the Company;
- b) Must be sealed by the official seal of the Company ;
- c) Must include the signature and full name of the shareholder or the authorized representative of the shareholder;
- d) Must not be torn, scratched, erased, or altered.

2.2. Invalid Election Ballot:

- a) Not be a ballot issued by the Company;
- b) Do not include the official seal of the Company;
- c) Be torn, scratched, erased, or altered;
- d) Lacks the signature and full name of the shareholder or the authorized representative of the shareholder;
- e) Contains additional information or markings;
- f) The number of votes cast for candidates exceeds the total number of votes of the shareholder.

2.3. Invalid election ballots will not be counted towards the election results..

2.4. Instructions for Completing the Election Ballot:

Shareholders are entitle to choose from the following methods of completing the ballot:

- a) Record the number of votes you wish to cast in the "Number of Votes" column:

+ When agreeing to vote for a candidate, the shareholder should write the number

of votes they wish to cast in the "Number of Votes" column next to the corresponding candidate's name. The number of votes must not exceed the total number of votes the shareholder is entitled to;

+ If a shareholder does not wish to vote for any candidate, they should enter "0" or leave the "Number of Votes" column blank next to the corresponding candidate's name.

b) Mark (x) or (✓) in the "Number of Votes" column:

When casting votes equally for all candidates, mark the "Number of Votes" column next to the name of each candidate.

c) The shareholder or the authorized representative attending the meeting may cast all votes to one or multiple candidates, or choose not to vote for any candidate..

2.5. In case a shareholder makes an error while completing the Election Ballot, provided that the ballot has not yet been placed in the ballot box, they have the right to directly approach the Head of the Vote Counting Committee to exchange the Election Ballot in order to ensure their rights are protected.

Article 9. Principles of voting for members of the BOD and BOS

1. The Vote Counting Committee shall set up the ballot box for the election of members of the BOD and BOS. The Vote Counting Committee will inspect the ballot box in the presence of shareholders.

2. Voting will commence upon the instruction of the Chairman of the General Meeting of Shareholders or the Head of the Vote Counting Committee, and will end when the last shareholder casts their votes into the ballot box, or after 15 minutes from the start of the voting, whichever comes first.

3. The vote counting will begin immediately after the voting concludes.

4. The results of the vote counting will be documented in writing and announced by the Head of the Vote Counting Committee in front of the General Meeting of Shareholders..

Article 10. Principles of election for members of the BOD and BOS

1. The elected members of the BOD, BOS will be determined based on the number of votes, starting from the highest number of votes received, continuing downwards, until the required number of members is elected.

2. In the event that two (02) or more candidates receive the same highest number of votes, the General Meeting of Shareholders will conduct a re-election among the candidates with equal votes.

Article 11. Announcement of vote counting results

The vote counting minutes and election results must be announced by the Vote Counting Committee immediately at the General Meeting. At the same time, the election results for members of the BOD, BOS must be included in the resolution of the General Meeting of Shareholders.

Article 12. Effective date

This Election Regulation consists of 12 Articles and shall take effect after being approved by the General Meeting of Shareholders. It is applicable only for the election of members of the BOD, BOS at the Annual General Meeting of Shareholders 2025 of the Company.

On behalf of
GENERAL MEETING OF SHAREHOLDERS

Chairman ✓



Nguyen Tran Tung

* C.P * /n

No: 01/2025/BC-HDQT

Hanoi, 25 March 2025

**REPORT ON BUSINESS PERFORMANCE OF THE COMPANY AND
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024; THE PLAN OF
BUSINESS OF THE COMPANY AND THE ACTIVITIES FOR 2025 OF THE BOD**

To: Shareholders of the Company.

Board of Directors (“BOD”) of Investment and Construction Joint Stock Company No4 (“**Company**” and/or “**ICON4**”) would like to submit to the shareholders the Report, which includes the following key points:

- The business performance 2024 of the Company and activities of the Board of Directors in 2024;
- The plan of business of the Company and the activities for 2025 of the BOD;

**A. BUSINESS PERFORMANCE OF THE COMPANY AND ACTIVITIES
OF THE BOARD OF DIRECTORS IN 2024**

In 2024, the overall socio-economic situation continues to face significant challenges to the construction industry, real estate investment, and business sectors, particularly in terms of institutional frameworks, legal regulations, and capital availability. These challenges have somewhat affected the progress of construction plans for the projects in 2024. Nevertheless, the Board of Directors, the Board of Management, and the all staff of the Company have implemented a range of solutions to accomplish our business objectives, focusing on key projects to optimize operations throughout 2024. The specific results are as follows:

I. BUSINESS PERFORMANCE

1. Some Key Business Performance Indicators

Item	Plan of 2024 (Billion VND)	Archivement in 2024 (Billion VND)	Ratio of Archivement/Plan
Consolidated revenue	1,201.8	962.9	80.1 %
Consolidated pre - CIT tax profit	45.1	49.7	110.3 %
Consolidated after - CIT tax profit	33.2	36.8	110.8 %

Revenue and profit for 2024 are derived from the following activities:

- Construction of low-rise residential areas, villas, and shophouses at the KN Paradise project at Cam Ranh, Khanh Hoa Province;
- Construction of technical infrastructure and site leveling at the Dong Van 3 Supporting Industrial Park Project, Duy Tien Town, Ha Nam;
- Construction of technical infrastructure, low-rise housing, and a 12-floor building at the Nam Thai Commercial and Service Complex Project, Pho Yen City, Thai Nguyen Province;
- Construction of technical infrastructure and low-rise housing at the New Urban Area No.4 Project and the Hai Yen Resettlement Housing Project in Nguyen Binh Ward, Nghi Son Town, Thanh Hoa Province.
- Operation and management services for the ICON4 Tower.

Overall assessment: Compared to the business plan for 2024 approved by the Annual General Meeting of Shareholders (“GMS”), the Company achieved 78.0% of its revenue target, mainly due to the Investor’s adjustment of the project’s construction schedule. However, consolidated net profit achieved 110.8% as the Company effectively managed its costs through strategic investments in equipment, as well as reductions in warranty and management expenses during the construction process..

2. Key investment results achieved in 2024

2.1. Southeast To Huu Housing Project in Hanoi.

- Regarding investment procedures: Completed the digitalization of the cadastral map, defined the boundaries, and marked the project site. Coordinated with Nam Tu Liem District to carry out the land clearance for the project.
- Regarding design work: Completed the approval of the construction drawings, technical infrastructure estimates, and the Low-rise Housing items. Coordinated with consultants to prepare plans for adjusting the HH-01 high-rise block.
- Other tasks: Completed the payment for agricultural land use rights and developed investment plans for the Kindergarten section.

2.2. Investment Project for the Development of a new urban area combined with the renovation of the existing area in the Southern residential group of Don Luong, Yen Bac Ward, Duy Tien Town (“Nam Don Luong New Urban Area Project - Ha Nam”).

- Completed the topographical survey at a scale of 1/500, and the decision to convert agricultural land within the scope of the Project.
- Completed the approval of the detailed planning task at a scale of 1/500 and submitted the 1/500 detailed planning scheme to the People's Committee of Duy Tien Town for appraisal.

2.3. 1283 Giai Phong Project.

- Conducted a feasibility study and evaluate the investment efficiency of the Project based on the options for tourism apartments, office spaces, and social housing investment.

- Finalized the report on the implementation plan for the project in accordance with the pilot Resolution for commercial housing development issued by the National Assembly and the People's Committee of Hanoi.

2.4. Other Projects: Conducted research on investment opportunities for projects in Hanoi, Ha Nam, Vinh Phuc, Hoa Binh, Bac Giang, Thanh Hoa, etc., in line with the overall strategy of Taseco Group and Taseco Land.

3. Other Tasks

In 2024, the Company continued to focus resources on finalizing the settlement of outstanding debts and resolving disputes arising from old projects. The total value of debt recovery, the release of guarantees for old projects, and the divestment of investments in affiliated companies amounted to over 20 billion VND.

II. ACTIVITIES OF BOARD OF DIRECTORS IN 2024

1. General Activities

In 2024, to promptly address matters within its authority, the Board of Directors (**BOD**) organized 21 direct meetings and conducted 5 rounds of written votes, all of which received 100% approval. The BOD effectively carried out its responsibilities in formulating policies, strategies, and both medium- and long-term plans for the Company. The resolutions and decisions issued by the BOD were in full compliance with the Company's Charter, the provisions of the Law on Enterprises, and the Law on Securities. These documents are detailed and disclosed in the Company's Report on Corporate Governance for 2024, including key highlights as follows:

*** Regarding Business Operations and Investments**

- Ensured the stable operation of the Company's business activities, achieving the majority of key targets established, despite the volatility in the real estate market and construction activities.

- Carried out the payment of dividends in cash to existing shareholders according to the plan approved at the 2024 Annual General Meeting of Shareholders, with a payout ratio of 5% of the charter capital of 640 billion VND. The total value of the dividend payment amounted to 32 billion VND.

- Implemented the plan to restructure underperforming investments, including the completion of the share transfer in NHT Global Trading Joint Stock Company (in March 2024); the transfer of shares in Investment and Construction Company No. 4 - Van Xuan (in August 2024); and the transfer of shares in Investment and Construction Joint Stock Company No. 4.5 (in December 2024).

- In line with the plan to streamline the organizational structure, the Company has completed the closure procedures for inactive branches, including the branches in Thai Nguyen, Da Nang, and Bac Ninh in 2024. Recently, in March 2024, the Company has completed the procedures to terminate the operations of its Construction Enterprise No. 1 Branch (in Hanoi).

- Selected qualified and experienced contractors to carry out construction work at

the projects.

- Took decisive actions in debt recovery, resolve issues related to previous projects, and proactively implement project activities to accelerate the progress of ongoing investment projects.

**** Regarding Personnel and Organizational Structure of the Company***

- The Company has reorganized its structure, consisting of 05 Departments: Office, Finance and Accounting Department, Economic and Technical Department, Project Development Department, and Project Management Department, with the aim of improving work efficiency, optimizing resources, and responding promptly to the Company's future development needs.

- The Company has added qualified personnel to enhance operational effectiveness, particularly in November 2024, when Mr. Khuat Trung Thang was appointed as the Deputy General Director, effective from November 1, 2024, in charge of investment activities to support the Company's development strategy as outlined in Resolution No. 25/2024/NQ-HDQT.

**** Regarding corporate governance***

- Assign clear responsibilities to the members of the Board of Directors based on specific areas to ensure effectiveness in management and operational activities

- Due to a change in strategy and business direction, the Board of Directors has not yet implemented the plan to transfer the registration of shares from the UPCOM market to listing on the Hanoi Stock Exchange, as approved in the 2024 Annual General Meeting of Shareholders.

2. The monitoring activities of the Board of Directors

In accordance with the provisions of the Company's Charter, the Regulations on Corporate Governance, and applicable laws, the Board of Directors has carried out its supervisory function over the Company's management and operation consistently and continuously. This has been carried out through various supervision methods to monitor the implementation business operations in 2024 of the Board of General Directors, as follows:

❖ Monitoring the implementation of the business strategy and financial plans

- Coordinated, directed, and successfully organized the Annual GMS in 2024 on May 15, 2024, and conducted a written opinion survey of shareholders on November 6, 2024.

- Organized quarterly meetings with the Board of Management to evaluate the execution of the business plan, analyze market developments, and make timely decisions on policies and directives to ensure the achievement of revenue, profit, and growth targets in accordance with the planned timeline.

- Closely monitored the implementation of the budget and financial management, ensuring compliance with internal regulations and minimizing financial risks.

- Monitored the execution of the resolutions of the GMS and the Board of Directors regarding the cash dividend payments to existing shareholders.

- Organized, directed, and monitored the strict adherence to the preparation of the annual financial statements, quarterly financial statements, and the annual report in compliance with regulations.

- Selected the auditing firm responsible for auditing the Company's financial statements for the year 2024.

❖ **Monitor compliance with legal regulations and internal regulations**

- Monitor the General Director in ensuring compliance with legal regulations related to the Company's operations, including tax, labor, and corporate governance regulations.

- Monitor the implementation of information disclosure in accordance with regulations to ensure transparency and punctuality.

- Evaluate the enforcement of internal regulations to ensure the transparency of the company's governance structure and the company's commitment to effective corporate governance.

❖ **Monitoring governance operations**

- Monitoring the implementation of the resolutions/decisions of GMS and BOD.

- Monitoring the implementation of the risk management system, ensuring the effectiveness of risk prevention and mitigation measures.

Overall assessment: The Board of Directors has carried out its monitoring duties diligently, in accordance with the Company's Charter and legal regulations. The BOD has organized and conducted oversight and management with the aim of delivering maximum effectiveness and benefits for both the Company and its shareholders. During the operational process, the Board of Management has strictly adhered to the legal regulations, the Company's Charter, and internal regulations.

In 2024, the Board of Management successfully fulfilled its duties, utilized both collective and individual strengths to foster a spirit of unity, cooperation, and enthusiastic competition in business operations. This motivated the entire company's staff to work with passion and dedication. After strengthening the Board of Management with personnel responsible for project development, the Company's key activities were clearly planned and executed, leading to improved governance. The General Director effectively assigned clear responsibilities to the Board of Management members and organized monthly meetings to review progress and set goals for the next period. In addition to discussions in regular and other meetings, the Board of Directors frequently exchanged information regarding strategic direction, business performance, and the implementation of the resolutions passed at the GMS, ensuring alignment with the objectives set forth for the year. The Board of Management also worked closely with the Trade Union to ensure both the material and spiritual well-being of the company's employees.

3. Evaluation of the performance of the Board of Directors members

In 2024, the members of the BOD attended all meetings with a high level of responsibility, leveraging their governance and leadership skills for the benefit of shareholders and the company's development.

In addition to fulfilling their general responsibilities related to the BOD's activities, the members of the BOD successfully completed their assigned tasks, specifically:

- The Chairman of the Board fulfilled the duties as stipulated in the Charter and legal regulations, including developing and implementing the annual plan, convening and organizing meetings, and promptly issuing Resolutions and Decisions to support the company's organization and operations.

- On a quarterly basis, the Board met with the Board of Management to review the situation and provide timely guidance to address challenges, ensuring the company's business plan was effectively executed.

- Board members assigned to oversee specific business areas and subsidiaries successfully directed the implementation of business plans for those units, contributing to the overall business results for 2024.

4. Regarding transactions between the Company and Related Persons

The Company's transactions with related persons were conducted in accordance with the provisions of the Law on Enterprises, the Law on Securities, and the Company's Charter. These transactions were fully disclosed in detail in the Report on Corporate Governance for 2024.

5. Salaries, remunerations, operating costs, and other benefits of the BOD, General Director, and Chief Accountant of the company.

