



**CONSTRUCTION AND INVESTMENT J.S COMPANY NO18**

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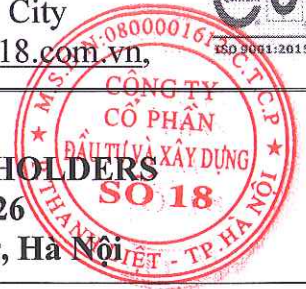
Website: [www.licogi18.com.vn](http://www.licogi18.com.vn),



**DOCUMENT OF  
THE 2026 ANNUAL GENERAL  
MEETING OF SHAREHOLDERS**

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Hanoi, April 28, 2026

**TIMELINE AND AGENDA**  
**THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**Time: From 8h30 to 12h00 dated 28<sup>th</sup> of April 2026Location: R249 - 2<sup>nd</sup> Floor, National Convention Center, Hà Nội

Time	Content	Conductor(s)
7h30 ~ 8h30	Welcome shareholders, guests and delegates; Shareholder status confirmation and registration; Hand out documents, materials and ballots;	The AGM's Organizing Committee
8h30 ~ 8h35	Announcing the result of shareholders registration.	The AGM's Organizing Committee
8h35 ~ 8h45	Opening ceremony and Announcements; Going through the Meeting's Regulations; Introducing the Presidium.	The AGM's Organizing Committee
8h45 ~ 8h55	Approval of Committee of Secretaries and Vote Counting Committee; Approval of the AGM Agenda.	The AGM's Organizing Committee
8h55 ~ 9h45	Announcing annual reports:	
	1. Report of the BOD performance on 2025	Chairman
	2. Report of the General Director's business results on 2025	General Director
	3. Report of the Supervisory Board's activities on 2025	Head of Supervisory Board
9h45~10h15	The Election for Members of the Board of Directors and the Supervisory Board (2026–2031): 1. Approval of the Number of Members of the Board of Directors and the Supervisory Board. 2. Approval of Candidates for Election to the Board of Directors and the Supervisory Board. 3. Approval of Regulations on the Election of Members of the Board of Directors and the Supervisory Board	Presidium and Vote Counting Committee
10h15~10h30	Announcing of annual proposals.	Presidium
10h30~10h50	Discuss and address shareholders' questions.	Presidium
10h50~11h00	Voting on approving the annual proposals	Vote Counting Committee
11h00~11h15	<i>Short-break</i>	
11h15~11h30	Announcing the Election results and voting result for the annual proposals	Head of Vote-counting Committee
11h30~11h40	Appearance of Members of the Board of Directors and the Supervisory Board (2026–2031):	
11h40~11h50	Announcing the Meeting's Minutes and Resolution.	Secretaries of the Meeting
11h50	Closing Ceremony	Board of Organisers

Hanoi, April 28<sup>th</sup> 2026

**WORKING REGULATIONS  
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
OF CONSTRUCTION AND INVESTMENT J.S COMPANY NO.18**

**Pursuant to:**

*Law on Enterprises No. 59/2020/QH14 dated June 17, 2020.*

*Law on Securities No. 54/2019/QH14 dated November 26, 2019.*

*The Charter of Organization and Operation of Construction and Investment Joint Stock Company No.18.*

To ensure transparency, fairness, and facilitate shareholders' participation in the General Meeting, enabling them to exercise their voting rights directly or through authorized representatives, the Board of Directors respectfully submits the Draft Working Regulations for approval by the 2026 Annual General Meeting of Shareholders (AGM) as follows:

**1. Presidium and Chairperson of the 2026 AGM**

**1.1. Composition of the Presidium:**

- The Presidium consists of 5 members of the Board of Directors.
- The Chairperson of the Board of Directors serves as the Chairperson of the Meeting.

**1.2. Rights and responsibilities of the Presidium:**

- Conduct the of the 2026 AGM legally, orderly, and in alignment with the majority will of shareholders and authorized representatives present.
- Manage activities of the 2026 AGM according to the approved agenda.
- Operate based on democratic centralism principles and decide by majority.
- Present drafts, guide discussions, conclude essential issues, and put them to a vote.
- Address issues arising during the 2026 AGM.

