

No: 2206-2026/NQ-DHDCD

Nghe An, June 22, 2026

RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

GENERAL MEETING OF SHAREHOLDERS

BDC VIETNAM CONSTRUCTION AND INVESTMENT JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter of Organization and Operation of BDC Vietnam Construction and Investment Joint Stock Company;
- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of BDC Vietnam Construction and Investment Joint Stock Company.

RESOLVES:

Article 1: To approve the Board of Directors' report on 2025 performance and 2026 business orientation, with 2.131.343 shares in favor, accounting for 100% of the total voting shares of attending shareholders.

Article 2: To approve the Supervisory Board's report on the 2025 activities summary and the 2026 operational direction, with 2.131.343 shares in favor, accounting for 100% of the total voting shares of attending shareholders.

Article 3: To approve the audited financial statements for the year 2025, with 2.131.343 shares in favor, accounting for 100% of the total voting shares of attending shareholders.

Article 4: To approve the selection of the auditing firm for the 2026 financial statements, with 2.131.343 shares in favor, accounting for 100% of the total voting shares of attending shareholders.

Article 5: To approve the 2025 profit distribution plan, the 2026 financial plan, and the remuneration for members of the Board of Directors and the Supervisory Board, with 2.131.343 shares in favor, accounting for 100% of the total voting shares of attending shareholders.

Article 6: This Resolution shall take effect from June 22, 2026.

The Board of Directors, the General Director, and all shareholders of BDC Vietnam Construction and Investment Joint Stock Company are responsible for implementing this Resolution



Recipients:

- Board of Directors,
Supervisory Board,
Executive Board
- Filing: Office

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



NGUYEN QUOC TU



Nghe An, June 22, 2026

**MINUTES OF MEETING
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

A. Company Information:

- Company name: BDC Vietnam Construction and Investment Joint Stock Company
- Head office address: No. 15, Alley 45 Hao Nam, O Cho Dua Ward, Hanoi, Vietnam.
- Business registration number: 0101413483

B. Meeting Start Time: 08:30 AM on June 22, 2026.

C. Meeting Venue: Doan An Dieu Duong 40 (Military Zone 4 Hotel), No. 230 Binh Minh Street, Cua Lo Ward, Nghe An Province, Vietnam

D. Attendees: Members of the Board of Directors, members of the Supervisory Board, members of the Board of Management of the Company, and shareholders of BDC Vietnam Investment and Construction Joint Stock Company.

E. Structure of the Presidium and Supporting Committees at the Meeting:

1. Presidium:

- Mr. Nguyen Quoc Tu – Chairman of the Board of Directors, presiding chairman
- Mr. Nguyen Quoc Huong – Member of the Board of Directors, General Director – Member
- Mr. Nguyen Dinh Hung – Member of the Board of Directors – Member

2. Secretariat Committee:

- Mr. Trinh The Huy – Head of Secretariat

3. Shareholders Eligibility Verification Committee:

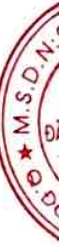
- Mr. Nguyen Minh Khoi – Head of Committee
- Mr. Nguyen Van Son – Member

4. Voting Ballot Counting Committee:

- Mr. Vu Minh Phuong – Head of Committee
- Ms. Le Thi Tu Hanh – Member

The composition of the Presidium and supporting committees at the General Meeting was approved by the General Meeting of Shareholders through the voting card raising method at the Meeting, with the voting results as follows:

- *Valid votes: 2.131.343 shares*
- *Invalid votes: 0 shares*



- *Votes in favor: 2.131.343 shares, accounting for 100% of the voting shares of all attending shareholders*
- *Votes against: 0 shares, accounting for 0% of the voting shares of all attending shareholders*
- *Abstentions: 0 shares, accounting for 0% of the voting shares of all attending shareholders*

F. Conditions for Conducting the General Meeting:

The Head of the Shareholders Eligibility Verification Committee, Mr. Nguyen Minh Khoi, reported at the General Meeting the results of verifying the eligibility of shareholders attending the 2026 Annual General Meeting of Shareholders. At the opening time (08:30 AM), the Meeting was deemed valid to proceed under current legal regulations with the following shareholder structure:

- Number of shareholders attending the meeting: 51 shareholders, representing 2.131.343 shares, accounting for 51.93% of the company's total charter capital, including:
 - Number of shareholders attending in person: 08 shareholders, representing 2.1002.361 shares, accounting for 24,42% of the total voting shares.
 - Number of shareholders attending by proxy: 43 shareholders, representing 1.128.982 shares, accounting for 27.51% of the total voting shares.