In 2024, the salaries, bonuses, remunerations, and other benefits of the Board of Directors and the Board of Management have been disclosed in the audited financial statements for the year 2024.

a) Remunerations for BOD's members

The remuneration paid to the Board of Directors is in accordance with the remuneration approved at the Annual GMS 2024. Specifically, the details are as follows:

No.	Member	Position	Remuneration (VND)	Note
1	Mr. Dao Tien Duong	Chairman	22,500,000	Dismissed from 15/5/2024
2	Mr. Nguyen Tran Tung	Chairman	37,500,000	Appointed from 15/5/2024
3	Mr. Nguyen Duc Lai	Member	36,000,000	
4	Mr. Nguyen Duc Ha	Member	36,000,000	
5	Mr. Dang Huy Khoi	Independent Member	36,000,000	

No.	Member	Position	Remuneration (VND)	Note
6	Ms. Cao Thi Lan Huong	Member	36,000,000	
Total			204,000,000	

b) Salaries and bonuses of the members of the Board of Directors, the Board of Management, and the Chief Accountant of the Company for 2024

No.	Member	Position	Remuneration (VND)	Note
1	Mr. Nguyen Duc Lai	Member of BOD, General Director	893,062,500	
2	Mr. Nguyen Song Ha	Deputy General Director	644,100,000	
3	Mr. Khuat Trung Thang	Deputy General Director	137,933,333	Appointed from 01/11/2024
4	Ms. Pham Thi Kieu Trang	Chief Accountant	582,876,088	
Total			2,257,971,921	

B. BUSINESS PLAN OF THE COMPANY AND BOARD ACTIVITIES 2025

I. BUSINESS PLAN FOR 2025

1. Key Business Indicators:

The year of 2025 will also be a year full of challenges for the Company's production and business operations. In this context, the Board of Directors has set business objectives with the following key indicators:

No.	Item	Plan of 2024 (Billion VND)
1	Consolidated revenue	1,529.8
2	Consolidated pre-tax profit	49.6
3	Consolidated after-tax profit	37.3
4	Expected dividend rate	5%

Based on the actual production and business operations of the Company and its subsidiaries in 2025, as well as the market conditions, the GMS authorizes the Board of Directors to make adjustments to the Company's 2025 business plan.

The Board of Directors is responsible for reporting and explaining the adjustments to the shareholders at the next Annual General Meeting of Shareholders.

2. Objectives for key projects to be implemented in 2025

2.1. Real Estate Investment Projects

a) Southeast To Huu Housing Project

- Complete land clearance and adjust the Land Allocation Decision by April 2025;
- Be issued construction permits by April 2025;
- Begin calculating land use fees from April 2025 and expect payment in November 2025.
- Construction of technical infrastructure, low-rise housing, and kindergarten facilities in Quarter 2 of 2025.
- Implement detailed adjustments to the 1/500 master plan for plot HH-01 – High-rise building of the project in Quarter 3 and 4 of 2025.
- Complete technical infrastructure acceptance and issue sales approval by December 2025.

b) Nam Don Luong Urban Area - Duy Tien - Ha Nam Project.

- Approve and validate the 1/500 detailed master plan in Quarter 1 of 2025.
- Implement land clearance work for Phase 1 (from Quarter 2 of 2025 to Quarter 1 of 2026).
- Conduct geological survey drilling (Quarter 2 of 2025).
- Evaluate the feasibility study report and environmental impact assessment report in Quarter 3 of 2025.

c) 1283 Giai Phong Project.

- Study the implementation guidelines for the pilot resolution of the National Assembly in Quarter 2 of 2025.
- Work with relevant agencies of Hanoi City to include the project in the list of pilot projects in Quarter 3 of 2025, and approve the investment policy along with the investor approval in Quarter 4 of 2025.

d) Other Projects

- Research and prepare resources for managing the design, submitting cost estimates, and constructing social housing projects at the Green Park Me Linh project, Hanoi.
- Continue researching potential investment projects in the coming period in the provinces and cities of Hanoi, Hoa Binh, Ha Nam, Vinh Phuc, Bac Giang, Thanh Hoa, etc.
- Promote the search for good investment opportunities and explore the expansion of land and project portfolios in various localities.

2.2. Construction and management for ICON4 Tower

Continue focusing on implementing construction according to signed contracts and newly signed tenders, with the principle of ensuring quality and commitment to timelines; proactively invest in construction equipment and find solutions to reduce costs and improve efficiency during construction, with specific objectives as follows:

- Construct projects at the KN Paradise project with revenue exceeding VND 380 billion.

- Complete construction of technical infrastructure and about 50% of the site leveling volume at the Dong Van 3 Supporting Industrial Park project, with revenue exceeding VND 730 billion.

- Construct projects at Project No. 4, Nguyen Binh – Thanh Hoa Project, Nam Thai – Thai Nguyen Project, and several other projects, with revenue reaching approximately VND 350 billion.

- The management and operation of the ICON4 Tower will continue to enhance service quality and invest in upgrading landscape elements, lighting, wastewater treatment systems, etc., to ensure that revenue and profit targets are met according to the plan.

3. Other Strategies of the Company

Digital transformation strategy

Currently, the Company has implemented an enterprise management platform into its operational and management activities. However, with the context of globalization and the rapid development of the Fourth Industrial Revolution, digital transformation has become an inevitable trend, playing a crucial role in enhancing the company's competitive capacity. Domestically, this process is being actively deployed by agencies, organizations, and businesses to optimize operations and increase sustainable value.

Recognizing the importance of management and digital transformation, the Company has been, and will continue to collaborate with other units within the Taseco system to build and implement the digitization of data and information systems. The goal is to enhance work efficiency and optimize workflows in both project management and office operations. At the same time, the Company is reviewing and adjusting operational processes, applying modern management methods combined with advanced technologies such as Artificial Intelligence (AI) and Virtual Reality (VR) in areas such as enterprise management, project management, business, and post-investment real estate management. This is a crucial step to optimize operations, improve service quality, and meet the ever-evolving demands of the market.

II. ACTIVITIES PLAN OF BOARD OF DIRECTORS FOR 2025

1. Remuneration Plan of Board of Directors for 2025

No.	Position	Quantity	Remuneration per month (VND)	Number of months	Total (VND)
1	Chairman of BOD	01	5,000,000	12	60,000,000
2	Member of BOD	04	3,000,000	12	144,000,000
Total					204,000,000

Note: The remuneration for Board members is accounted for as part of the Company's business operating expenses.

2. Operational direction of Board of Directors

In 2025, the Company's Board of Directors will focus on strategic objectives aimed at ensuring sustainable development and enhancing the Company's operational efficiency. To achieve the above goals, BOD set the following operational direction:

❖ *Implement the mid- and long-term development strategy:* Continue to execute the plan as approved by the Annual GMS, focusing on sustainable development, expanding the project portfolio, and improving business efficiency.

❖ *Short-term strategy.*

- Strengthen digital transformation: Direct the implementation of the digital transformation roadmap, enhancing the application of technology in enterprise management, project management, business operations, and post-investment management.

- Enhance risk management and internal control: Complete the risk management system, ensuring compliance with legal regulations, while improving transparency and effectiveness in internal control activities. Ensure the Company's operations comply with legal regulations and market practices..

- Develop human resources: Focus on building a leadership team and key personnel, enhancing management capabilities and professional specialization within the organizational structure.

3. Solutions for achieving the 2025 objectives.

❖ *Strengthen project development and business operations.*

- Develop the business plan for 2025 and implement it decisively and effectively from the first months of the year. Organize the development of a financial plan that ensures sufficient funding for the execution of projects.

- Organize supervision and management to ensure effective investment and compliance with legal regulations and the Company's internal policies. Prioritize investment and business in key projects such as: the Southeast To Huu Housing Project, the Nam Don Luong Urban Area project – Ha Nam.

- Continue to maintain and develop the construction and building sector – the Company's traditional business field, through the subsidiary IKCONS Construction Joint Stock Company. Increase investment in machinery, equipment, and necessary tools to enhance autonomy and efficiency in projects within the Taseco system and with strategic partners.

- Promote the search for good investment opportunities, study and develop the expansion of land and project portfolios in various potential locations across the country, such as Hanoi, Thai Nguyen, Hoa Binh, Vinh Phuc, Ha Nam, etc. Rebrand the Company with the goal of gradually bringing the ICON4 brand back to the market, restoring its established position in construction, and affirming its new potential in real

estate investment and business.

❖ *Enhance management effectiveness, training, human resource development, and corporate culture.*

- Maintain BOD meetings and participate in the management meetings of the General Director to closely monitor and stay updated on the Company's production and business activities, ensuring timely support for governance, leadership, and directives from the BOD.

- Update and adjust the Board of Directors' regulations and operational processes to ensure professionalism, transparency, and alignment with best governance practices.

- Enhance internal training and foster a culture of self-improvement in terms of capacity and skills for each employee and department; Clearly assign responsibilities to each department and position to enhance the role and accountability of each team and individual within the Company; Conduct a review and assessment of job positions to ensure appropriate staffing based on capabilities, strengths, and contributions, while meeting job requirements. Additionally, the Company will develop a recruitment and replacement plan to ensure timely staffing to maintain efficient operations and meet development needs.

- Focus on appropriate investment in R&D activities (human resources, policies, infrastructure), and ensure the preparation of key platforms (personnel, partners, capital).

❖ *Implement the digital transformation roadmap.*

- Strengthen the digitization of data and workflows, enhancing operational efficiency and management. Apply AI, Big Data, and other modern technologies in enterprise governance, project management, and operations.

- Build an intelligent reporting and data analysis system to support the Board of Directors and Board of Management in making accurate and timely decisions.

The above is the report of the BOD at the 2025 Annual General Meeting of Shareholders. The BOD believes that the consensus, support, and trust of the shareholders will be a great driving force to help the BOD effectively fulfill its responsibilities and duties. This will contribute to the continued success of the Company and enhance the investment value for shareholders, in alignment with the mission we have set forth.

On behalf of the Board of Directors, I would like to express my sincere gratitude to all shareholders for their trust and support in standing by the Company over the years.

I wish good health to all distinguished delegates, shareholders, and the entire staff of the Company.

**REPORT OF THE BOARD OF SUPERVISORS
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

**To: The General Meeting of Shareholders
Investment and Construction Joint Stock Company No4**

Pursuant to the functions and duties of the Board of Supervisors under the Law on Enterprise and the Company's Charter;

Pursuant to the business situation, financial reports, and the report on the evaluation of management and operational performance report of the Board of Directors.

Board of Supervisors respectfully submits to the Annual General Meeting of Shareholders 2025 the report on its activities in 2024 and plan for 2025 as follows:

1. Members and structure of the Board of Supervisors.

The number of members of the Board of Supervisors is 03 (three), as follows:

No.	Member	Position	Number of shares	Ratio of owned shares (%)	Note
1	Ms. Tran Thi Loan	Head of BOS	0	0	
2	Mr. Dang Xuan Hien	Member	0	0	Appointed from 15/5/2024
	Ms. Vu Thi Khanh Ha	Member	0	0	Dismissed from 15/5/2024
3	Mr. Do Le Nam	Member	0	0	

2. Activities of the Board of Supervisors and each member of the Board of Supervisors.

2.1. Meetings of the Board of Supervisors.

During the year, the Board of Supervisors held meetings to implement the tasks and powers of the Board. The meetings discussed and agreed on the following matters:

- Discussion and approval of the quarterly and annual financial statements of the Company and its subsidiaries. Review and evaluation of the Company's business

the Board of Directors (“BOD”), as well as the adherence to state regulations in 2024.

- Development of the operational plan for the Board of Supervisors in 2025.

2.2. Remuneration and operating expenses of the Board of Supervisors.

No.	Member	Position	Remuneration (VND)	Note
1	Ms. Tran Thi Loan	Head of BOS	36,000,000	
2	Mr. Dang Xuan Hien	Member of BOS	15,000,000	Appointed from 15/5/2024
	Ms. Vu Thi Khanh Ha	Member of BOS	9,000,000	Dismissed from 15/5/2024
3	Mr. Do Le Nam	Member of BOS	24,000,000	
4	Tổng		84,000,000	

2.3. Self-assessment report on the performance of the Board of Supervisors.

In 2024, the Board of Supervisors actively carried out supervisory activities and recommended necessary changes in the management process, with specific actions as follows:

- Monitoring and supervising the implementation of the resolutions of the GMS and the Board of Directors in 2024.
- Reviewing the periodic reports prepared by the General Directors; inspecting the financial statements 2024 to assess the accuracy of the financial data. Coordinating with the independent audit firms to evaluate the impact of material accounting and audit errors on the financial statements; supervising the General Directors in implementing the recommendations provided by the audit firms.
- Monitoring and supervising the accounting practices, financial condition, investments, and business activities of the Company according to the plans and objectives approved by the GMS and the Board of Directors.
- Supervising the governance of subsidiary companies, capital investment, and activities of affiliated companies.
- Coordinating with functional departments to review and inspect information and documents within the scope of authority of the Board of Supervisors.
- Support the Finance and Accounting Department of the Company in reviewing financial data for processing in accordance with regulations.
- Carrying out other tasks in accordance with the Company’s Charter and relevant legal regulations.

2.4. Self-assessment report on the performance of the members Board of Supervisors.

The members of the Board of Supervisors all meet the conditions and standards

set forth in the Law on Enterprise and the Company's Charter. In 2024, each member demonstrated clear competence and a sense of responsibility towards the assigned tasks. They carried out regular supervision and provided advice in an independent and objective manner concerning the Company's activities. The members of the Board of Supervisors attended all meetings, actively discussed issues related to the supervision work, and participated in and contributed their opinions at the meetings of the Company's Board of Directors

3. Results of the supervision of the Company's business and financial operations.

3.1. Results of the financial statement review.

- Agree with the Company's separate and consolidated financial statements 2024, which have been audited by CPA Vietnam Auditing Company Limited.

- The results of the Company's business operations in 2024 are fully and clearly presented in the financial statements. The financial statements accurately and fairly reflect the Company's financial position, business performance, and cash flows during the fiscal year, in accordance with accounting standards and the applicable accounting provisions of laws.

Specific assessments of the financial statement by the Board of Supervisors are as follows:

Receivables and Payables:

The company continues to focus on resolving the the outstanding receivables and payables from long-standing projects. In 2024, the company has successfully recovered, processed, and reduced some receivables and payables, as detailed below:

- Receivables from building management services: The company has closely managed and recovered receivables related to building management. The company has assessed the collectability and provisioned for bad debts with receivables from customers who have dissolved or ceased operations, amounting to 74 million VND.

- Receivables from construction projects: The company has recovered 3.6 billion VND of receivables from old projects and simultaneously processed and offset receivables from customers, amounting to 5.5 billion VND. Additionally, the company has assessed the collectability and provided for bad debts with receivables from customers who have dissolved or ceased operations, amounting to 1 billion VND. During the year, the company also cleared guarantee liabilities worth 12.7 billion VND.

- Payables to suppliers: The company successfully settled, offset, and reduced payables to suppliers related to previous projects by 22.7 billion VND.

Furthermore, during the year, the company has offset and processed other receivable items, advance payments, and prepayments to suppliers, amounting to 3.4 billion VND, and other payables totaling 218 million VND.

Inventory:

In 2024, the company finalized several old projects and offset the recorded



payables to suppliers related to previous projects by 22.7 billion VND.

Furthermore, during the year, the company has offset and processed other receivable items, advance payments, and prepayments to suppliers, amounting to 3.4 billion VND, and other payables totaling 218 million VND.

Inventory:

In 2024, the company finalized several old projects and offset the recorded unfinished business costs, resulting in a reduction of production and operating expenses by nearly 14 billion VND.