**2. Secretariat of the 2026 AGM**

**2.1. Composition of the Secretariat:**

- Comprises 2 members nominated by the Presidium and approved by the 2026 AGM.

**2.2. Rights and responsibilities of the Secretariat:**

- Accurately and comprehensively record the content and proceedings of the AGM.
- Prepare the Draft Minutes and Resolutions of the 2026 AGM.
- Assist the Presidium in announcing documents, materials, and resolutions of the General Meeting to shareholders upon request.
- Receive and pass speaking requests from shareholders to the Presidium.

**3. Election and Vote Counting Committee**

**3.1. Composition:**



- Includes 5 members nominated by the Presidium and approved by the 2026 AGM.

### **3.2. Rights and responsibilities of the Election and Vote Counting Committee:**

- Record, summarize, and announce voting results on issues decided at the General Meeting for the Secretariat to disclose to attendees.
- Explain the election regulations, guide voting procedures for shareholders, tally votes, and report results to the General Meeting.
- Supervise the voting of shareholders or their representatives attending the Meeting.
- Submit all voting slips, ballots, and vote counting minutes to the Chairperson for archival at the company headquarters.
- Review and report violations of voting rules or complaints about voting results.
- All vote counting, minute establishing and result announcing shall be implemented honestly, exactly, responsibly by the Committee.

### **4. Shareholders Attending the General Meeting**

- Shareholders listed on the record date of March 18<sup>th</sup> 2026, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC), have the right to attend, discuss, and vote on all agenda items.
- Late-arriving shareholders may register and participate but previous voting results remain unaffected.
- During the General Meeting, shareholders must adhere to the Working Regulations, follow the Chairperson's instructions, act civilly, and actively contribute to the success of the General Meeting.
- Shareholders must attend the meeting from start to end. If they leave early, they must notify the Organizing Committee to notice writing regarding their voting opinions on pending issues. Failure to notify will be considered as renouncing their voting right with all subsequent voting outcomes.

### **5. Conditions for Conducting the General Meeting of Shareholders**

- The General Meeting of Shareholders shall be conducted when shareholders attending the Meeting represent more than 50% of the total voting shares, based on the shareholder list finalized as of March 18, 2026, as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).

### **6. Meeting Order and Conduct**

- All shareholders attending the Meeting shall be properly dressed.
- Shareholders entering the Meeting room must sit in their seats or as arranged by the Organizing Committee.
- Smoking is strictly prohibited in the Meeting room.
- Shareholders shall refrain from private conversations and from using mobile phones during the Meeting. Mobile phones must be switched off or set to silent mode.

### **7. Speaking at the General Meeting**

7.1. Shareholders wishing to present opinions at the Meeting must comply with the following principles:

- Opinions may only be presented during the discussion session of the Meeting.



- Shareholders must raise their hand to request permission and may only speak upon approval of the Chairperson of the Meeting. At any given time, only one shareholder is permitted to speak.
- In case multiple shareholders wish to speak simultaneously, the Chairperson shall invite shareholders to present their opinions in sequence.
- The Chairperson shall have the right to interrupt a shareholder's presentation where deemed necessary.
- In case of differing opinions, the matter may be put to a vote based on the majority rule.

7.2. The content of shareholders' statements must satisfy the following requirements:

- Statements must be concise and clear. In case of complex proposals requiring more time for presentation, shareholders may submit their opinions in writing to the Secretariat in advance.
- Statements must not repeat matters already presented.
- The content of any proposal must not violate the law, relate to personal matters, or exceed the authority of the Company.

## 8. Voting at the General Meeting

8.1. Principles:

- All issues on the meeting agenda must be decided by direct voting at the General Meeting.
- Each shareholder receives a Voting Card and Voting Slip, containing information on the shareholder, their voting shares (owned or authorized), and the Company's seal.

8.2. Voting methods:

- For direct voting: Shareholders vote by raising their Voting Cards. The Chairperson will call for opinions sequentially: "Agree," "Disagree," "Abstain." Shareholders not raising their cards during both "Agree" and "Disagree" calls are considered in agreement.
- For ballot voting: Shareholders vote directly on the Voting Slips distributed to them. After completing the ballot, they submit it to the Voting Committee or drop it in the designated ballot box.
- The Voting Committee monitors the voting process, tallies votes, and reports results to the General Meeting.