G. Meeting Contents

1. The Presidium, Secretariat Committee, and Ballot Counting Committee were unanimously approved by the General Meeting of Shareholders with 100% of attending shareholders voting in favor by raising voting cards.
2. The agenda of the General Meeting was unanimously approved by 100% of the attending shareholders by raising voting cards.
3. The working regulations were unanimously approved by 100% of the attending shareholders by raising voting cards.
4. Reports and proposals presented by members of the Presidium at the General Meeting:
 - Report on the activities of the Board of Directors in 2025 and the direction for 2026.
 - Report of the Supervisory Board at the 2026 Annual General Meeting of Shareholders.
 - Proposal No. 01-2026/TT-HĐQT on approving the audited financial statements for 2025.
 - Proposal No. 02-2026/TT-BKS on selecting the auditing firm for the 2026 financial statements.
 - Proposal No. 03-2026/TT-HĐQT on the profit distribution plan for 2025, financial plan for 2026, and remuneration for members of the Board of Directors and the Supervisory Board.

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5. **Discussion at the General Meeting:** The Chairperson invited shareholders to give their opinions on the reports and proposals presented at the meeting.

At 9:50 AM (the time for voting on the reports and proposals of the General Meeting), the Shareholder Eligibility Inspection Committee reported to the meeting that the number of attending shareholders and authorized shareholders was ... shareholders, representing ... shares, accounting for ...% of the company's total charter capital.

H. Resolutions of the General Meeting of Shareholders

After reviewing the Reports, Proposals, and discussing related matters, the General Meeting of Shareholders of BDC Vietnam Investment and Construction Joint Stock Company conducted a direct vote during the meeting and approved the following contents:

1. **Approval of the Report on the activities of the Board of Directors in 2025 and the operational direction for 2026**

Voting results:

- *Valid votes: 2.131.343 shares*
- *Invalid votes: 0 shares*
- *Votes in favor: 2.131.343 shares, accounting for 100% of the voting shares of all attending shareholders*
- *Votes against: 0 shares, accounting for 0% of the voting shares of all attending shareholders*
- *Abstentions: 0 shares, accounting for 0% of the voting shares of all attending shareholders*

2. **Approval of the Supervisory Board's Report at the 2026 Annual General Meeting of Shareholders**

Voting results:

- *Valid votes: 2.131.343 shares*
- *Invalid votes: 0 shares*
- *Votes in favor: 2.131.343 shares, accounting for 100% of the voting shares of all attending shareholders*
- *Votes against: 0 shares, accounting for 0% of the voting shares of all attending shareholders*
- *Abstentions: 0 shares, accounting for 0% of the voting shares of all attending shareholders*

3. **Approval of the audited financial statements for the year 2025**

Voting results:

- *Valid votes: 2.131.343 shares*
- *Invalid votes: 0 shares*

- *Votes in favor: 2.131.343 shares, accounting for 100% of the voting shares of all attending shareholders*
- *Votes against: 0 shares, accounting for 0% of the voting shares of all attending shareholders*
- *Abstentions: 0 shares, accounting for 0% of the voting shares of all attending shareholders*

4. Approval of the selection of the auditing firm for the 2026 financial statements.

Voting results:

- *Valid votes: 2.131.343 shares*
- *Invalid votes: 0 shares*
- *Votes in favor: 2.131.343 shares, accounting for 100% of the voting shares of all attending shareholders*
- *Votes against: 0 shares, accounting for 0% of the voting shares of all attending shareholders*
- *Abstentions: 0 shares, accounting for 0% of the voting shares of all attending shareholders*

5. Approval of the profit distribution plan for 2025, the financial plan for 2026, and the remuneration for the members of the Board of Directors and the Supervisory Board.

Voting results:

- *Valid votes: 2.131.343 shares*
- *Invalid votes: 0 shares*
- *Votes in favor: 2.131.343 shares, accounting for 100% of the voting shares of all attending shareholders*
- *Votes against: 0 shares, accounting for 0% of the voting shares of all attending shareholders*
- *Abstentions: 0 shares, accounting for 0% of the voting shares of all attending shareholders*

6. The General Meeting of Shareholders concluded at 11:30 AM on the same day. All matters discussed during the meeting were recorded in the Minutes and unanimously approved by the General Meeting of Shareholders.