Divestments:

In 2024, the company also divested from two other investments in the joint-stock companies, including the Construction and Investment No. 4 - Van Xuan and Construction and Investment No. 4.5, and recovered more than 11.5 billion VND.

3.2. Regarding the implementation of the business plan for 2024.

The Board of Supervisors agrees with the explanation provided by the Board of Directors regarding the non-fulfillment of the revenue target set by the General Meeting of Shareholders. However, the Board of Supervisors also acknowledge that the Board of Directors has implemented effective cost management measures, including the reasonable investment in equipment, reducing warranty and management costs during the construction process, and ensuring the successful achievement of profit targets. The actual performance of the 2024 business plan is as follows:

Unit: billion VND (Vietnamese Dong)

No.	Item	Plan of 2024	Archievement in 2024	Ratio of Archievement/Plan
1	Consolidated revenue	1,201.8	962.9	80.1 %
2	Consolidated pre - CIT tax profit	45.1	49.7	110.3 %
3	Consolidated after - CIT tax profit	33.2	36.8	110.8 %

3.3. Regarding the accounting operations.

The Company's accounting activities are conducted in full compliance with applicable laws and current accounting standards. Upon review, the Board of Supervisors evaluates that the Company's accounting operations are well-organized, efficient, and rational. Documents and records are properly stored and well-maintained with data being accurate and updated timely.

3.4. Regarding the financial operations.

- The financial situation, investment activities, and business operations of the

- The approval process and procedures for transactions between the Company and related parties are carried out in accordance with the current regulations.
- Transactions between the Company and related parties, approved by the Board of Directors, are listed and disclosed in the Report on Corporate Governance 2024 of Company.

5. Results of monitoring the implementation of the resolutions of the General Meeting of Shareholders..

- The Company has selected CPA Vietnam Auditing Company Limited as the auditor for the financial statements 2024.
- The Company has made the remuneration payments to the Board of Directors and the Supervisory Board for 2024, in accordance with the resolutions approved at the Annual General Meeting of Shareholders..
- The Company has distributed cash dividends as per the resolution approved at the Annual General Meeting of Shareholders.
- The Company has not yet implemented the plan to transfer the registration of its shares from the UPCOM market to listing on the Hanoi Stock Exchange as approved at the Annual General Meeting of Shareholders 2024.

6. Results of monitoring the Board of Directors.

6.1. Members of Board of Directors.

No.	Member	Position	Number of shares	Ratio of owned shares (%)	Note
1	Mr. Nguyen Tran Tung	Chairman	0	0	Appointed from 15/5/2024
	Mr. Dao Tien Duong	Chairman	200,000	0.313	Dismissed from 15/5/2024
2	Mr. Nguyen Duc Lai	Member	180,000	0.281	
3	Mr. Nguyen Duc Ha	Member	50,000	0.078	
4	Ms. Cao Thi Lan Huong	Member	100,000	0.156	
5	Mr. Dang Huy Khoi	Independent Member	0	0	

6.2. Evaluation of the Board of Directors's activities.

- The report on the activities of the Board of Directors fully and accurately reflects the operations and management directives of the Company. The documents and resolutions of the BOD comply with the Law on Enterprises and the Company's Charter. The Board of Supervisors agrees with the BOD's report on assessment of the performance 2024 presented to the General Meeting of Shareholders.
- Over the past year, the Board of Directors (BOD) has actively implemented numerous tasks within its authority. The management activities of the BOD have fully

adhered to legal regulations, both corporate governance and business operations. All members of the BOD have fulfilled their roles and responsibilities as stipulated by the Law on Enterprises, the Company's Charter, and the resolutions of the General Meeting of Shareholders.

- The BOD has closely monitored and provided timely guidance to the General Director in managing business operations and ensured the implementation of resolutions approved by the General Meeting of Shareholders.

- In 2024, the BOD did not receive any complaints or concerns from shareholders regarding any misconduct by the BOD during the execution of their duties.

7. Evaluation of the performance of Board of Management and other Managers of Company.

7.1. Members of Board of Management.

The number of members of the Board of Directors is 05 (five), as follows:

No.	Member	Position	Number of shares	Ratio of owned shares (%)	Note
1	Mr. Nguyen Duc Lai	General Director	180,000	0.281	
2	Mr. Nguyen Song Ha	Deputy General Director	48,000	0.075	
3	Mr. Khuat Trung Thang	Deputy General Director	0	0	Appointed from 01/11/2024

7.2. Evaluation of the performance of Board of Management.

- The Board of Supervisors agrees with the evaluation of the Company's business performance in 2024 and the business plan for the year of 2025 presented by the Board of Management.

- The Board of Management's management activities have fully complied with legal regulations and adhered to the functions and responsibilities outlined by the Law on Enterprise, the Company's Charter, and the resolutions of the General Meeting of Shareholders.

- The Board of Supervisors appreciates the efforts and dedication of the Board of Management in organizing and implementing investment projects, ensuring timely tax payments to the The State Bank of Vietnam, and effectively implementing policies that promote the welfare of employees.

- Throughout the year, the Board of Supervisors did not identify any irregularities in the management and operational practices of the Board of Management and other managers within the Company.

- In 2024, the Board of Supervisors did not receive any complaints or concerns regarding the members of the Board of Management.

8. The coordination among the Board of Supervisors, the Board of Directors, the Board of Management, and other shareholders.

- The Board of Supervisors has received full support and cooperation from the Board of Directors, the Board of Management, and the departments/divisions in the auditing and monitoring activities both at the Company and its subsidiaries.

- The Board of Supervisors has been fully provided information regarding the Company's business results 2024 and the business plan for the year of 2025.

- Representatives of the Board of Supervisors have attended and contributed opinions at all meetings of the Board of Directors.

9. Plan of the Board of Supervisors for 2025.

9.1 General Mission.

In 2025, the Board of Supervisors will continue to fulfill its responsibility of representing shareholders by monitoring the Company's business operations, governance, and management. Quarterly, the BOS will conduct thorough reviews, analyses, and assessments of the Company's activities through its financial statements, while also evaluating the performance of the Board of Directors and the Board of Management. The BOS will actively participate in BOD meetings to gain an accurate understanding of the Company's operational status, identify potential risks, and provide timely alerts, and responsibly reporting to the General Meeting of Shareholders.

9.2 Specific activities.

- Review and audit the financial reports, management reports, and other reports reflecting the Company's business performance..

- Strengthen supervision over the implementation of the business plan.

- Monitor compliance with national policies, regulations, and legal requirements.

- Assess the reasonableness of internal management documents and procedures.

- Verify the implementation of resolutions passed by the General Meeting of Shareholders.

9.3 Plan on remuneration for the BOS for the year 2025

No.	Position	Quantity	Remuneration per month (VND)	Number of months	Total (VND)
1	Head of BOS	01	3,000,000	12	36,000,000
2	Member of BOS	02	2,000,000	12	48,000,000
Total					84,000,000

Note: Remuneration paid to members of the Board of Supervisors shall be accounted for as operating expenses of the Company.

Above is the Report on activities the Board of Supervisors. Respectfully submitted to the General Meeting of Shareholders for approval.

Wishing the General Meeting of Shareholders a great success.

Best regards./.

Hanoi, 25 March 2025

On behalf of

BOARD OF SUPERVISORS

HEAD OF BOS



Tran Thi Loan

No.: 02/2025/TTr-HDQT

Hanoi, 25 March 2025

PROPOSAL

Regarding the approval of the audited financial statements 2024

**To: The General Meeting of Shareholders
Investment and Construction Joint Stock Company No4.**

Pursuant to the Law on Enterprises 2020;

*Pursuant to the Charter of Investment and Construction Joint Stock Company No4
("Company").*

Board of Directors of Investment and Construction Joint Stock Company No4 respectfully submit to the General Meeting of Shareholders for approval the separate and consolidated Financial Statements 2024 of the Investment and Construction Joint Stock Company No4, audited by CPA Vietnam Auditing Company Limited.

The audited separate and consolidated financial statements 2024 of the Company, include the following contents:

1. Independent audit report.
2. Balance sheet as of 31 December 2024.
3. Income statement for 2024.
4. Cash flow statement 2024.
5. Notes to the financial statements 2024.

We respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards./.

Recipients:

- As above;
- Board of Supervisors;
- Archive: Office.

**On behalf of
BOARD OF DIRECTORS
CHAIRMAN** ✓



Nguyen Tran Tung

**INVESTMENT AND CONSTRUCTION
JOINT STOCK COMPANY NO. 4**

**AUDITED SEPARATE FINANCIAL STATEMENTS
For the year ended 31st December, 2024**

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STATEMENT OF THE BOARD OF GENERAL DIRECTORS

The Board of General Directors of Investment and Construction Joint Stock Company No. 4 presents this Report together with the audited separate financial statements for the fiscal year ending 31st December, 2024.

COMPANY

Investment and Construction Joint Stock Company No. 4 (hereinafter referred to as "the Company") is a Joint Stock Company equitized from Construction Company No. 4 under Hanoi Construction Corporation. The Company was approved by the Ministry of Construction in Decision No. 2075/QĐ-BXD dated December 26, 2005. The company operates in production and business under Business Registration Certificate No. 0103010772 issued by the Hanoi Department of Planning and Investment on February 9, 2006, registered for changes several times, registered for the 4th change on April 6, 2010 regarding the transfer of enterprise code 0103010772 to enterprise code 0100105574, registered for the 13th change on December 22, 2020 and registered for the 17th change on October 10, 2022 regarding the increase in charter capital.

English name: Investment and Construction Joint Stock Company No4.

Abbreviation: ICON4.

Charter capital according to the 17th change in Business Registration dated October 10, 2022 is: VND 640,000,000,000 (In words: Six hundred and forty billion VND).

Head office address: No. 243A De La Thanh, Lang Thuong ward, Dong Da district, Hanoi city, Vietnam.

The Company's shares are being traded on the UpCOM floor with the code CC4.

BOARD OF MANAGEMENT, BOARD OF SUPERVISORS AND GENERAL DIRECTORS

Members of Board of Management, Supervisors and General Directors who held the Company during the year and at the date of this report are as follows:

Board of Management

Mr. Nguyen Tran Tung	Chairman (Appointed on 15/5/2024)
Mr. Dao Tien Duong	Chairman (Resigned on 15/5/2024)
Ms. Cao Thi Lan Huong	Non-executive Member
Mr. Nguyen Duc Ha	Non-executive Member
Mr. Nguyen Duc Lai	Member
Mr. Dang Huy Khoi	Independent Member

Board of Supervisors

Mrs. Tran Thi Loan	Head of committee
Mr. Do Le Nam	Member
Mr. Dang Xuan Hien	Member (Appointed on 15/5/2024)
Ms. Vu Thi Khanh Ha	Member (Resigned on May 15, 2024)

Board of General Directors

Mr. Nguyen Duc Lai	General Director
Mr. Nguyen Song Ha	Deputy General Director
Mr. Khuat Trung Thang	Deputy General Director (Appointed on November 1, 2024)

STATEMENT OF THE BOARD OF DIRECTORS (Continued)

SUBSEQUENT EVENTS

According to the Board of Directors' assessment, in all material respects, there are no unusual events occurring after the accounting balance sheet date that affect the financial situation and operations of the Company that require adjustment or presentation in the separate financial statements for the fiscal year ending December 31, 2024.

AUDITORS

Separate financial statements for the fiscal year ending December 31, 2024 are audited by CPA VIETNAM Auditing Company Limited - Member of INPACT International Auditing Firm.


BOARD OF DIRECTORS' RESPONSIBILITY

The Board of Directors is responsible for preparing the separate financial statements for the year ended 31 December 2024 which give a true and fair view of the financial position, results of operations and cash flows of the Company during the year. In preparing these separate financial statements, the Board of Directors is required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the separate financial statements;
- Design, implement and maintain internal control relevant to the preparation and fair presentation of the separate financial statements that are free from material misstatement, whether due to fraud or error;
- Prepare the separate financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Board of General Directors is responsible for ensuring that proper accounting records are kept which disclose, with reasonable accuracy at any time, the financial position of the Company and that the separate financial statements comply with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and other relevant statutory requirements. The Board of Directors is also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of General Directors confirms that the Company has complied with the above requirements in preparing the separate financial statements for the year ended 31 December 2024.

On behalf of the Board of Directors, 



Nguyễn Đức Lai
General Director
Hanoi, 20th March, 2025

No: 170/2025/BCKT-CPA VIETNAM-NV2

INDEPENDENT AUDIT REPORT

To: **Shareholders**
Boards of Managements, Supervisors and General Directors
Investment and Construction Joint Stock Company No.

We have audited the accompanying separate financial statements of Investment and Construction Joint Stock Company No. 4 prepared on March 20, 2025, from page 06 to page 40, including the separate balance sheet as at December 31, 2024, the separate income statement, the separate cash flow statement for the fiscal year ended December 31, 2024 and the notes to the separate financial statements.

Responsibility of the Board of General Directors

The Board of Directors is responsible for the preparation and fair presentation of the Company's separate financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and relevant legal regulations on the preparation and presentation of separate financial statements and is responsible for internal control that the Board of Directors determines is necessary to ensure the preparation and presentation of separate financial statements that are free from material misstatement, whether due to fraud or error.

Responsibility of Auditors

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. These Standards require us to comply with the Standards and codes of ethics, to plan and perform the audit to obtain reasonable assurance as to whether the Company's financial statements are free from any significant errors or not.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The audit procedures are selected based on the auditor's judgment, including the assessment of risks of material misstatement in the financial statements 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 appropriate audit procedures to the actual situation, which is not intended to give 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 management, 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.

Auditors' opinion

In our opinion, the accompanying separate financial statements give a true and fair view, in all material respects, of the financial position of the Company as at 31 December 2024, and of its separate results of operations and its separate cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and the relevant statutory requirements applicable to the preparation and presentation of separate financial statements.