8.3. Voting results:

- The annual proposals is passed if it receives over 50% approval from the voting shares present at the General Meeting.
- The proposals of Plan for Issuance of Shares to Increase Charter Capital from Owner's Equity and supplement of the Company's business lines shall be passed if it receives over 65% approval from the voting shares present at the General Meeting.

## 9. Election at the 2026 AGM:

- The election of BOD and SB's member in term 2026-2031 shall be implemented in comply with Regulations on the Election of Members of the Board of Directors and



the Supervisory Board.

This Draft Working Regulation for the 2026 Annual General Meeting of Shareholders is submitted for consideration and approval to ensure the successful organization of the General Meeting in compliance with legal and corporate charter requirements.

These Regulations take effect immediately upon approval by the General Meeting.

**ON BEHALF OF THE PRESIDIUM  
CHAIRPERSON**

**Recipients:**

- Shareholders attending the AGM.
- Archived.

**Nguyễn Xuân Hưng**



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Hanoi, April 28.2026

**REPORT ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025  
AND ORIENTATION FOR THE 2026 - 2031 TERM**

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**To: The 2026 Annual General Meeting of Shareholders**

The year 2025 continued to witness complex and unpredictable developments, with intensifying strategic competition and escalating conflicts in many regions worldwide. Domestically, natural disasters and climate change caused severe and prolonged impacts in various localities.

In the face of such challenges, the Board of Directors of Construction and Investment Joint Stock Company No.18 (hereinafter referred to as the “Company”) has flexibly directed the Company’s operations. The Board of Directors respectfully reports to the General Meeting of Shareholders on its performance, the implementation of the 2025 GMS Resolution, and the orientation for the new term as follows:

**I. PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025**

**1. General activities of the Board of Directors**

- The Board maintained 05 members, including one non-executive member and one independent member. All members fully performed their roles and duties in accordance with applicable laws, the Company’s Charter, and the BOD’s internal regulations in managing business operations and supervising the executive management of the Board of Management (BOM).
- All BOD members attended meetings in full and provided opinions through written resolutions, enabling the BOD to issue key decisions on investment, research and development of real estate projects, industrial clusters/industrial parks, and capital contributions to establish project companies.
- The BOD directed capital representatives to exercise their rights and obligations at invested entities.

**2. Summary of BOD meetings**

- In 2025, the BOD held 04 regular meetings, in addition to meetings with the BOM and written consultations. The BOD issued 44 resolutions/decisions covering major matters across business operations and strategic directions, including:
  - o Approval of reports requesting instructions for capital representatives at subsidiaries: 08 resolutions
  - o Investment-related resolutions/decisions: 06 resolutions
  - o Related-party transaction approvals (including subsidiaries and major shareholders): 14 resolutions
  - o Share issuance for capital increase from equity: 03 resolutions
  - o Corporate governance matters: 13 resolutions/decisions

- All BOD resolutions and decisions have been detailed in the Corporate Governance Report and the Annual Report 2025, which were duly disclosed on the website of the Hanoi Stock Exchange (HNX) and published on the Company's website: <http://www.licogi18.com.vn>,

### **3. Supervisory activities of the BOD over the Board of Management**

#### **3.1. Methods of supervision**

- Direct participation in meetings with the BOM to review quarterly and cumulative business performance, implementation of GMS and BOD resolutions, and corporate governance activities; identify challenges and opportunities; and make timely decisions as a basis for execution.
- Supervision through periodic and ad-hoc reports, as well as proposals submitted by the General Director across operational areas.
- Supervision of subsidiaries and affiliates through reports and proposals submitted by capital representatives.

#### **3.2. Results of supervision**

- Successfully organizing the 2025 Annual General Meeting of Shareholders on April 25, 2025.
- Implementing the 2025 business plan and investment plan approved by the AGM, ensuring construction progress, quality, and safety.
- Selecting and signing an audit service contract with CPA Vietnam Auditing Co., Ltd. for the review and audit of the Company's 2025 financial statements.
- Approving related-party transactions in compliance with applicable laws and the Company's Charter.
- Completing the share issuance for capital increase from equity for shareholders, including registration of additional depository, additional listing, and completion of trading procedures (official trading date: July 22, 2025).
- Completing the establishment of the Company's branch in Hai Phong and consolidated its organizational structure.