The Minutes consist of 05 pages and were prepared in 03 copies:

- 01 copy filed in the General Meeting of Shareholders' documentation archive at the Company's Office,
- 01 copy kept in the administrative records,
- 01 copy held by the Secretariat.

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The Resolution of the General Meeting of Shareholders will be prepared in writing and duly communicated to all shareholders in accordance with the provisions of law.

SECRETARY OF THE MEETING

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CHAIRMAN OF THE GENERAL MEETING



NGUYEN QUOC TU



**REPORT OF THE BOARD OF DIRECTORS
2025 Business Performance and 2026 Business Plan and Objectives**

I. 2025 Operating Results

In implementing the 2025 business plan amid many positive developments in the Vietnamese economy, the Company was nevertheless significantly affected by global political factors and fluctuations in monetary policies, which had a considerable impact on its business operations.

In response to the challenging market conditions and the continuous deterioration in business performance, the Board of Directors, the Board of Management, together with all employees of the Company, made every effort to seek business partners, mobilize capital sources, and maximize cost savings in order to preserve shareholders' capital, maintain stable business operations, and create employment opportunities for the Company's employees.

1.1 Business Plan Implementation Results as of December 31, 2025

In the face of challenges arising from fluctuations in the business environment and pressure to secure financial resources for operations, the Board of Directors coordinated with the Management Board to seek business opportunities suitable to actual market conditions and the Company's capabilities, achieving several results as follows:

a, 2025 Business Performance

No.	Indicators	Unit	2025 Plan	2025 Actual	Achievement Rate
1	Charter Capital	VND million			
+	Charter capital at the beginning of the year	VND million	41,039	41,039	100%
+	Charter capital at the end of the year	VND million	41,039	41,039	100%
+	Average charter capital during the year	VND million	41,039	41,039	100%
2	Total Revenue and Other Income	VND million	75,000	53,562	71%
3	Profit before Corporate Income Tax	VND million	250	178	71%
4	Profit after Corporate Income Tax	VND million	200	82	41%
5	Earnings per Share (EPS)	VND	-	50	-
6	Average Employee Income	VND million	11 to 12	11 to 12	-



2025 remained a challenging year for domestic construction enterprises, as revenue continued to depend heavily on bidding activities and the availability of investment capital from project owners. Nevertheless, the Company achieved its 2025 business plan. Specifically:

Revenue in 2025 reached VND 53.56 billion, achieving 71% of the planned target. Taxes payable to the State amounted to VND 96 million, equivalent to 192% of the plan. Profit after tax reached VND 82 million, achieving 41% of the planned target.

b, Other Activities

Labor: The Company maintained workforce balance in line with operational requirements and implemented policies to enhance labor quality and staff capabilities. Employees and workers with strong qualifications, expertise, and long-term commitment to the Company were recruited and retained. At the same time, the Company streamlined personnel by reducing positions held by underqualified employees with limited commitment to organizational development, while improving income for capable employees.

Union and employee relations activities: Alongside business operations, the Board of Directors and the Board of Management continued to facilitate the activities of internal organizations to ensure employees' rights and welfare, improve the living conditions of staff and employees, and strengthen internal solidarity and commitment in working toward the business targets approved by the General Meeting of Shareholders for 2025.

Profitable operations: The Company maintained profitable operations, fully complied with State policies and obligations, and enhanced employees' income and living standards.

Corporate governance: The Company strengthened corporate governance and improved the quality of human resources toward a leaner and more professional structure.

II. Directions and Objectives for 2026

In 2026, despite the impact of market fluctuations, the Board of Directors and the Management Board will continue their efforts to seek feasible projects that are aligned with the Company's bidding and execution capabilities, while avoiding bids below cost to ensure profitability.