Nguyen Thi Mai Hoa**Deputy General Director**Audit Practising Registration Certificate:
No. 2326-2023-137-1*Authorised: 08/2025/UQ-CPA VIETNAM dated 02/01/2025 of Chairman,*

For and on behalf of

CPA VIETNAM AUDITING COMPANY LIMITED**A member firm of INPACT***Ha Noi, 20th March, 2025*

Nguyen Thi Tien**Auditor**Audit Practising Registration Certificate:
No. 5276-2021-137-111
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INVESTMENT AND CONSTRUCTION
JOINT STOCK COMPANY NO. 4

No. 243A De La Thanh, Lang Thuong Ward,
Dong Da District, Hanoi City, Vietnam

Form No. B 01 - DN

Issued under Circular No. 200/2014/TT-BTC

Dated December 22, 2014 of the Ministry of Finance

SEPARATE BALANCE SHEET

 As at 31st December 2024

ASSETS	Code	Note	31/12/2024	01/01/2024
			VND	VND
A - CURRENT ASSETS	100		733,855,012,370	612,002,440,596
(100=100+120+130+140+150)				
I. Cash and cash equivalents	110	5.1	10,225,177,863	47,375,276,520
1. Cash	111		10,225,177,863	8,187,132,112
2. Cash and cash equivalents	112		-	39,188,144,408
II. Short - term investments	120		-	10,000,000,000
3. Held to maturity investment	123	5.2	-	10,000,000,000
III. Short- term receivables	130		578,493,496,961	393,385,268,252
1. Short-term receivables from customers	131	5.3	307,129,051,854	346,658,059,670
2. Short-term repayments to suppliers	132	5.4	232,682,668,073	11,405,682,939
6. Other short-term receivables	136	5.5	43,093,976,044	38,641,115,124
7. Provision for doubtful debts	137		(4,412,199,010)	(3,319,589,481)
IV. Inventories	140		144,560,666,810	160,278,213,827
1. Inventories	141	5.6	144,560,666,810	160,278,213,827
V. Other current assets	150		575,670,736	963,681,997
1. Short-term prepaid expenses	151	5.7	575,199,624	960,070,542
3. Tax and amount receivables from State budget	153	5.16	471,112	3,611,455
B - NON-CURRENT ASSETS	200		598,475,458,519	622,069,500,812
(200=210+220+230+240+250+260)				
I. Long-term receivables	210		14,356,153,800	14,337,653,800
6. Other long-term receivables	216	5.5	14,356,153,800	14,337,653,800
II. Fixed assets	220		92,789,980,408	101,228,085,300
1. Tangible fixed assets	221	5.8	79,875,086,330	87,612,662,542
- Historical Cost	222		120,284,836,332	122,571,740,262
- Accumulated depreciation	223		(40,409,750,002)	(34,959,077,720)
3. Intangible fixed assets	227	5.9	12,914,894,078	13,615,422,758
- Historical Cost	228		22,770,855,354	22,770,855,354
- Accumulated amortization	229		(9,855,961,276)	(9,155,432,596)
III. Investment real estate	230	5.10	142,637,403,496	150,215,810,380
1. Historical Cost	231		226,935,142,429	226,935,142,429
2. Accumulated amortization	232		(84,297,738,933)	(76,719,332,049)
IV. Long-term Construction in progress	240		103,472,423,997	97,458,176,961
2. Construction in progress	242	5.11	103,472,423,997	97,458,176,961
V. Long-term financial investments	250	5.12	241,027,500,000	252,602,500,000
1. Investment in subsidiaries	251		241,027,500,000	248,602,500,000
2. Investment in the associated and joint-venture companies	252		1,800,000,000	1,800,000,000
3. Other long-term investments	253		5,500,000,000	10,580,000,000
4. Provision for impairment of long-term financial investments	254		(7,300,000,000)	(8,380,000,000)
VI. Other Long-term assets	260		4,191,996,818	6,227,274,371
1. Long-term prepaid expenses	261	5.7	2,256,693,098	4,158,039,395
2. Deferred income tax assets	262	5.13	1,935,303,720	2,069,234,976
TOTAL ASSETS (270 = 100+200)	270		1,332,330,470,889	1,234,071,941,408

INVESTMENT AND CONSTRUCTION
JOINT STOCK COMPANY NO. 4

No. 243A De La Thanh, Lang Thuong Ward,
Dong Da District, Hanoi City, Vietnam

Form No. B 01 - DN

Issued under Circular No. 200/2014/TT-BTC
Dated December 22, 2014 of the Ministry of Finance

SEPARATE BALANCE SHEET (CONTINUED)

As at 31st December 2024

RESOURCES	Code	Note	31/12/2024 VND	01/01/2024 VND
C- LIABILITIES (300=310+330)	300		590,874,521,733	484,556,934,616
I. Current liabilities	310		468,108,702,244	353,694,436,991
1. Trade account payables	311	5.14	135,938,938,419	181,377,970,163
2. Advances from customers	312	5.15	128,687,503,993	20,095,028,855
3. Taxes and other payables to State budget	313	5.16	7,121,280,653	4,170,853,408
4. Payables to employees	314		3,454,503,654	3,376,049,710
5. Short-term accrued expenses	315	5.17	4,541,146,699	4,232,351,699
8. Short-term unearned revenue	318	5.18	7,003,428,632	6,867,182,197
9. Other short-term payables	319	5.19	44,023,419,428	41,957,426,709
10. Short-term loans and liabilities	320	5.20	135,045,141,514	89,379,234,998
12. Bonus and welfare funds	322		2,293,339,252	2,238,339,252
II. Long-term liabilities	330		122,765,819,489	130,862,497,625
6. Long-term unearned revenue	336	5.18	120,538,125,000	127,234,687,500
7. Other long-term payables	337	5.19	-	148,752,000
8. Long-term borrowings and finance leasing liabilities	338	5.20	2,227,694,489	3,479,058,125
D- OWNERS' EQUITY (400 = 410)	400		741,455,949,156	749,515,006,792
I- Owners' equity	410	5.21	741,455,949,156	749,515,006,792
1. Contributed capital	411		640,000,000,000	640,000,000,000
- Ordinary shares with voting rights	411a		640,000,000,000	640,000,000,000
2. Capital surplus	412		38,420,729,455	38,420,729,455
10. Undistributed profit after tax	421		63,035,219,701	71,094,277,337
- Undistributed profit after tax brought forward	421a		39,094,277,337	43,845,346,580
- Undistributed profit after tax for the current year	421b		23,940,942,364	27,248,930,757
TOTAL LIABILITIES AND OWNERS' EQUITY (440 = 300+400)	440		1,332,330,470,889	1,234,071,941,408

Preparer
Be Thi Tra
Chief Accountant
Pham Thi Kieu Trang
Ha Noi, 20th March, 2025
General Director**Nguyen Duc Lai**

INVESTMENT AND CONSTRUCTION**JOINT STOCK COMPANY NO. 4**

No. 243A De La Thanh, Lang Thuong Ward,
Dong Da District, Hanoi City, Vietnam

Form No. B 01 - DN

Issued under Circular No. 200/2014/TT-BTC

Dated December 22, 2014 of the Ministry of Finance

SEPARATE INCOME STATEMENTFor the year ending 31st December, 2024

ITEMS	Code	Note	In 2024	In 2023
			VND	VND
1. Revenues from sales and services rendered	01	0	279,502,860,072	417,590,459,452
2. Revenue deductions	02		-	-
3. Net revenues from sales and services rendered (10 = 01-02)	10	6.1	279,502,860,072	417,590,459,452
4. Costs of goods sold	11	6.2	247,230,166,067	377,118,651,587
5. Gross revenues from sales and services rendered (20 = 10-11)	20		32,272,694,005	40,471,807,865
6. Financial income	21	6.3	21,436,731,026	21,411,050,358
7. Financial expenses	22	6.4	4,065,577,228	11,803,361,239
<i>In which: interest expenses</i>	23		4,065,577,228	6,223,361,239
8. Selling expenses	25		-	-
9. General administrative expenses	26	6.5	19,164,302,640	18,528,945,008
10. Net profits from operating activities {30 = 20+(21-22)+24-(25+26)}	30		30,479,545,163	31,550,551,976
11. Other income	31	6.6	122,145,284	112,109,782
12. Other expenses	32	6.6	2,838,625,368	147,967,339
13. Other profits (40 = 31-32)	40	6.6	(2,716,480,084)	(35,857,557)
14. Total net profit before tax (50 = 30+40)	50		27,763,065,079	31,514,694,419
15. Current corporate income tax expenses	51	6.7	3,168,191,459	3,558,832,406
16. Deferred corporate income tax expenses	52	6.8	133,931,256	133,931,256
17. Profits after enterprise income tax (60 = 50-51-52)	60		24,460,942,364	27,821,930,757

Preparer

Chief Accountant

Ha Noi, 20th March, 2025

General Director



Be Thi Tra



Pham Thi Kieu Trang



Nguyen Duc Lai

SEPARATE CASH FLOW STATEMENT

(Indirect method)

For the year ending 31st December, 2024

ITEMS	Code	Note	In 2024 VND	In 2023 VND
I. Net cash flows from operating activities				
1. Profit before tax	01		27,763,065,079	31,514,694,419
2. Adjustments for				
- Depreciation of fixed assets and investment properties	02		16,016,511,776	33,882,604,318
- Provisions	03		1,092,609,529	2,087,433,461
- Gains (losses) on investing activities	05		(21,499,712,846)	(16,911,050,358)
- Interest expenses	06		4,065,577,228	6,223,361,239
3. Operating profit before changes in working capital	08		27,438,050,766	56,797,043,079
- Increase (decrease) in receivables	09		(177,091,953,840)	(49,930,472,305)
- Increase (decrease) in inventories	10		15,717,547,017	14,308,749,984
- Increase (decrease) in payables	11		61,891,953,928	(41,466,826,487)
- (Increase) decrease prepaid expenses	12		2,286,217,215	455,950,691
- Interest paid	14		(4,065,577,228)	(6,223,361,239)
- Corporate income tax paid	15		(3,558,832,406)	(9,289,206,299)
- Other payments on operating activities	17		(465,000,000)	(465,000,000)
Net cash flows from operating activities	20		(77,847,594,548)	(35,813,122,576)
II. Cash flows from investing activities				
1. Expenditures on purchase and construction of fixed assets and long-term assets	21		(6,014,247,036)	(17,284,269,265)
2. Proceeds from disposal or transfer of fixed assets and other long-term assets	22		62,981,820	-
4. Proceeds from lending or repurchase of debt instruments from other entities	24		10,000,000,000	10,000,000,000
5. Expenditures on equity investments in other entities	25		-	(58,815,000,000)
6. Proceeds from equity investment in other entities	26		11,575,000,000	10,312,500,000
7. Proceeds from interests, dividends and distributed profits	27		12,446,418,227	16,092,405,934
Net cashflow from investing activities	30		28,070,153,011	(39,694,363,331)
III. Cash flows from financing activities				
3. Proceeds from borrowings	33		174,663,229,677	202,550,156,623
4. Payment to settle debts	34		(130,248,686,797)	(164,000,540,059)
6. Dividends and profits paid to the owner	36		(31,787,200,000)	-
Net cashflow from financing activities	40		12,627,342,880	38,549,616,564
Net cashflow during the period (50 = 20+30+40)	50		(37,150,098,657)	(36,957,869,343)
Cash and cash equivalents at beginning of year	60		47,375,276,520	84,333,145,863
The Impact of Changes in Foreign Exchange Rates	61		-	-
Cash and cash equivalents at end of year (70 = 50+60+61)	70	5.1	10,225,177,863	47,375,276,520

SEPARATE CASH FLOW STATEMENT
(Indirect method)
For the year ending 31st December, 2024

Ha Noi, 20th March, 2025

Preparer

Chief Accountant

General Director



Be Thi Tra



Pham Thi Kieu Trang



Nguyen Duc Lai

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**INVESTMENT AND CONSTRUCTION
JOINT STOCK COMPANY NO. 4**

**AUDITED CONSOLIDATED FINANCIAL STATEMENTS
For the year ended 31st December, 2024**

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STATEMENT OF THE BOARD OF GENERAL DIRECTORS

The Board of General Directors of Investment and Construction Joint Stock Company No4 presents this report together with The Corporation's audited consolidated financial statements for the year ended December 31st, 2024.

THE CORPORATION

Investment and Construction Joint Stock Company No. 4 (hereinafter referred to as the "the Corporation") is a Joint Stock Company equitized from Construction Company No. 4 under Hanoi Construction Corporation - JSC. The Company's plan was approved by the Ministry of Construction in Decision No. 2075/QĐ-BXD dated December 26, 2005. The company operates production and business according to Business Registration Certificate No. 0103010772 issued by Hanoi Department of Planning and Investment on February 9, 2006, registered for changes several times, registered for changes for the second time. 4 dated April 6, 2010 on converting business code 0103010772 to business code 0100105574, registering instead changed for the 13th time on December 22, 2020 and registered for the 17th change on October 10, 2022 on increasing charter capital.

The abbreviated: ICON4.

Charter capital according to the 17th change of Business Registration dated October 10, 2022 is: VND 640,000,000,000 (*In words: Six hundred and forty billion VND*).

The Corporation's registered office is located at: No. 243A De La Thanh Street, Lang Thuong Ward, Dong Da District, Hanoi City, Vietnam.

The Company's shares are being traded on UpCOM with code CC4.

BOARDS OF MANAGEMENT, SUPERVISORS AND GENERAL DIRECTORS

Members of Boards of Management, Supervisors and General Directors who held the Corporation during the year and at the date of this report are as follows:

Board of Management

Mr. Nguyen Tran Tung	Chairman (Appointed on May 15, 2024)
Mr. Dao Tien Duong	Chairman (Resigned on May 15, 2024)
Ms. Cao Thi Lan Huong	Non-executive member
Mr. Nguyen Duc Ha	Non-executive member
Mr. Nguyen Duc Lai	Member
Mr. Dang Huy Khoi	Independent member

Board of Supervisors

Ms. Tran Thi Loan	Head of the Board
Mr. Do Le Nam	Member
Mr. Dang Xuan Hien	Member (Appointed on May 15, 2024)
Ms. Vu Thi Khanh Ha	Member (Resigned on May 15, 2024)

Board of General Directors

Mr. Nguyen Duc Lai	General Director
Mr. Nguyen Song Ha	Deputy General Director
Mr. Khuat Trung Thang	Deputy General Director (Appointed on November 1, 2024)

STATEMENT OF THE BOARD OF GENERAL DIRECTORS (CONTINUED)

SUBSEQUENT EVENTS

According to the opinion of the Board of General Directors, in terms of material aspects, in addition to the events arising in section 7.1 - Events arising after the end of the accounting period, there are no unusual events occurring after the end of the accounting period. Closing the accounting books affects the financial situation and operations of the Company and requires adjustment or presentation on the Consolidated Financial Statements for the year ended December 31st, 2024.

AUDITORS

Consolidated financial statements for the fiscal year ending December 31, 2024 are audited by CPA VIETNAM Auditing Company Limited - Member of INPACT International Auditing Firm


RESPONSIBILITY OF THE BOARD OF GENERAL DIRECTORS

The Corporation's Board of General Directors is responsible for preparing the consolidated financial statements, which give a true and fair view of the financial position of The Corporation as at 31/12/2024 as well as of its income and cash flows statements for the year then ended, complying with Vietnamese Standards on Accounting, Vietnamese Accounting System and relevant regulations in preparation and disclosure of consolidated financial statements. In preparing these consolidated financial statements, the Board of General Directors is required to:

- Select appropriate accounting policies and apply them consistently;
- Make judgments and estimates prudently;
- State clearly whether the Accounting Standards applied to The Corporation are followed or not, and all the material differences from these standards are disclosed and explained in the consolidated financial statements;
- Design and effectively implement the internal control system in order to ensure that the preparation and presentation of the consolidated Financial Statements are free from material misstatements due to frauds or errors;
- Prepare the consolidated financial statements of The Corporation on the going-concern basis, except for the cases that the going-concern assumption is considered inappropriate.

The Board of General Directors is responsible for ensuring that proper accounting records are kept, which disclose, with reasonable accuracy at any time, the financial position of The Corporation and to ensure that the consolidated financial statements comply with Vietnamese Standards on Accounting, Vietnamese Accounting System and relevant legal regulations in preparation and presentation of the consolidated financial statements. The Board of General Directors is also responsible for safeguarding the assets of The Corporation and hence for taking reasonable steps for the prevention and detection of frauds and other irregularities.