### **4. Overall assessment of the Board of Management**

- The BOM demonstrated effective management capability, implementing a reasonable expansion strategy into real estate, diversifying revenue sources beyond construction, maintaining stable revenue, and mitigating economic fluctuations.
- Members of the BOM fulfilled their assigned duties, regularly reported, and proactively proposed solutions to arising issues.
- BOM members acting as capital representatives ensured effective governance across subsidiaries, contributing to the successful implementation of the Company's consolidated plan.

### **5. Activities of the Independent BOD Member**

- The Independent Director performed duties in compliance with legal regulations and the Company's Charter, attended all meetings, and contributed actively to strategic planning and corporate development.
- The Independent Director assessed that:

- The BOD operated responsibly and in compliance with regulations applicable to public companies.
- Meetings were convened and conducted in accordance with procedures, with transparent and constructive discussions.
- Resolutions and decisions were issued properly and disclosed transparently.

## **6. Report of Related-party transactions in 2025**

- The BOD approved transactions with related parties, mainly subsidiaries and major shareholders, to ensure smooth system-wide operations and support the Company's consolidated targets. Key transactions include:
  - Transaction with LICOGI 18.1 to sign construction contract for executing 10 shophouses slot, contract value VND 10.89 billion
  - Transaction with LICOGI 18.3 to sign loan agreement, contract value VND 51.5 billion
  - Transaction with LICOGI 18.5 to sign transfer contract for real-estate sale and construction contracts, total value VND 66.2 billion
  - Transaction with LICOGI 18.6: to sign loan and construction contracts, total value VND 75.29 billion
  - Transaction with LICOGI 18.7 to sign construction contract with value VND 14.499 billion
  - Transaction with LICOGI 18.8 to sign construction contract with value VND 15.825 billion
  - Transaction with VPID to sign sale contract of real estate sale and land transfer, total value VND 174.25 billion
- All transactions were disclosed in accordance with regulations and included in the Corporate Governance Report and Annual Report 2025 which were duly disclosed on the website of the Hanoi Stock Exchange (HNX) and published on the Company's website: <http://www.licogi18.com.vn>.

## **7. Implementation of the 2025 AGM Resolution**

### ***7.1. Share issuance Plan to Increase Charter Capital from Owner's Equity***

- The BOD implemented the share issuance plan approved by the AGMS, including:
  - April 29, 2025: Issuance plan approved by BOD
  - May 13, 2025: Approval by the State Securities Commission for the plan of Share Issuance Plan to Increase Charter Capital from Owner's Equity
  - June 9, 2026: Approval by the State Securities Commission of issuance results (7,623,265 shares)
  - June 23, 2026: Additional depository completed in VSDC (total shares: 45,739,793)
  - July 7, 2025: Additional listing approved by HNX
  - July 22, 2025: Official trading date

### ***7.2. Amendment of Charter capital and head office address:***

- Charter capital updated to VND 457,397,930,000 in article "Charter Capital"

- Head office: No. 471 Nguyen Trai Street, Thanh Xuan District, Hanoi
- Business registration updated accordingly

### 7.3. Selection of auditor

- The BOD selected CPA Vietnam Auditing Co., Ltd. to review semi-annual and audit annual financial statements for 2025 as authorised by AGM

### 7.4. Remuneration of the BOD

Remuneration was implemented in accordance with the 2025 AGMS Resolution. No additional expenses were incurred. Details are as below:

No	Position	Qu'ty (Person)	Amount/ month (VND)	Duration (months)	Total (VND)	Notes
1	Chairman of the BOD	1	50.000.000	4	200.000.000	From Jan to Aril/2025 as the 2024 AGM Resolution
2	Member of the BOD	4	15.000.000	4	240.000.000	
3	Chairman of the BOD	1	40.000.000	8	320.000.000	From May to Dec/2025 as the 2025 AGM Resolution
4	Member of the BOD	4	20.000.000	8	640.000.000	
	<b>Total</b>				<b>1.400.000.000</b>	

In addition, the Company has paid remuneration to the Person in charge of Corporate Governance and the Supervisory Board in accordance with the approval of the General Meeting of Shareholders, with no additional expenses incurred.