2.1 Assessment of the Situation

a/ Market Conditions:

In 2026, Vietnam's economic situation, together with global political instability and unpredictable fluctuations in material prices, is expected to continue significantly

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affecting the Company's business operations. Amid the overall challenges faced by the industry, the Company will continue to focus on its core business of transportation infrastructure construction, leveraging its many years of experience, while also expanding and exploring business opportunities in new sectors.

b/ Capital Resources:

As a construction company, the Company continuously requires substantial capital and has consistently faced shortages in funding for business operations and project investments. Following the Government's discontinuation of interest rate support programs, tighter lending policies aimed at controlling inflation and bad debts, and rising public debt levels, investment in basic infrastructure construction has slowed down, with projects mainly limited to repair and maintenance works. In response, the Board of Directors and the Management Board have recognized the need to develop alternative and effective business strategies, including accepting smaller-value projects to optimize the utilization of machinery and workforce during idle periods, while mobilizing funds through bank borrowings and private lenders at reasonable interest rates to improve operational efficiency.

c/ Bidding Activities

The Company remains committed to the principle of not submitting bids below cost and prioritizing projects with transparent funding sources, thereby reducing pressure from financially constrained projects, accelerating capital turnover, and ensuring timely repayment of bank loans. At the same time, the Company is willing to undertake smaller-scale projects to maximize the use of machinery and human resources.

The Company also actively seeks to recover outstanding receivables from completed projects in order to strengthen financial resources for the implementation of major and key projects, while continuously searching for new bidding opportunities aligned with the Company's current capabilities.

With its established reputation, capabilities, and accumulated experience, the Company will continue focusing on its core strengths to promote sustainable growth and create momentum for future years.

In light of both opportunities and significant challenges in the coming year, the Company has set the following targets for 2026:

2.2. Targets for 2026

Target revenue: VND 50,000 million.

Target profit after tax: VND 200 million.

Average monthly income per employee: from VND 11,000,000 to VND 12,000,000 per person.

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2.3. Key Tasks for 2026

The Company's business strategy for 2026 will undergo fundamental changes. Based on this direction, the Company will strengthen its financial capacity and adjust its business orientation to align with current market conditions. The Company will implement measures to reduce costs, complete the recovery of receivables from completed construction projects, and accelerate the progress of projects nearing completion deadlines.

Continue assigning new projects to subsidiaries/units under appropriate contracting methods, except for certain large-scale projects. Deputy General Directors in charge of project management will be authorized to directly negotiate and obtain financing from banks based on project contracting arrangements and the leasing of the Company's equipment.

Strengthen both short-term and long-term training programs for key personnel in order to enhance the quality of management staff.

Conclusion

In 2025, market fluctuations had a significant impact on the Company's financial condition. Nevertheless, the Board of Directors and the Board of Management are determined to overcome this challenging period and prepare for future growth opportunities.

We would like to express our sincere appreciation and hope to continue receiving valuable support and long-term cooperation from our business partners, financing banks, customers, and associates who have stood by us during the most difficult times. We also welcome comments and contributions from shareholders and look forward to your continued support in the future.

On behalf of the Board of Directors, I would like to extend my best wishes of good health, happiness, and success to all distinguished guests and shareholders.

**ON BEHALF OF THE BOARD
OF DIRECTORS**

CHAIRMAN



Nguyen Quoc Tu

No: 01/BDC-BKS

Hanoi, June 22, 2026

REPORT OF THE SUPERVISORY BOARD

**SUMMARY OF THE SUPERVISORY BOARD'S ACTIVITIES IN 2025
AND SUPERVISION ORIENTATION FOR 2026**

BDC VIETNAM CONSTRUCTION AND INVESTMENT JOINT STOCK COMPANY

- Pursuant to the duties and powers of the Supervisory Board as stipulated in Articles 36 and 37 of the Charter of BDC Vietnam Construction and Investment Joint Stock Company;
- Based on the Company's operational status and the audited financial statements for 2025;
- Based on the Supervisory Board's performance;

On behalf of the Supervisory Board of BDC Vietnam Construction and Investment Joint Stock Company, I would like to present to the General Meeting of Shareholders the following report:

A. Summary of the Supervisory Board's Activities in 2025

Entrusted by the General Meeting of Shareholders and in accordance with the Company's Charter, the Supervisory Board of BDC Vietnam Construction and Investment Joint Stock Company would like to present its 2025 supervision activities to the General Meeting as follows:

I. Results of the Review of the 2025 Audited Financial Statements

- The Supervisory Board conducted a review of the 2025 audited financial statements of BDC Vietnam Construction and Investment Joint Stock Company. We confirm that the financial statements truthfully and fairly reflect the Company's business performance and cash flows for the fiscal year ending on December 31, 2025.
- The financial statements were prepared in accordance with the Vietnamese Accounting Standards and other relevant accounting regulations and were audited by Nhan Tam Viet Auditing Co., Ltd.
- In this report, we would like to summarize several key financial indicators and business performance results as follows:

1. Balance Sheet as of December 31, 2025

Unit: VND

No.	Item	Ending Balance as of 31/12/2025
1	Current Assets	70.234.791.417
2	Non-current Assets	31.822.232.301
3	Current Liabilities	43.579.985.995
4	Non-current Liabilities	5.206.872.911
5	Owner's Equity	53.270.164.812

Business Performance Results

No.	Item	Year 2025
1	Total Revenue	53.564.472.241
2	Total Accounting Profit Before Tax	178.806.665
3	Corporate Income Tax	96.789.535
4	Net Profit After Tax	82.017.130

II. Evaluation of Operations in 2025

1. Assessment of Business Plan Implementation:

In the context of a challenging economic environment, the Board of Directors and the Executive Board made concerted efforts to implement the 2025 business plan, with the following results:

- **Revenue:** VND 53.56 billion / Plan: VND 75.0 billion → **achieved 71%**
- **Net Profit After Tax:** VND 82 million / Plan: VND 200 million → **achieved 41%**

2. Assessment of the Board of Directors' Activities:

In 2025, the Board of Directors (BoD) consistently held regular meetings in accordance with the Company's Charter. All meetings were chaired by the Chairman of the BoD and effectively addressed the matters proposed by the General Meeting of Shareholders. The BoD discussed and resolved on key proposals from the CEO.

Through these meetings, BoD members demonstrated a strong sense of responsibility by actively contributing to the development of business strategies for each stage of the Company's growth. In addition to maintaining and developing traditional markets, the Company also expanded into southern provinces and diversified its business lines.

3. Assessment of the Executive Board's Performance

The General Director and Deputy General Directors maintained a strong spirit of unity and consensus. Each individual demonstrated a high sense of responsibility in their respective roles and made timely decisions in managing the Company's overall operations.

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+ Business Operations:

In 2025, the Company made great efforts to fulfill its annual targets, with production value increasing compared to the previous year. The Company also saw improvements in bidding activities.

- However, the execution of certain projects faced unfavorable conditions such as high bank interest rates, complex project locations, and difficulties in living and commuting conditions. Despite these challenges, the Company's units took the initiative to motivate staff and workers to work overtime and in multiple shifts to ensure project progress was maintained.
- The organizational structure was reorganized, and personnel were reassigned within departments and construction sites to align with the new organizational model.
- Salary and benefit systems were improved to attract and retain talented personnel for BDC Vietnam Construction and Investment Joint Stock Company.
- Subsidiary companies were given autonomy in their business operations, financial management, and human resource planning.

+ Organization, Assignment, and Supervision:

Monthly coordination meetings were held, chaired by the General Director, to review completed tasks and plan for the upcoming month. These meetings included evaluations of task performance for each department, unit, or individual.

Overall, the Company's leadership operated smoothly, and all employees strictly adhered to assignments and instructions from the management, successfully completing their assigned duties.

B. Orientation and Tasks for 2026

- Continue the task of monitoring and supervising the operations and management activities of the Board of Directors and the Executive Board; inspect the reasonableness, legality, truthfulness, and prudence in business operations, as well as in the management of capital, materials, and assets of the Company.
- Inspect accounting books, vouchers, and other documents of the Company when necessary, or as decided by the General Meeting of Shareholders, or at the request of shareholders.
- Appraise the annual financial statements;
- Review reports from the internal control system;
- Maintain close coordination between the Supervisory Board and the Board of Directors, the Executive Board, and all Company units;



- Assign Supervisory Board members to attend training courses to enhance their professional expertise, and actively participate in relevant industry conferences and seminars related to control and supervision activities;
- Understand difficulties, receive proposals, and consider solutions from the Company's branches and subsidiaries.

Conclusion:

Based on the above analysis and evaluation, the Supervisory Board agrees with the audited financial statements of the Company for the year 2025. It is recognized that in 2025, the Company made significant efforts to overcome challenges, stabilize business operations, achieve certain efficiencies, accumulate internally to preserve and develop capital, and ensure the well-being of its employees.