The Board of General Directors confirms that The Corporation has complied with the above requirements in preparing the consolidated financial statements.

For and on behalf of the Board of General Directors, 



Nguyen Duc Lai
General Director
Ha Noi, 20th March, 2025

No: 171/2025/BCKT-CPA VIETNAM-NV2

INDEPENDENT AUDIT REPORT

To: **Shareholders**
 Boards of Managements, Supervisors and General Directors
 Investment and Construction Joint Stock Company No.

We have audited the accompanying consolidated financial statements of Investment and Construction Joint Stock Company No.4 prepared on March 20, 2025, from page 06 to page 44, including the consolidated balance sheet as at December 31, 2024, the consolidated income statement, the consolidated cash flow statement for the fiscal year ended December 31, 2024 and the notes to the consolidated financial statements.

Responsibility of the Board of General Directors

The Board of Directors is responsible for the preparation and fair presentation of the Company's consolidated financial statements in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and relevant legal regulations on the preparation and presentation of consolidated financial statements and is responsible for internal control that the Board of Directors determines is necessary to ensure the preparation and presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Responsibility of Auditors

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Vietnamese Standards on Auditing. These Standards require us to comply with the Standards and codes of ethics, to plan and perform the audit to obtain reasonable assurance as to whether the Company's financial statements are there any significant errors or not.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The audit procedures are selected based on the auditor's judgment, including the assessment of risks of material misstatement in the financial statements 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 appropriate audit procedures to the actual situation, which is not intended to give 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 management, 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.

Qualified opinion

In our opinion, the accompanying consolidated financial statements give a true and fair view, in all material respects, of the financial position of the Company as at 31 December 2024, and of its consolidated results of operations and its consolidated cash flows for the year then ended in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System and the relevant statutory requirements applicable to the preparation and presentation of the consolidated financial statements.



Nguyen Thi Mai Hoa
Deputy General Director

Audit Practising Registration Certificate:
No. 2326-2023-137-1

Authorised: 08/2025/UQ-CPA VIETNAM dated 02/01/2025 of Chairman,

For and on behalf of

CPA VIETNAM AUDITING COMPANY LIMITED

A member firm of INPACT

Hà Nội, 20th March, 2025

Nguyen Thi Tien
Auditor

Audit Practising Registration Certificate:
No. 5276-2021-137-1

INVESTMENT AND CONSTRUCTION
JOINT STOCK COMPANY NO4

 No. 243A De La Thanh Street, Lang Thuong Ward,
 Dong Da District, Hanoi City, Vietnam

Form B 01 - DN/HN

 Issued under Circular 202/2014/TT- BTC
 22nd December 2014 of Ministry of Finance

CONSOLIDATED BALANCE SHEET

 As at December 31st, 2024

ASSETS	Code	Note	31/12/2024 VND	01/01/2024 VND
A - CURRENT ASSETS (100=100+120+130+140+150)	100		1,250,096,757,446	1,045,416,766,501
I. Cash and cash equivalents	110	5.1	95,449,174,123	97,638,279,134
1. Cash	111		35,314,803,735	43,806,541,265
2. Cash and cash equivalents	112		60,134,370,388	53,831,737,869
II. Short - term investments	120	5.2	24,800,000,000	38,800,000,000
3. Held to maturity investment	123		24,800,000,000	38,800,000,000
III. Short- term receivables	130		967,065,024,782	687,821,979,513
1. Short-term receivables from customers	131	5.3	581,170,079,787	493,644,855,892
2. Short-term repayments to suppliers	132	5.4	215,943,419,822	98,607,448,466
5. Short-term loan receivable	135	5.5	124,700,000,000	53,200,000,000
6. Other short-term receivables	136	5.6	49,663,724,183	45,689,264,636
7. Provision for doubtful debts	137		(4,412,199,010)	(3,319,589,481)
IV. Inventories	140		161,269,615,893	216,912,784,999
1. Inventories	141	5.7	161,269,615,893	216,912,784,999
V. Other current assets	150		1,512,942,648	4,243,722,855
1. Short-term prepaid expenses	151	5.8	690,988,376	1,321,360,404
2. VAT deductible	152		821,483,160	21,302,132
3. Tax and amount receivables from State budget	153	5.18	471,112	2,901,060,319
B - NON-CURRENT ASSETS (200=210+220+230+240+250+260)	200		575,205,375,772	594,269,994,960
I. Long-term receivables	210		153,714,764,757	152,476,968,870
5. Long-term loan receivable	215	5.5	128,000,000,000	128,000,000,000
6. Other long-term receivables	216	5.6	25,714,764,757	24,476,968,870
II. Fixed assets	220		113,337,397,345	116,621,277,981
1. Tangible fixed assets	221	5.9	100,178,332,252	102,748,719,372
- Historical Cost	222		154,893,218,392	149,961,342,703
- Accumulated depreciation	223		(54,714,886,140)	(47,212,623,331)
3. Intangible fixed assets	227	5.10	13,159,065,093	13,872,558,609
- Historical Cost	228		23,216,137,460	23,216,137,460
- Accumulated amortization	229		(10,057,072,367)	(9,343,578,851)
III. Investment real estate	230	5.11	142,637,403,496	150,215,810,380
1. Historical Cost	231		226,935,142,429	226,935,142,429
2. Accumulated amortization	232		(84,297,738,933)	(76,719,332,049)
IV. Long-term Construction in progress	240		104,293,282,925	97,651,107,606
2. Construction in progress	242	5.12	104,293,282,925	97,651,107,606
V. Long-term financial investments	250	5.13	616,100,000	4,616,100,000
3. Other long-term investments	253		6,116,100,000	11,196,100,000
4. Provision for impairment of long-term financial investments	254		(5,500,000,000)	(6,580,000,000)
VI. Other Long-term assets	260		60,606,427,249	72,688,730,123
1. Long-term prepaid expenses	261	5.8	5,841,062,429	11,150,299,697
2. Deferred income tax assets	262	5.14	2,469,443,510	2,636,708,530
4. Commercial advantage	268	5.15	52,295,921,310	58,901,721,896
TOTAL ASSETS (270 = 100+200)	270		1,825,302,133,218	1,639,686,761,461

INVESTMENT AND CONSTRUCTION

JOINT STOCK COMPANY NO4

No. 243A De La Thanh Street, Lang Thuong Ward,
Dong Da District, Hanoi City, Vietnam

Form B 01 - DN/HN

Issued under Circular 202/2014/TT- BTC
22nd December 2014 of Ministry of Finance

CONSOLIDATED BALANCE SHEET (CONTINUED)

As at December 31st, 2024

RESOURCES	Code	Note	31/12/2024 VND	01/01/2024 VND
C- LIABILITIES (300=310+330)	300		966,588,463,741	761,879,000,469
I. Current liabilities	310		828,264,497,692	629,168,702,344
1. Trade account payables	311	5.16	331,518,608,449	283,023,594,010
2. Advances from customers	312	5.17	212,874,131,154	29,516,672,332
3. Taxes and other payables to State budget	313	5.18	17,622,295,018	18,034,852,937
4. Payables to employees	314		6,882,190,683	6,685,898,241
5. Short-term accrued expenses	315	5.19	9,386,449,589	33,183,640,628
8. Short-term unearned revenue	318	5.20	7,885,428,633	7,749,182,197
9. Other short-term payables	319	5.21	54,740,128,823	42,859,041,556
10. Short-term loans and liabilities	320	5.22	184,750,926,091	205,622,481,191
12. Bonus and welfare funds	322		2,604,339,252	2,493,339,252
II. Long-term liabilities	330		138,323,966,049	132,710,298,125
6. Long-term unearned revenue	336	5.20	120,538,125,000	127,234,687,500
7. Other long-term payables	337	5.21	1,339,160,000	1,469,790,000
8. Long-term borrowings and finance leasing liabilities	338	5.22	2,562,906,989	4,005,820,625
12. Long-term payables provision	342	5.22	13,883,774,060	-
D- OWNERS' EQUITY (400 = 410)	400		858,713,669,477	877,807,760,992
I- Owners' equity	410	5.23	858,713,669,477	877,807,760,992
1. Contributed capital	411		640,000,000,000	640,000,000,000
- Ordinary shares with voting rights	411a		640,000,000,000	640,000,000,000
2. Capital surplus	412		38,420,729,455	38,420,729,455
10. Undistributed profit after tax	421		57,810,952,424	70,945,410,376
- Undistributed profit after tax brought forward	421a		38,945,410,376	37,698,291,599
- Undistributed profit after tax for the current year	421b		18,865,542,048	33,247,118,777
13. Non-controlling interest	429		122,481,987,598	128,441,621,161
TOTAL LIABILITIES AND OWNERS' EQUITY (440 = 300+400)	440		1,825,302,133,218	1,639,686,761,461

Preparer

Chief Accountant

Ha Noi, March 20th, 2025

General Director

Be Thi Tra

Pham Thi Kieu Trang



Nguyễn Đức Lai

INVESTMENT AND CONSTRUCTION

JOINT STOCK COMPANY NO4

No. 243A De La Thanh Street, Lang Thuong Ward,
Dong Da District, Hanoi City, Vietnam

Form B 02 - DN/HN

Issued under Circular 202/2014/TT- BTC
22nd December 2014 of Ministry of Finance

CONSOLIDATED INCOME STATEMENT

For the year ended 31st December 2024

ITEMS	Code	Note	In 2024 VND	In 2023 VND
1. Revenues from sales and services rendered	01	6.1	937,569,678,800	1,413,416,351,806
2. Revenue deductions	02		-	-
3. Net revenues from sales and services rendered (10 = 01-02)	10		937,569,678,800	1,413,416,351,806
4. Costs of goods sold	11	6.2	854,929,662,532	1,311,252,606,099
5. Gross revenues from sales and services rendered (20 = 10-11)	20		82,640,016,268	102,163,745,707
6. Financial income	21	6.3	20,577,226,873	25,886,520,302
7. Financial expenses	22	6.4	9,405,232,370	16,398,166,204
<i>In which: interest expenses</i>	23		8,992,918,813	10,045,469,315
8. Profit or loss in joint ventures and associates	24		-	-
9. Selling expenses	25	6.5	245,850,000	-
10. General administrative expenses	26	6.5	40,956,094,166	40,654,525,026
11. Net profits from operating activities {30 = 20+(21-22)+24-(25+26)}	30		52,610,066,605	70,997,574,779
12. Other income	31	6.6	434,252,544	823,778,361
13. Other expenses	32	6.6	3,319,705,847	480,840,472
14. Other profits (40 = 31-32)	40	6.6	(2,885,453,303)	342,937,889
15. Total net profit before tax (50 = 30+40)	50		49,724,613,302	71,340,512,668
16. Current corporate income tax expenses	51	6.7	12,764,295,865	15,148,690,816
17. Deferred corporate income tax expenses	52	6.8	167,265,020	638,404,866
18. Profits after corporate income tax (60 = 50-51-52)	60		36,793,052,417	55,553,416,986
19. Profit after tax of the parent company	61		19,544,152,048	34,127,027,406
20. Profit after tax of shareholders uncontrollable	62		17,248,900,369	21,426,389,580
21. Basic earnings per share	70	6.9	295	519

Ha Noi, March 20th, 2025

Preparer

Chief Accountant

General Director



Be Thi Tra



Pham Thi Kieu Trang



Nguyễn Dục Lai

INVESTMENT AND CONSTRUCTION
JOINT STOCK COMPANY NO4

No. 243A De La Thanh Street, Lang Thuong Ward,
Dong Da District, Hanoi City, Vietnam

Form B 03 - DN/HN

Issued under Circular 202/2014/TT- BTC
22nd December 2014 of Ministry of Finance

CONSOLIDATED CASH FLOW STATEMENT
(Indirect method)

For the year ended 31st December 2024

ITEMS	Code	Note	In 2024	In 2023
			VND	VND
I. Net cash flows from operating activities				
1. Profit before tax	01		49,724,613,302	71,340,512,668
2. Adjustments for				
- Depreciation of fixed assets and investment properties	02		18,256,649,324	35,257,095,822
- Provisions	03		13,883,774,060	2,087,433,461
- Gains (losses) on investing activities	05		(12,304,731,396)	(20,551,551,320)
- Interest expenses	06		8,992,918,813	10,045,469,315
3. Operating profit before changes in working capital	08		78,553,224,103	98,178,959,946
- Increase (decrease) in receivables	09		(226,292,814,831)	(184,647,913,002)
- Increase (decrease) in inventories	10		55,643,169,106	(33,562,971,519)
- Increase (decrease) in payables	11		209,341,280,355	21,935,078,433
- (Increase) decrease prepaid expenses	12		12,545,108,554	1,281,534,124
- Interest paid	14		(8,992,918,813)	(10,045,469,315)
- Corporate income tax paid	15		(15,071,865,595)	(11,182,593,036)
- Other payments on operating activities	17		(720,000,000)	-
Net cash flows from operating activities	20		105,005,182,879	(118,043,374,369)
II. Cash flows from investing activities				
1. Expenditures on purchase and construction of fixed assets and long-term assets	21		(14,640,767,573)	(20,563,915,740)
3. Expenditures on loans and purchase of debt instruments from other entities	23		(82,053,790,333)	(44,836,960,479)
4. Proceeds from lending or repurchase of debt instruments from other entities	24		24,553,790,333	61,036,960,479
5. Expenditures on equity investments in other entities	25		-	(58,544,487,561)
6. Proceeds from equity investment in other entities	26		6,279,624,679	7,712,500,000
7. Proceeds from interests, dividends and distributed profits	27		10,160,717,800	12,021,698,529
Net cashflow from investing activities	30		(55,700,425,094)	(43,174,204,772)
III. Cash flows from financing activities				
1. Proceeds from issuing shares, receiving capital contributions from owners	31		-	625,000,000
3. Proceeds from borrowings	33		275,024,178,639	434,405,789,501
4. Payment to settle debts	34		(288,554,162,935)	(279,996,026,744)
6. Dividends and profits paid to the owner	36		(37,963,878,500)	(15,918,104,720)
Net cashflow from financing activities	40		(51,493,862,796)	139,116,658,037
Net cashflow during the period (50 = 20+30+40)	50		(2,189,105,011)	(22,100,921,104)
Cash and cash equivalents at beginning of year	60		97,638,279,134	119,739,200,238
The impact of changes in Foreign exchange rates	61		-	-
Cash and cash equivalents at end of year (70 = 50+60+61)	70	5.1	95,449,174,123	97,638,279,134

INVESTMENT AND CONSTRUCTION

JOINT STOCK COMPANY NO4

No. 243A De La Thanh Street, Lang Thuong Ward,
Dong Da District, Hanoi City, Vietnam

Form B 03 - DN/HN

Issued under Circular 202/2014/TT- BTC
22nd December 2014 of Ministry of Finance

CONSOLIDATED CASH FLOW STATEMENT

(Indirect method)

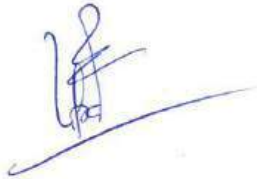
For the year ended 31st December 2024

Ha Noi, March 20th, 2025

Preparer

Chief Accountant

General Director



Be Thi Tra



Pham Thi Kieu Trang



Nguyen Duc Lai

No.: 03/2025/TTr-HDQT

Hanoi, 25 March 2025

PROPOSAL

**Regarding the approval of proposal for distribution of Profit after tax 2024,
and the plan for distribution of Profit after tax 2025 of the Company.**

**To: The General Meeting of Shareholders
Investment and Construction Joint Stock Company No4.**

Pursuant to the Law on Enterprises 2020;

*Pursuant to the Charter of Investment and Construction Joint Stock Company
No4 ("Company");*

Pursuant to the audited Financial Statements 2024.