### 7.5. Results of implementation of the 2025 business plan

- Despite facing numerous challenges in 2025, under the close direction of the Board of Directors (BOD) and the decisive management of the Board of Management (BOM), the Company successfully fulfilled its consolidated targets:
  - o Total output value, total revenue, and cash collection all exceeded the plan, with respective increases of 16%, 10%, and 35%. This reflects significant improvements in business development capability, contract acquisition, and project execution across the system. Strong cash collection also demonstrates enhanced cash flow management, improved liquidity, reduced bad debt risks, and increased capital turnover efficiency.
  - o In 2025, unusual heavy rains and flooding occurred in many localities, including areas where the Company's projects were under construction, causing significant asset damage and increased project costs. Therefore, achieving the planned profit target represents a notable effort by the management team.

Detailed assessments of the implementation of the 2025 business plan will be further presented by the General Director in the following section.

## II. REPORT ON THE IMPLEMENTATION OF FOR THE 2021-2026 TERM PLANNING TARGET

The major target of 2021-2026 term was to fulfill the Company's mission: leveraging its long-standing tradition, accumulated strength, experience, and reputation to seize new opportunities, and to become a leading parent - subsidiary group operating in construction, real estate business, and building materials; developing sustainably with sufficient competitiveness both domestically and internationally; and making significant contributions to the country's industrialization and modernization in the new era.

To achieve these objectives, throughout the term, the Board of Directors adhered closely to the Resolutions of the General Meeting of Shareholders and proactively directed and managed business operations amid complex and volatile domestic and global economic conditions, particularly the prolonged impacts of the COVID-19 pandemic in the early years of the term. In addition, geopolitical fluctuations, monetary policies, raw material prices, logistics costs, and disruptions in global supply chains significantly affected business activities.

However, the Board of Directors and the Board of Management effectively utilized resources such as capital, technology, and human resources to maximize profitability, enhance shareholder returns, ensure stable employment for employees, contribute to the State budget, and promote the Company's development.

## **1. Personnel of BOD and BOM**

### **❖ *Board of Directors***

- The Board of Directors maintained 05 members throughout the term, including one non-executive member and one independent member.
- The BOD operated on the principles of collective leadership, majority decision-making, and democratic task allocation, promoting collective intelligence and leveraging the strengths of each member.

### **❖ *Board of Management***

- The number of members of the Board of Management increased from 10 to 12 members during the 2021-2026 term.
- BOM member responsibilities and duties were assigned clearly based on the principles of centralization, democracy, and accountability, ensuring consistency with the Company's Charter and applicable legal regulations.

## **2. Corporate governance and system management**

- The Company maintained a parent - subsidiary model with 08 subsidiaries and 01 associate company, including:
  - o Subsidiaries operating in both investment and construction: LICOGI 18.1, LICOGI 18.3, LICOGI 18.5, LICOGI 18.6, and associate LICOGI 18.7.
  - o In 2022 and 2024, the BOD established two limited liability companies: LICOGI 18.8 and LICOGI 18.9 to implement investment projects.
  - o In July 2024, the BOD approved the acquisition of shares from shareholders of Muong Khuong Energy Joint Stock Company, totaling 3,000,000 shares (equivalent to 60% of charter capital).
  - o In November 2025, the BOD approved the establishment of the Company's Hai Phong Branch to expand market presence and implement investment and business activities in Hai Phong City.