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



Phan Thi Thanh Tra

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Hanoi, June 22, 2026

PROPOSAL

Re: Approval of the Audited Financial Statements for 2025

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Enterprise Law of the Socialist Republic of Vietnam, promulgated on June 17, 2020;
- Pursuant to the Charter of BDC Vietnam Construction and Investment Joint Stock Company which has been approved;
- Pursuant to the Audited Financial Statements for 2025;

The Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders for approval the 2025 Financial Statements audited by Nhan Tam Viet Auditing Co., Ltd., which have been reviewed by the Company's Supervisory Board and publicly disclosed in accordance with regulations.

The audited financial statements for 2025 include the following documents:

1. Report of the Executive Board
2. Independent Auditor's Report
3. Balance Sheet
4. Income Statement
5. Cash Flow Statement
6. Notes to the Financial Statements

(Detailed contents of the audited 2025 financial statements can be found on the website: www.mcovietnam.com.vn)

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

Recipients:

- As above;
- Office filing.

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



NGUYỄN QUỐC TU



PROPOSAL

Re: Selection of the Audit Firm for the 2026 Financial Statements

To: The 2026 Annual General Meeting of Shareholders

- Pursuant to the Enterprise Law of the Socialist Republic of Vietnam, promulgated on June 17, 2020;
- Pursuant to the Charter of BDC Vietnam Construction and Investment Joint Stock Company which has been approved;

To align with the Company's business situation and development, the Supervisory Board respectfully submits to the 2026 Annual General Meeting of Shareholders the proposal to authorize the Board of Directors to select the audit firm for auditing the Company's 2026 financial statements. The selection of the audit firm will be based on the following criteria:

1. Reputation and professionalism
2. Resources and optimal cost

The following auditing firms will be reviewed and considered by the Board of Directors for selection:

- Nhan Tam Viet Auditing Co., Ltd.
- A&C Auditing and Consulting Co., Ltd.
- An Viet Auditing Co., Ltd.

We respectfully submit this proposal for the General Meeting of Shareholders' consideration and approval.

Sincerely!

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

Recipients:

- As above;
- Office filing.

Phan Thi Thanh Tra



BDC VIET NAM
No: 03-2026/TT-HĐQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, June 22, 2026

PROPOSAL

Re: Profit Distribution Plan for 2025, Financial Plan for 2026, and Remuneration for Members of the Board of Directors and Supervisory Board

To: The 2026 Annual General Meeting of Shareholders

Based on the business performance results of 2025, the Board of Directors respectfully submits to the General Meeting of Shareholders the following profit distribution plan for 2025 and financial plan for 2026:

1. Summary of Financial Data for 2025:

According to the financial statements audited by Nhan Tam Viet Auditing Co., Ltd., some key financial indicators for 2025 are as follows.

No.	Indicator	Unit	Plan 2025	Actual 2025	Rate (%)
1	Charter Capital	Million VND			
	+ Beginning of year Charter Capital	Million VND	41.039	41.039	100%
	+ End of year Charter Capital	Million VND	41.039	41.039	100%
	+ Average Charter Capital during year	Million VND	41.039	41.039	100%
2	Total Revenue and Other Income	Million VND	75.000	53.564	71%
3	Profit Before Corporate Income Tax (PBT)	Million VND	250	178	71%
4	Profit After Corporate Income Tax (PAT)	Million VND	200	82	41%
5	Basic Earnings Per Share (EPS)	VND			

2. Profit Distribution Plan for 2025 and Remuneration for Members of the Board of Directors and Supervisory Board

To align with the business situation and development of the Company, the Board of Directors respectfully submits to the 2026 Annual General Meeting of Shareholders the proposal for profit distribution for 2025 and remuneration for the Board of Directors and Supervisory Board as follows:

- No profit will be distributed for the year 2025; instead, the profit will be retained to supplement the Company's business capital.



- The Board of Directors and Supervisory Board members will not receive any remuneration.

For full-time members of the Board of Directors and Supervisory Board, salary will be paid in accordance with the Company's salary regulations.

3. Financial Plan for 2026

3.1 Business Production and Profit Distribution Plan for 2026

- **Business production plan:**
 - Revenue: 75,000 million VND
 - Total profit after tax: 200 million VND
- **Profit distribution plan for 2026:** None

To continue implementing measures to consolidate and ensure the Company's financial autonomy in the current economic situation, the Board of Directors has developed the 2026 profit distribution plan based on the Company's business performance against the set plan, with the principle of ensuring shareholders' interests and meeting capital needs for production and business activities.

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

ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN



NGUYEN QUOC TU

Recipients:

- As above;
- Office filing.