Board of Directors of Investment and Construction Joint Stock Company No4 respectfully submit to the General Meeting of Shareholders for approval the proposal for distribution of profit after tax 2024, and the plan on distribution of profit after tax 2025 of the Company as follows:

I. Income Statement 2024

No.	Item	Amount (VND)
A	Figures in the separate financial statements	
1	Retained earnings accumulated until the end of 2023.	71,094,277,337
2	Profit after tax for the year 2024	24,460,942,364
3	Cash dividend payment for the year 2023 (5% /charter capital of VND 640 billion)	32,000,000,000
4	Allocation to the reward and welfare fund, and the bonus fund for the Board of Directors 2024	520,000,000
5	Undistributed Profit after tax accumulated until December 31, 2024 (5=1+2-3-4)	63,035,219,701
B	Figures in the consolidated financial statements	
1	Retained earnings accumulated until the end of 2023	70,945,410,376



No.	Item	Amount (VND)
2	Profit after tax for the year 2024	19,544,152,048
3	Cash dividend payment for the year 2023 (5% /charter capital of VND 640 billion)	32,000,000,000
4	Allocation to the reward and welfare fund, and the bonus fund for the Board of Directors 2024	678,610,000
5	Undistributed Profit after tax accumulated until 31 December 2024 (5=1+2-3-4)	57,810,952,424

II. Approval the proposal for distribution of profit 2024

No.	Item	Amount (VND)
1	Dividend for the year 2024 (calculated on charter capital of VND 640 billion) (5%)	32,000,000,000
2	Retained earnings transferred to 2025 – Separate financial statements (II.2 = I.A.5 - II.1)	31,035,219,701
3	Retained earnings transferred to 2025 – Consolidated financial statements (II.3 = I.B.5 - II.1)	25,810,952,424

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III. Plan on distribution of profit 2025

TT	Item	Ratio (%)/ Amount (VND)
1	Profit after CIT tax for the year 2025 - Separate financial statements	30.8
2	Profit after CIT tax for the year 2025 – Consolidated financial statements	37.3
3	Allocation to the reward and welfare fund	Maximum 3% of Profit after tax
4	Expected dividend rate	5%

IV. Implementation

1. The Board of Directors is tasked with organizing the dividend payment for the year 2024 according to the rate approved by the General Meeting of Shareholders.

2. Based on the actual production and business activities of the Company and its subsidiaries in 2025, as well as market conditions, the Board of Directors is authorized to decide on: (1) The interim dividend payment for the year 2025; (2) The

allocation to the reward and welfare fund.

The Board of Directors is responsible for reporting and explaining the above matters to the shareholders at the next Annual General Meeting of Shareholders.

We respectfully submit to the General Meeting of Shareholders for consideration and approval.

Best regards./.

Recipients:

- As above;
- Board of Supervisors;
- Archive: Office.

On behalf of
BOARD OF DIRECTORS
CHAIRMAN ✓



Nguyen Tran Tung



PROPOSAL

**For approval of the list of independent auditing firms
to audit the Financial Statements for 2025**

To: The General Meeting of Shareholders

Investment and Construction Joint Stock Company No4.

Pursuant to the Law on Enterprises 2020;

*Pursuant to the Charter of Investment and Construction Joint Stock Company No4
("Company").*

Board of Supervisors of Investment and Construction Joint Stock Company No4 respectfully submit to the General Meeting of Shareholders the list of audit firms for the financial statement audit of the year 2025 for the Company to consider and approve with details as follows:

1. Criteria for Selecting an Independent Audit Firm

- a) Meet the requirements of the Investment and Construction Joint Stock Company No4 regarding the scope and timeline of the audit.
- b) Have an audit fee that is appropriate to the quality of the audit, based on the review of audit fee proposals and audit scope documents.
- c) Avoid conflicts of interest or any legal rights when performing the audit for Investment and Construction Joint Stock Company No4 (e.g., not serving both as the financial and accounting consulting firm and the audit firm for Investment and Construction Joint Stock Company No4).
- d) Preference will be given to audit firms that:
 - Have experience auditing companies with similar industries or business sectors as Investment and Construction Joint Stock Company No4;
 - Have a reputable track record in audit quality.

2. List of audit firms to be prioritized for consideration and selection

Based on the above criteria, it is proposed to the General Meeting of Shareholders to consider and approve the list of audit firms for selection as the auditor of the Company's financial statements 2025, as follows:

- a) CPA Vietnam Auditing Company Limited.
- b) International Auditing and Valuation Company Limited.
- c) Viet Nam Ernst & Young Limited Company.



3. Implementation

The General Meeting of Shareholders authorizes the Board of Directors to consider and decide on the selection of one of the aforementioned audit firms to perform the audit of the Company's financial statements 2025.

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

Best regards./.

Recipients:

- As above;
- Board of Directors;
- Archive: Office.

On behalf of
BOARD OF SUPERVISORS
CHAIRMAN ✓



Tran Thi Loan



No.: 04/2025/TTr-HDQT

Hanoi, 25 March 2025

PROPOSAL

Regarding to the amendments and supplements to the Charter of Company

**To: The General Meeting of Shareholders
Investment and Construction Joint Stock Company No4.**

Pursuant to the Law on Enterprises 2020;

*Pursuant to the Charter of Investment and Construction Joint Stock Company No4
("Company").*

Pursuant to the Company's production and business plan.

Board of Directors of Investment and Construction Joint Stock Company No4 respectfully submit to the Annual General Meeting of Shareholders 2025 for consideration and approval of the amendments and supplements to the Company's Charter as follows:

1. Content of Amendments and Supplements

Based on the practical requirements of management and administration, the Board of Directors has conducted a review of the current Company's Charter. Upon review, the Board of Directors has identified several provisions of the Company's Charter that need to be amended and supplemented to align with legal regulations and the Company's management and operational requirements.

(The detailed content of the amendments and supplements is provided in Annex 01 attached to this Proposal)

2. Implementation

The General Meeting of Shareholders assign to the General Director:

- To implement the amendments and supplements to the Company's Charter in accordance with the contents approved by the General Meeting of Shareholders.
- To sign and issue the new Charter of the Company, carry out any related procedures (if any), and ensure the public disclosure of information in accordance with legal regulations.

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

Best regards./.



Recipients:

- As above;
- Board of Supervisors;
- Archive: Office.

On behalf of
BOARD OF DIRECTORS
CHAIRMAN



Nguyen Tran Tung





ANNEX 01

(Attached to the Proposal No. 04/2025/TTr-HDQT regarding to the amendments and supplements to the Charter of Company dated 25/3/2025)

No.	Article	Current Provisions in the Charter	Proposed Amendments and Supplements	Reason
1	Clause 1, Article 2	Article 2. Name, type, headquarters, branches, representative offices, and duration of the Company's Operation		
		<p>"1. Name of Company (...) - <i>Abbreviated name of the Company in Vietnamese: XD4</i> <i>Abbreviated name of the Company in English: ICON4</i>"</p>	<p>"1. Name of Company (...) - <i>Abbreviated name of the Company: ICON4</i>".</p>	To be in accordance with the Enterprise Registration Certificate issued by the Business Registration Authority.
2	Clause 3, Article 2	<p>"3. The Registered headquarters of the Company is: - <i>Headquarters: ICON4 Tower Building, No. 243A De La Thanh, Lang Thuong Ward, Dong Da District, Hanoi City.</i>" (...)</p>	<p>"3. <i>The Registered headquarters of the Company is:</i> - <i>Headquarters: No. 243A De La Thanh, Lang Thuong Ward, Dong Da District, Hanoi City.</i>" (...)</p>	To be in accordance with the Enterprise Registration Certificate issued by the Business Registration Authority.
3	Clause 1, Article 4	Article 4. Business Objectives of the Company		
		<p>1. The business lines of the Company include:</p> <p>The main business sector have not been specified yet.</p>	<p>The main business sector: Trading of own or rented property and land use rights (code: 6810) <i>Details: Investment and business in the development of residential buildings and urban infrastructure, residential areas, high-tech zones,</i></p>	To clearly stipulated in the Charter and amend the main business sector to align with the Company's operational direction (the current

No.	Article	Current Provisions in the Charter	Proposed Amendments and Supplements	Reason
			<i>new economic zones, export processing zones, industrial zones; real estate business, rental services, and management and operation services for new urban areas.</i>	main business sector is residential building construction (code: 4101)).
4	Point f, Clause 2, Article 16	Article 16. Rights and duties of the General Meeting of Shareholders 2. The Annual and Extraordinary General Meetings of Shareholders shall approve and make decisions on the following matters: “f) The total amount of remuneration, bonuses, and other benefits for the members of the Board of Directors and the Report on remuneration of the Board of Directors.”		
		“f) The total amount of remuneration, bonuses, and other benefits for the members of the Board of Directors and the Report on remuneration of the Board of Directors.”	“f) The total amount of remuneration, bonuses, and other benefits for the members of the Board of Directors, Board of Supervisors and the Report on remuneration of the Board of Directors, Board of Supervisors.”	To ensure compliance with the provisions of Point k, Clause 2, Article 138 of the 2020 Law on Enterprises.
5	Add Point p1 to Clause 2, Article 16	Have not been specified yet.	“p1) Approve others agreements, transactions as provided in Point b, Clause 5, Article 41 of this Charter”.	To ensure compliance with the law and the provisions of Clause 5, Article 41 of the Charter.
6	Clause 5, Article 30	Article 30. Chairman and members of Board of Directors “5. In case the Chairman of the Board is absent, the Vice Chairman of the Board shall assume the management of the Company. If both the Chairman and Vice Chairman are absent, the Board of Directors may authorize one of its members to represent and manage the Company. In the absence of an authorized representative or		
		In the absence of an authorized representative or	“5. In case the Chairman of the Board is absent, the Vice Chairman of the Board (if any) shall assume the management of the Company. If both the Chairman and Vice Chairman are absent, the Board of Directors may authorize one of its members to represent and manage the Company. In the absence of an authorized representative or	To align with actual operational practices.

No.	Article	Current Provisions in the Charter	Proposed Amendments and Supplements	Reason
		if the Chairman of the Board is deceased, missing, detained, serving a prison sentence, undergoing administrative sanctions at a compulsory rehabilitation center, compulsory education center, absconding from residence, restricted or incapacitated in terms of legal capacity, facing difficulties in cognition or controlling behavior, or prohibited by a court from holding office, practicing a profession, or performing certain jobs, the remaining members of the Board of Directors shall elect one of the members to serve as Chairman of the Board based on the principle of majority approval from the remaining members, until a new decision is made by the Board of Directors.”	if the Chairman of the Board is deceased, missing, detained, serving a prison sentence, undergoing administrative sanctions at a compulsory rehabilitation center, compulsory education center, absconding from residence, restricted or incapacitated in terms of legal capacity, facing difficulties in cognition or controlling behavior, or prohibited by a court from holding office, practicing a profession, or performing certain jobs, the remaining members of the Board of Directors shall elect one of the members to serve as Chairman of the Board based on the principle of majority approval from the remaining members, until a new decision is made by the Board of Directors.”	
7	Point j, Clause 3, Article 36	<p>Article 36. Appointment, dismissal, duties, and powers of the General Director.</p> <p>The General Director has the following rights and responsibilities:</p> <p>“j) Decide on the appointment, dismissal, reward, and disciplinary actions for management positions such as: Heads of departments, Directors of branches, Team leaders of subordinate teams, etc., after approval by the Board of Directors.”.</p>	<p>“j) Decide on the appointment, dismissal, reward, and disciplinary actions for management positions such as: <i>Heads (Directors) and Deputy Heads (Deputy Directors) of departments, Directors of branches, Team leaders of subordinate teams, and other management positions, excluding those within the authority of the Board of Directors.</i>”.</p>	To align with actual operational practices.

No.	Article	Current Provisions in the Charter	Proposed Amendments and Supplements	Reason
8	Add Point g1, Clause 3, Article 36	Have not been specified yet.	<i>“g1) Decide on the regulations, procedures, and internal rules related to the management and operation of the Company.”</i>	To clear classify the authority.

No.: 05/2025/TTr-HDQT

Hanoi, 25 March 2025

PROPOSAL

For approval of the plan to termination of public company status

**To: The General Meeting of Shareholders
Investment and Construction Joint Stock Company No4.**

Pursuant to the Law on Enterprises 2020;

Pursuant to the Law on Securities 2019;

Pursuant to the Law on amendments to Law on Securities, Law on Accounting, Law on Independent audit, Law on State budget, Law on Management and use of public property, Law on Tax administration, Law on Personal income tax, Law on National reserves, and Law on Penalties for administrative violations 2024 (hereinafter referred to as "Law on amendments");

Pursuant to the Charter of Investment and Construction Joint Stock Company No4 (hereinafter referred to as "Company" and/or "ICON4");

Pursuant to the Company's production and business plan.

Board of Directors of Investment and Construction Joint Stock Company No4 respectfully submit to the Annual General Meeting of Shareholders 2025 for consideration and approval of the plan to termination of public company status as follows:

1. Approval of the plan to termination of public company status

Upon the shareholder list issued by the Vietnam Securities Depository and Clearing Corporation ("VSDC"), the shareholders structure of Company as follows:

a) Shareholder list of ICON4 as of 11/04/2024.

No.	Type of sharehoder	Quantity	Name of shareholder	The percentage of shares entitled to vote
1	Major shareholder	02		92.5%
1.1		01	Taseco Land Investment Joint Stock Company	72.5%
1.2		01	Doan Thi Phuong Thao	20.0%
2	Other shareholders	406		7.5%
3	Total	408		100%

b) Shareholder list of ICON4 as of 30/9/2024 và 22/10/2024

No.	Type of shareholder	Quantity	Name of shareholder	The percentage of shares entitled to vote
1	Major shareholder	02		92.5%
1.1		01	Taseco Land Investment Joint Stock Company	72.5%
1.2		01	Doan Thi Phuong Thao	20.0%
2	Other shareholders	413		7.5%
3	Total	415		100%

c) Shareholder list of ICON4 as of 19/3/2025 (the record date to finalize the shareholder list attending the Annual General Meeting of Shareholders 2025).