- The BOD issued a comprehensive system of internal management regulations for each operational field, gradually standardizing processes and enabling the executive management to operate systematically, while enhancing the BOD's supervisory effectiveness.
- The BOD strengthened the system of capital representatives at invested enterprises and finalized the Operation Regulations of Capital Representatives, providing a legal framework for representatives to perform their duties.
- In the construction sector: Focusing on its core business lines such as: construction of infrastructure (particularly roads and bridges), high-rise building and industrial factory.
- In the investment sector: Implementing simultaneously ongoing real estate projects such as: Bac Cau Han New Urban Area Project (Hai Duong - now Hai Phong) and Huong Thuong Urban Area No.1 (Thai Nguyen). Notably, the Bac Cau Han Project (Phase 1) has been completed 1<sup>st</sup> stage - construction and launched for sale, contributing significantly to the Company's revenue. 2<sup>nd</sup> stage - construction is expected to be launched in the near future upon completion and acceptance of technical infrastructure.

### 3. Key achievements during the term

#### 3.1. Charter capital

No	Name of Company	Charter capital in beginning of the term (2021)	Charter capital in the end term (Dec.2025)	LICOGI 18's Owned rate
1.	LICOGI 18	381,165,280,000	457,397,930,000	
2.	LICOGI 18.1	75,000,000,000	82,500,000,000	51%
3.	LICOGI 18.3	100,000,000,000	100,000,000,000	51%
4.	LICOGI 18.5	35,000,000,000	50,000,000,000	51%
5.	LICOGI 18.6	10,000,000,000	10,000,000,000	100%
6.	LICOGI 18.7	20,000,000,000	30,000,000,000	34.35%
7.	LICOGI 18.8	10,000,000,000	23,000,000,000	100%
8.	LICOGI 18.9	-	100,000,000,000	51%
9.	Muong Khuong Energy JSC	-	50,000,000,000	60%

#### 3.2. Total assets of the entire system

No	Name of Company	Value at the beginning of the term (2021) (VND)	alue at the end of the term (31/12/2025) (VND)	Growth rate
1.	LICOGI 18	1,723,116,838,492	3,897,185,473,051	+126,1%
2.	LICOGI 18.1	469,836,250,587	415,734,667,377	-11.5%
3.	LICOGI 18.3	952,322,713,354	1,063,970,781,462	+11.7%
4.	LICOGI 18.5	231,192,589,819	444,616,806,677	+92.3%
5.	LICOGI 18.6	94,083,390,483	188,435,878,178	+100.3%
6.	LICOGI 18.7	149,815,045,266	185,502,761,038	+23.8%

No	Name of Company	Value at the beginning of the term (2021) (VND)	alue at the end of the term (31/12/2025) (VND)	Growth rate
7.	LICOGI 18.8	1,739,184,500	33,097,877,415	
8.	LICOGI 18.9	-	100,238,531,796	
9.	Muong Khuong Energy JSC	-	179,266,056,704	

### 3.3. Total revenue of the entire system

No	Name of Company	Value at the beginning of the term (2021) (VND)	alue at the end of the term (31/12/2025) (VND)	Growth rate
1.	LICOGI 18	851,170,562,637	1,749,780,783,832	+105.5%
2.	LICOGI 18.1	272,457,325,902	170,543,646,552	-11.5%
3.	LICOGI 18.3	1,490,087,711,638	2,590,068,338,898	+73.8%
4.	LICOGI 18.5	251,414,644,318	444,584,190,374	+76.8%
5.	LICOGI 18.6	132,749,610,210	119,160,184,822	-10.2%
6.	LICOGI 18.7	150,308,017,583	105,428,470,378	-29.8%
7.	LICOGI 18.8	-	31,716,374,083	
8.	LICOGI 18.9	-	352,000,000	
9.	Muong Khuong Energy JSC	-	38,472,269,675	

### 3.4. Dividend payout ratio

TT	Tên công ty	Dividend payout ratio by year				
		2021	2022	2023	2024	2025 (dự kiến)
1.	LICOGI 18	8% in shares	7%	10%	20% in shares	20% in shares
2.	LICOGI 18.1	12%	12%	12%	15%	12%
3.	LICOGI 18.3	13%	12%	13%	13%	12%
4.	LICOGI 18.5	12%	11%	12%	12%	12%
5.	LICOGI 18.6	1,027,015,559	1,396,352,944	18,350,623	557,702,939	1,161,923,941
6.	LICOGI 18.7	6%	5%	10%	8,5%	0%
7.	LICOGI 18.8		-88,378,356	11,619,550	85,915,135	54,627,932
8.	LICOGI 18.9	-	-	-	-	1,419,453
9.	Muong Khuong Energy JSC	-	-	-	-	10%

In general, during the fourth term (2021-2026), the Board of Directors has fully performed its functions and duties in accordance with applicable laws and the Company's Charter; demonstrated proactive and flexible governance and management; and basically

fulfilled the objectives and targets assigned by the General Meeting of Shareholders, thereby contributing to maintaining the Company's stability and sustainable development.