No.	Type of shareholder	Quantity	Name of shareholder	The percentage of shares entitled to vote
1	Major shareholder	02		92.5%
1.1		01	Taseco Land Investment Joint Stock Company	72.5%
1.2		01	Doan Thi Phuong Thao	20.0%
2	Other shareholders	413		7.5%
3	Total	415		100%

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According to the provisions in Point a, Clause 1, Article 32 of the Law on Securities No.54/2019/QH14 dated November 26, 2019, and the Law on amendment regarding public companies: *"A company must have a contributed charter capital of at least VND 30 billion, an owner's equity of at least VND 30 billion, and at least 10% of the voting shares owned by at least 100 investors who are not major shareholders."* Comparing the above provisions with the shareholder structure of ICON4, the Company does not meet the condition of having *10% of the voting shares owned by at least 100 investors who are not major shareholders*, so the Company does not meet the condition to be a public company under applicable regulations

Based on the actual shareholder structure mentioned above, the Board of Directors submits the following proposals for the General Meeting of Shareholders to consider:

- a) Approve the termination of the public company status of the Company;
- b) Approve the termination of the registration of CC4 shares for trading on the Unlisted Public Company Market (UPCoM) system after the Company obtains approval from the State Securities Commission for the termination of its public company status;
- c) Approve the termination of the depository of CC4 shares at the VSDC after the Company obtains approval from the State Securities Commission for the termination of its public company status.

2. Implementation

The General Meeting of Shareholders authorizes the Board of Directors to carry out the necessary tasks to complete the procedures for termination the public company status of the Company with the State Securities Commission; termination the registration of CC4 shares for trading on the Unlisted Public Company Market (UPCoM) system, and termination the depository of CC4 shares at the VSDC, including but not limited to the following tasks:

- a) Supplement and amend the contents related to the plan to termination of public company status as required by the State Securities Commission, the Hanoi Stock Exchange, the Vietnam Securities Depository and Clearing Corporation, and other competent state authorities in accordance with the relevant legal regulations;
- b) Prepare the documentation and implement the procedures mentioned above in accordance with the relevant legal regulations.

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

Best regards./.

Recipients:

- As above;
- Board of Supervisors;
- Archive: Office.

On behalf of
BOARD OF DIRECTORS
CHAIRMAN ✓



Nguyen Tran Tung

PROPOSAL

On the addition of business line of the Company

**To: The General Meeting of Shareholders
Investment and Construction Joint Stock Company No4.**

Pursuant to the Law on Enterprises 2020;

*Pursuant to the Charter of Investment and Construction Joint Stock Company No4
("Company").*

Board of Directors of Investment and Construction Joint Stock Company No4 respectfully submit to the Annual General Meeting of Shareholders 2025 ("GMS") the proposal on the addition of business line of the Company for consideration and approval as follows:

1. Addition of Business Activities

Upon reviewing the Company's current business activities and in alignment with the Company's future business development direction, the Board of Directors proposes to add the following business activities:

No.	Names of Additional Business Activities	Code
1	Silviculture and other forestry activities and propagation of forest trees	0210
2	Wood logging	0220
3	Extraction of non-wood forest products	0231
4	Gathering of non-wood forest products	0232
5	Support services to forestry	0240
6	Quarrying of stone, sand, gravel and clay	0810
7	Support activities for other mining and quarrying <i>Details: Exploration services, e.g. traditional prospecting methods, such as taking core samples and making geological observations at prospective site.</i>	0990
8	Collection of non-hazardous waste	3811

No.	Names of Additional Business Activities	Code
9	Collection of hazardous waste	3812
10	Treatment and disposal of non-hazardous waste	3821
11	Treatment and disposal of hazardous waste	3822
12	Materials recovery	3830
13	Remediation activities and other waste management services	3900
14	Preschool education (for infants from the age of 03 months to 03 years)	8511
15	Preschool education (for infants from the age of 03 years to 06 years)	8512
16	Primary education	8521
17	Lower secondary education	8522
18	Upper secondary education	8523
19	Educational support activities	8560
20	Nursing care facilities	8710
21	Operation of sports facilities	9311
22	Activities of sports clubs	9312
23	Other sports activities	9319
24	Activities of amusement parks and theme parks	9321
25	Other amusement and recreation activities n.e.c. Details: - <i>Activities of recreation parks, beaches.</i> - <i>Fairs and shows of a recreational nature.</i>	9329

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2. Amendment of the Company's Charter

Amend Clause 1, Article 4 regarding business activities in the Company's Charter to align with the content outlined in Section 1 of this Proposal after approval by the General Meeting of Shareholders..

3. Implementation

Approve the delegation/authorization to the General Director, who is also the legal representative of the Company, to organize and implement tasks related to the changes in the business registration, including but not limited to the following tasks:

- Carry out the procedures related to the addition of business activities with the competent business registration authority, including the adjustment of detailed content

within the scope of the industry codes approved by the General Meeting of Shareholders in this Proposal.

b) Carry out other procedures related to the addition of business activities in accordance with legal regulations.

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

Best regards./.

Recipients:

- As above;
- Board of Supervisors;
- Archive: Office.

**On behalf of
BOARD OF DIRECTORS
CHAIRMAN** ✓



Nguyen Tran Tung



No.: 07/2025/TTr-HDQT

Hanoi, 25 March 2025

PROPOSAL

**For approval of the loan plan to implement
the Southeast To Huu Housing Project**

**To: The General Meeting of Shareholders
Investment and Construction Joint Stock Company No4.**

Pursuant to the Law on Enterprises 2020;

*Pursuant to the Charter of Investment and Construction Joint Stock Company No4
("Company");*

*Pursuant to the Company's production and business plan and the
implementation progress of the Southeast To Huu Housing Project ("Project").*

Board of Directors of Investment and Construction Joint Stock Company No4
("BOD") respectfully submit to the Annual General Meeting of Shareholders 2025 for
consideration and approval of loan plan to implement the Southeast To Huu Housing
Project as follows:

1. Lending Banks

To ensure the feasibility and effective implementation of the Project, the Board
of Directors proposes that the General Meeting of Shareholders approve the selection
of one of the three banks listed below, or approve a syndicated loan based on the
principle of maximizing the benefits of the Investor, as follows:

- Joint stock Commercial Bank for Investment and Development of Vietnam (BIDV).
- Vietnam Joint Stock Commercial Bank for Industry and Trade (Vietinbank).
- Joint Stock Commercial Bank For Foreign Trade Of Vietnam (Vietcombank).

2. Loan limit: VND 2,000,000,000,000 (*Two thousand billion Vietnamese dong*).

3. Purpose of the loan: To finance the construction investment and
implementation of the Southeast To Huu Housing Project.

4. Loan term: Expected to be 60 (*sixty*) months. The specific term will be in
accordance with the provisions of the Loan Agreement with the lending bank(s).

5. Interest rate: As per the interest rate set by the lending bank(s) from time to time.

6. Collateral:



All assets, rights and interests related to and arising from the Project of the Company (including rights under the Project documents) to secure the payment of the Obligations.

Additional assets as required by the lending bank(s) in necessary and according to the bank's customer policies at each period.

7. Implementation

a) Assign and authorize the Board of Directors of the Company:

- Proactively select the timing and choose the Bank(s) listed in Section 1 to secure the loan, ensuring the Project is implemented on schedule.

- Decide to increase or decrease the loan amount by a maximum of 50% compared to the loan limit in Section 2 of this Proposal, provided that the following conditions are met: (i) The increase/decrease is solely for the implementation of the Project; (ii) The parameters in this Proposal (including land use fees) have changed.

- Decide to pledge collateral for the Project loan as required by the Bank(s), including but not limited to the following assets: (i) All assets, rights, and interests related to and arising from the Company's Project (including rights under the Project documents) to secure the payment of obligations to the Bank(s); (ii) Other additional assets as required by the Bank(s) in necessary cases and according to the bank's policies from time to time.

- Replace collateral and withdraw collateral from Bank(s).

b) Assign and authorize the General Director of the Company:

- Negotiate, discuss, approve, sign, and implement contracts and documents related to the loan, collateral, and pledge of assets at the Bank(s), including but not limited to: (i) Loan application letter; (ii) Application for Letter of Guarantee, opening L/C; (iii) Credit facility agreement; (iv) Mortgage agreement; (v) Drawdown schedule/Specific credit agreement; (vi) Request of Disbursement; (vii) Disbursement plan allocation table; (viii) Collateral transaction registration form; (ix) Minutes of receipt and delivery of documents related to each disbursement; (x) Property valuation report; (xi) Other relevant documents and any amendments, supplements, replacements, or cancellations of the above documents.

- General Director may authorize representatives of Company to carry out the tasks mentioned above, and this authorization will be formalized in a separate written document.

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

Best regard./.

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Recipients:

- As above;
- Board of Supervisors;
- Archive: Office.

On behalf of
BOARD OF DIRECTORS
CHAIRMAN ✓



Nguyễn Tran Tung



No.: 08/2025/TTr-HDQT

Hanoi, 25 March 2025

PROPOSAL

**Regarding the election of members of the Board of Directors and
the Board of Supervisors for the 2025 – 2030 term**

**To: The General Meeting of Shareholders
Investment and Construction Joint Stock Company No4.**

Pursuant to the Law on Enterprises 2020 and its guiding documents;

Pursuant to the Law on Securities 2019 and its guiding documents;

*Pursuant to the Charter of Investment and Construction Joint Stock Company
No4 (hereinafter referred to as “**Company**”)*

In 2025, the term of the Board of Directors (“BOD”) and the Board of Supervisors (“BOS”) of the Company for the 2020-2025 term will expire. In accordance with legal regulations and the Company’s Charter, the BOD respectfully submits for the General Meeting of Shareholders to consider and approve the election of members of the BOD and BOS for the 2025-2030 term with the following details:

1. Number of Members of the BOD and BOS:
 - The number of members of the BOD for the 2025-2030 term: 05 members.
 - The number of members of the BOS for the 2025-2030 term: 03 members.
2. Eligibility and conditions for candidates for the BOD and BOS: As specified in the Regulations on the election for members of the BOD and BOS for the 2025-2030 term.
3. Documents for nomination/candidacy for BOD and BOS members includes:
 - Original Letter of Nomination or Candidacy (as provided form);
 - Original Curriculum Vitae completed by the candidate (as provided form);
 - Copy of ID Card/Passport and relevant diplomas or certificates verifying educational qualifications (as provided form);
 - Original valid Power of Attorney for nomination (in case shareholders authorizes another person to make the nomination).

Documents must be submitted to the Company before 12:00 on April 5, 2025, at the following address: Floor 7th ICON4 Tower, No. 243A De La Thanh, Lang Thuong Ward, Dong Da District, Hanoi City, Vietnam.



Only nomination/candidacy documents that meet the nomination/candidacy conditions and are submitted to the Company before the deadline specified above will be included in the list of candidates for the BOD and SOB, which will be announced prior to the election.

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

Best regards./.

Recipients:

- As above;
- Board of Supervisors;
- Archive: Office.

**On behalf of
BOARD OF DIRECTORS
CHAIRMAN** ✓



Nguyen Tran Tung



Hanoi, 16 April 2025

**REGULATIONS ON THE ELECTION OF MEMBERS OF THE BOARD OF
DIRECTORS, BOARD OF SUPERVISORS FOR 2025-2030 TERM**

Pursuant to the Law on Enterprise 2020 and its guiding documents;

Pursuant to the Law on Securities 2019 and its guiding documents;

*Pursuant to the Charter of Investment and Construction Joint Stock Company No4
("Company").*

The General Meeting of Shareholders ("GMS") shall conduct the election of members of the Board of Directors ("BOD") and members of the Board of Supervisors Committee ("BOS") according to the following regulation:

Article 1. Principles and subjects of the election.

1. Principles of the election:
 - a) The election shall be conducted in accordance with the law, the Company's Charter, and this Regulation, ensuring democracy and the legitimate rights of all shareholders;
 - b) The election will be conducted through a cumulative voting method.
2. Subjects entitled to vote: The eligible voters are the shareholders of the Company on the record date based on the shareholder list issued by the Vietnam Securities Depository and Clearing Corporation on 19 March 2025.

Article 2. Number and qualifications of the members of the Board of Directors to be elected

1. Number of the members of the BOD to be elected: 05 members.
2. Qualifications and conditions for the elected members of the Board of Directors: Must meet the standards and conditions set forth in the Law on Enterprise and the Company's Charter, specifically:
 - a) Must have full civil capacity and not be individuals prohibited from managing businesses as stipulated in Clause 2, Article 17 of the Law on Enterprise;
 - b) Must have professional qualifications and experience in business management within the company's sectors, and are not required to be a shareholder of the company, unless otherwise provided in the Company's Charter;
 - c) Members of the Board of Directors of the Company may concurrently serve as members of the Board of Directors of another company;
 - d) Do not necessarily need to be a shareholder of the company.

Article 3. Number and qualifications of the members of the Board of Supervisors to be elected

1. Number of the members of the BOS to be elected: 03 members.
2. Qualifications and conditions for the elected members of the Board of Supervisors: Must meet the standards and conditions set forth in the Law on Enterprise and the Company's Charter, specifically:
 - a) Must have full full civil capacity and not be individuals prohibited from establishing and managing a business according to the Law on Enterprise;
 - b) Must have been professional qualifications in one of the following fields: economics, finance, accounting, auditing, law, business administration, or any field relevant to the Company's business activities;
 - c) Must not be a family member of any member of the Board of Directors, Director, General Director, or other managers;
 - d) Must not work in the accounting or finance department of the Company;
 - e) Must not be a member or employee of the independent auditing firm that audits the Company's financial statements in the last three (03) consecutive years;
 - f) Must not be a manager of Company; and does not necessarily need to be a shareholder or employee of the Company.

Article 4. Right to nominate and stand for a member of the BOD

1. Shareholders holding voting shares have the right to nominate or combine their voting rights to nominate candidates for the BOD. The number of candidates each group of shareholders may nominate depends on the number of candidates determined by the General Meeting of Shareholders and the shareholding ratio of each group. A shareholder or group of shareholders holding (as of the record date according to the shareholder list issued by the Vietnam Securities Depository and Clearing Corporation on March 19, 2025):
 - a) A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate a maximum of one (01) candidate.
 - b) A shareholder or group of shareholders holding from 10% to less than 30% of the total voting shares may nominate a maximum of two (02) candidates;
 - c) A shareholder or group of shareholders holding from 30% to less than 50% of the total voting shares may nominate a maximum of three (03) candidates;
 - d) A shareholder or group of shareholders holding more than 50% may nominate the required number of candidates.
2. In the event that the number of BOD candidates nominated is still insufficient, the current BOD may propose additional candidates or organize further nominations in accordance with the Company's regulations. The additional candidates introduced by the BOD must be clearly announced before the General Meeting of Shareholders votes to elect

members of the BOD, in accordance with the law.

Article 5. Right to nominate and stand for a member of the BOS

1. Shareholders holding voting shares have the right to nominate or combine their voting rights to nominate candidates for the BOS. The number of candidates each group of shareholders may nominate depends on the number of candidates determined by the General Meeting of Shareholders and the shareholding ratio of each group. A shareholder or group of shareholders holding (as of the record date according to the shareholder list issued by the Vietnam Securities Depository and Clearing Corporation on March 19, 2025):

a) A shareholder or group of shareholders holding from 5% to less than 10% of the total voting shares may nominate a maximum of one (01) candidate.

b) A shareholder or group of shareholders holding from 10% to less than 30% of the total voting shares may nominate a maximum of two (02) candidates;

c) A shareholder or group of shareholders holding more than 30% may nominate the required number of candidates;

2. In the event that the number of BOS candidates nominated is still insufficient, the current BOS may propose additional candidates or organize further nominations in accordance with the Company's regulations. The additional candidates introduced by the BOS must be clearly announced before the General Meeting of Shareholders votes to elect members of the BOD.

Article 6. Documents to nominate and stand for members of BOD and BOS

1. Documents to nominate and elect members of BOD and BOS:

a) Original Letter of Nomination or Candidacy (as provided form);

b) Original Curriculum Vitae completed by the candidate (as provided form);

c) Copy of ID Card/Passport and relevant diplomas or certificates verifying educational qualifications (as provided form);

d) Original valid Power of Attorney for nomination (in case shareholders authorizes another person to make the nomination).

2. Documents must be submitted to the Company before 12:00 on April 5, 2025, at the following address: Floor 7th ICON4 Tower, No. 243A De La Thanh, Lang Thuong Ward, Dong Da District, Hanoi City, Vietnam.

Article 7. Methods of voting

1. The election of members to the BOD and the BOS shall be conducted using the cumulative voting method, whereby each shareholder will have a number of votes corresponding to the number of shares they hold, or represent, multiplied by the number of members to be elected to the BOD (5 members) and the number of members to be elected to the BOS (3 members).

2. Shareholders have the right to cast all of their votes for one or several candidates, but not exceeding the total number of their votes.

Example for electing members of the BOD:

A shareholder who owns 1000 ordinary shares, corresponding to 5000 votes.

The shareholder may cast all 5000 votes to one candidate or distribute the votes among multiple candidates, but the total number of votes allocated to the candidates cannot exceed 5000 votes.

Example for electing members of the BOS:

A shareholder who owns 1000 ordinary shares, corresponding to 3000 votes:

The shareholder may cast all 3000 votes to one candidate or distribute the votes among multiple candidates, but the total number of votes allocated to the candidates cannot exceed 3000 votes.

Article 8. Voting procedure

1. Election Ballot

Each shareholder with voting rights will be sent a Election Ballot by the Company. The Election Ballot will include the following information: Name, ID Card (or other equivalent legal identification documents), the number of ballots corresponding to the number of shares owned, and the name(s) of the candidate(s) to be elected.

2. Regulations on the Election Ballot

2.1. Valid Election Ballot:

- a) Must be issued by the Company;
- b) Must be sealed by the official seal of the Company ;
- c) Must include the signature and full name of the shareholder or the authorized representative of the shareholder;
- d) Must not be torn, scratched, erased, or altered.

2.2. Invalid Election Ballot:

- a) Not be a ballot issued by the Company;
- b) Do not include the official seal of the Company;
- c) Be torn, scratched, erased, or altered;
- d) Lacks the signature and full name of the shareholder or the authorized representative of the shareholder;
- e) Contains additional information or markings;
- f) The number of votes cast for candidates exceeds the total number of votes of the shareholder.

2.3. Invalid election ballots will not be counted towards the election results..

2.4. Instructions for Completing the Election Ballot:

Shareholders are entitle to choose from the following methods of completing the ballot:

- a) Record the number of votes you wish to cast in the "Number of Votes" column:

+ When agreeing to vote for a candidate, the shareholder should write the number

of votes they wish to cast in the "Number of Votes" column next to the corresponding candidate's name. The number of votes must not exceed the total number of votes the shareholder is entitled to;

+ If a shareholder does not wish to vote for any candidate, they should enter "0" or leave the "Number of Votes" column blank next to the corresponding candidate's name.

b) Mark (x) or (✓) in the "Number of Votes" column:

When casting votes equally for all candidates, mark the "Number of Votes" column next to the name of each candidate.

c) The shareholder or the authorized representative attending the meeting may cast all votes to one or multiple candidates, or choose not to vote for any candidate..

2.5. In case a shareholder makes an error while completing the Election Ballot, provided that the ballot has not yet been placed in the ballot box, they have the right to directly approach the Head of the Vote Counting Committee to exchange the Election Ballot in order to ensure their rights are protected.

Article 9. Principles of voting for members of the BOD and BOS

1. The Vote Counting Committee shall set up the ballot box for the election of members of the BOD and BOS. The Vote Counting Committee will inspect the ballot box in the presence of shareholders.

2. Voting will commence upon the instruction of the Chairman of the General Meeting of Shareholders or the Head of the Vote Counting Committee, and will end when the last shareholder casts their votes into the ballot box, or after 15 minutes from the start of the voting, whichever comes first.

3. The vote counting will begin immediately after the voting concludes.

4. The results of the vote counting will be documented in writing and announced by the Head of the Vote Counting Committee in front of the General Meeting of Shareholders..

Article 10. Principles of election for members of the BOD and BOS

1. The elected members of the BOD, BOS will be determined based on the number of votes, starting from the highest number of votes received, continuing downwards, until the required number of members is elected.

2. In the event that two (02) or more candidates receive the same highest number of votes, the General Meeting of Shareholders will conduct a re-election among the candidates with equal votes.

Article 11. Announcement of vote counting results

The vote counting minutes and election results must be announced by the Vote Counting Committee immediately at the General Meeting. At the same time, the election results for members of the BOD, BOS must be included in the resolution of the General Meeting of Shareholders.

Article 12. Effective date

This Election Regulation consists of 12 Articles and shall take effect after being approved by the General Meeting of Shareholders. It is applicable only for the election of members of the BOD, BOS at the Annual General Meeting of Shareholders 2025 of the Company.

**On behalf of
GENERAL MEETING OF SHAREHOLDERS**

Chairman ✓



Nguyen Tran Tung

* C.P * /n



INVESTMENT AND CONSTRUCTION JOIN STOCK COMPANY NO4
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

VOTING CARD

Name of shareholder:

NUMBER OF SHARES ENTITLED TO VOTE

[...]

INVESTMENT AND CONSTRUCTION JOIN STOCK COMPANY NO4
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

VOTING CARD

Name of shareholder:

NUMBER OF SHARES ENTITLED TO VOTE

[...]

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY NO4



VOTING SLIP

I. INFORMATION OF SHAREHOLDER

Name of Shareholder : [--]
Ownership registration No. : [--]
Number of shares entitled to vote : [--]
(number of votes)

II. CONTENTS FOR VOTING TO APPROVE (Mark “X” hoặc “✓” in the selected box):

Choose to approve all voting contents (Mark here) ☐

No.	CONTENTS	VOTE		
		Agree	Disagree	No Opinion
1	Approval of Report on business performance of the Company and activities of the BOD 2024, and business plan of the Company and activities plan of the BOD for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Approval of Report on the activities of the Board of Supervisors for 2024 and the activity plan for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Approval of Audited Financial Statements for 2024.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Approval of Proposal for distribution of after-tax profits for 2024 and the plan for distribution of after-tax profits for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Approval of Proposal for the list of independent auditing firms to audit the financial statements for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Approval of Proposal on amendments and supplements to the Company Charter.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Approval of Proposal for approval of the plan to termination of public company status.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Approval of Proposal on the addition of business line of the Company.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Approval of Proposal for the loan plan to implement the Southeast To Huu Housing project.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SHAREHOLDER/AUTHORIZED REPRESENTATIVE

(Sign and write full name)



THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
INVESTMENT AND CONSTRUCTION JOIN STOCK COMPANY NO4

ELECTION BALLOTS
FOR MEMBER OF BOARD OF DIRECTORS FOR THE 2025-2030 TERM

I. INFORMATION OF SHAREHOLDER

Name of shareholder : [--]
Ownership registration No. : [--]
Number of shares entitled to vote : [--]
(number of ballots)
Total number of ballots for : [--] ballots
members of BOD (maximum)

II. VOTING

No.	Name of candidate	Number of ballot	
		Distribute votes equally among the candidates (mark with an (x) or a check (√))	Vote a specific number of votes for each candidate (write the exact number of votes for each candidate)
1			
2			
3			
4			
5			

SHAREHOLDER/AUTHORIZED REPRESENTATIVE
(Sign and write full name)



THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
INVESTMENT AND CONSTRUCTION JOIN STOCK COMPANY NO4

ELECTION BALLOTS
FOR MEMBER OF BOARD OF SUPERVISORS FOR THE 2025-2030 TERM

I. INFORMATION OF SHAREHOLDER

Name of shareholder : [--]

Ownership registration No. : [--]

Number of shares entitled to vote : [--]
(number of ballots)

Total number of ballots for : [--] ballots
members of BOS (maximum)

II. VOTING

No.	Name of candidate	Number of ballot	
		Distribute votes equally among the candidates (mark with an (x) or a check (√))	Vote a specific number of votes for each candidate (write the exact number of votes for each candidate)
1			
2			
3			

SHAREHOLDER/AUTHORIZED REPRESENTATIVE
(Sign and write full name)

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Hanoi, April 2025



**FORM OF NOMINATION
MEMBER OF BOARD OF DIRECTORS**

**To: The Organizing Committee of the Annual General Meeting of Shareholders 2025
Investment and Construction Join Stock Company No4**

Shareholder/Group of shareholders:

No.	Name of shareholder	ID Card/Business code No., date and place of issuance	Number of shares owned	Ratio %/Charter capital	Signature/ Signature of legal representative and official seal of organization
1					
2					

Based on the Notice of invitation No.01/2025/TB-HDQT dated 25 March 2025 of Investment and Construction Join Stock Company No4, we would like to nominate the following individual:

Mr./Ms.:

Date of birth:

Place of birth:

Permanent address:

Type of personal identification documents:

☐ Citizen ID Card ☐ ID Card ☐ Passport

Identification documents No.:

Date of issue:

Issued by:

Qualification:

To be a candidate for a position as member of the Board of Directors of Investment and Construction Join Stock Company No4 for the 2025 – 2030 term.

I/We hereby confirm that Mr./Ms. meets the qualifications required for nomination to the position of member of Board of Directors in accordance with the provisions of the Charter of Investment and Construction Join Stock Company No4 and the relevant laws.

Best regards./.

SHAREHOLDER(s)

(Sign and write full name)

Attached documents:

- Curriculum vitae (CV) of the nominated candidate;
- A copy of the Citizen ID/Identity Card/Passport and academic certificates or diplomas verifying educational qualifications.

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Hanoi, April 2025



**FORM OF NOMINATION
MEMBER OF BOARD OF SUPERVISORS**

**To: The Organizing Committee of the Annual General Meeting of Shareholders 2025
Investment and Construction Join Stock Company No4**

Shareholder/Group of shareholders:

No.	Name of shareholder	ID Card/Business code No., date and place of issuance	Number of shares owned	Ratio %/Charter capital	Signature/ Signature of legal representative and official seal of organization
1					
2					

Based on the Notice of invitation No.01/2025/TB-HDQT dated 25 March 2025 of Investment and Construction Join Stock Company No4, we would like to nominate the following individual:

Mr./Ms.:

Date of birth:

Place of birth:

Permanent address:

Type of personal identification documents:

☐ Citizen ID Card ☐ ID Card ☐ Passport

Identification documents No.:

Date of issue:

Issued by:

Qualification:

To be a candidate for a position as member of the Board of Supervisors of Investment and Construction Join Stock Company No4 for the 2025 – 2030 term.

I/We hereby confirm that Mr./Ms. meets the qualifications required for nomination to the position of member of Board of Supervisors in accordance with the provisions of the Charter of Investment and Construction Join Stock Company No4 and the relevant laws.

Best regards./.

SHAREHOLDER(s)
(Sign and write full name)

Attached documents:

- Curriculum vitae (CV) of the nominated candidate;
- A copy of the Citizen ID/Identity Card/Passport and academic certificates or diplomas verifying educational qualifications.

To: The Organiz

**APPLICATION OF CANDIDACY
MEMBER OF BOARD OF DIRECTORS**

**To: The Organizing Committee of the Annual General Meeting of Shareholders 2025
Investment and Construction Joint Stock Company No.4**

Date of birth:

Place of birth:

Permanent address:

Type of personal identification documents:

☐ Citizen ID Card ☐ ID Card ☐ Passport

Identification documents No.:

Date of issue:

Issued by:

Qualification:

The number of shares owned as of the record date as issued by the Vietnam Securities Depository and Clearing Corporation on March 19, 2025: shares, corresponding to:% of the charter capital of Investment and Construction Join Stock Company No4.

I hereby nominate myself for the position of a member of the Board of Directors for the 2025 - 2030 term of Investment and Construction Joint Stock Company No4.

I hereby declare that I meet the qualifications to nominate myself for the position of a member of the Board of Directors in accordance with the provisions of the Charter of Investment and Construction Joint Stock Company No4 and the relevant laws.

Best regards./.

SHAREHOLDER
(Sign and write full name)

Attached documents:

- Curriculum Vitae (CV) of the candidate;
- A copy of the Citizen ID/Identity Card/Passport and academic certificates or diplomas verifying educational qualifications.

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness



Hanoi, April 2025

**APPLICATION OF CANDIDACY
MEMBER OF BOARD OF SUPERVISORS**

**To: The Organizing Committee of the Annual General Meeting of Shareholders 2025
Investment and Construction Join Stock Company No.4**

Name:

Date of birth:

Place of birth:

Permanent address:

Type of personal identification documents:

☐ Citizen ID Card ☐ ID Card ☐ Passport

Identification documents No.:

Date of issue:

Issued by:

Qualification:

The number of shares owned as of the record date as issued by the Vietnam Securities Depository and Clearing Corporation on March 19, 2025: shares, corresponding to:% of the charter capital of Investment and Construction Join Stock Company No4.

I hereby nominate myself for the position of a member of the Board of Supervisors for the 2025 - 2030 term of Investment and Construction Join Stock Company No4.

I hereby declare that I meet the qualifications to nominate myself for the position of a member of the Board of Supervisors in accordance with the provisions of the Charter of Investment and Construction Join Stock Company No4 and the relevant laws.

Best regards./.

SHAREHOLDER

(Sign and write full name)

Attached documents:

- Curriculum Vitae (CV) of the candidate;
- A copy of the Citizen ID/Identity Card/Passport and academic certificates or diplomas verifying educational qualifications.

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CURRICULUM VITAE

(for members of the Board of Directors and Board of Supervisors)

1. Name : [--]
2. Gender : [--]
3. Date of birth : [--]
4. Place of birth : [--]
5. ID Card/Passport No. : [--]
6. Date of issue : [--]
7. Issued by : [--]
8. Ethnicity : [--]
9. Nationality : [--]
10. Place of origin : [--]
11. Permanent Address: : [--]
12. Telephone : [--]
13. Educational Level : [--]
14. Qualifications : [--]
15. Career history:

Time	Position, workplace
[--]	[--]
[--]	[--]
[--]	[--]

16. Relatives:

Relationship	Name	Year of birth	Current address	Profession	Workplace
[--]	[--]	[--]	[--]	[--]	[--]
[--]	[--]	[--]	[--]	[--]	[--]
[--]	[--]	[--]	[--]	[--]	[--]

17. Current position at the Company : [--]
18. Position at Other Organizations : [--]
19. Criminal Offenses : [--]
20. Conflicting Interests with the Company : [--]
21. Number of shares owned : [--]
22. Number of shares owned by related persons: [--]
23. Remuneration and Other Benefits: As per regulations.

I hereby affirm that the above statements are true and accurate. If found to be false, I accept full responsibility under the law.

Hanoi, / /2025
Applicant
(sign and write full name)