### **III. BOD'S ORIENTATION FOR THE 2026 - 2031 TERM**

#### **1. Guiding principles**

- To develop an appropriate, sustainable, and flexible strategy, with a focus on maintaining and strengthening the core business of construction while expanding investments in real estate projects, industrial parks, and small and medium hydropower. The Board of Directors shall play a central role in strategic orientation, supervision of execution, risk control, and resource optimization, ensuring that:
  - o Infrastructure construction serves as majority to stable cash flow and core brand foundation.
  - o Real estate and industrial parks play as medium- term and long-term growth dynamic.
  - o Small and medium hydropower constitutes long-term investment assets generating stable income.
  - o Financial balance is maintained safely, risk management capacity is enhanced, and transparency and efficiency are ensured.
- To develop a 5-year strategic plan and annual operational plans, progressing through the following stages: Strategic foundation building-Project pipeline development-Investment acceleration and implementation-Business model completion and brand building-Ecosystem completion and preparation for the next cycle.

#### **2. Key activities of the Board of Directors**

##### ***2.1. BOD operating structure over the 5-year term***

- The BOD shall maintain a standard governance model, including:
  - o Regular meetings: once per quarter
  - o Specialized meetings: held for major projects or significant issues, ensuring that key matters relating to investment, finance, strategy, human resources, and risk are discussed comprehensively, transparently, and in compliance with procedures.
- Reporting system: reports from the Board of Management (BOM), periodic reports from capital representatives, and project-based reports.
- Strengthening transparency, accountability, and information disclosure, in full compliance with regulations applicable to public companies.

##### ***2.2. Construction activities***

- To standardize construction management processes, establish internal norms, and promote investment in key machinery and equipment, while applying advanced management technologies such as BIM, progress and quality management software, to enhance competitiveness and construction quality.
- To accelerate digital transformation in corporate governance, gradually implementing data digitization, quality documentation management, and equipment/material management; and, in the future, applying artificial intelligence (AI) for risk forecasting, material price forecasting, and optimization of construction methods.

##### ***2.3. Project investment activities***

- To review land banks, existing investment portfolios, and new investment opportunities based on: project legal status, resource mobilization capacity (financial and human resources), financial efficiency, and risk assessment. The BOD may establish specialized subcommittees (if necessary) to appraise and submit major investment decisions for approval.
- To approve key project portfolios for each sector, including: 2-3 real estate projects; 1-2 potential industrial park projects; Survey and development of small hydropower locations. At the same time, to approve cooperation with strategic partners (funds, banks, investors) and establish mechanisms for investment capital management and project cost control.
- From investment to implementation and completion stages, the BOD shall strengthen supervision (including legal progress, construction progress, and capital efficiency), conduct specialized meetings to evaluate investment performance and returns, consider bond issuance or capital cooperation (if necessary), and restructure the investment portfolio when required.
- To enhance supervision and evaluation of the performance of subsidiaries; to consider divestment from underperforming projects/entities or increase ownership in high-performing entities.

#### **2.4. Key targets for the term**

- Clean land bank for real estate : Minimum 50 hectares
- Industrial clusters/industrial parks: At least 01 approved industrial cluster
- Small and medium hydropower: At least 01 operational project
- Total revenue: Growth of 10%-15% per year, in which real estate transfer revenue accounting for 40%-45%
- Dividend payout ratio: Maintain 15%-20% per year (including cash and share dividends)

#### **3. Key tasks of the BOD in 2026**

- To complete the organizational structure of the BOD, assign responsibilities to each member, and develop the full-term working plan.
- To finalize the Company Charter and internal regulations and policies.
- To supervise and direct the executive management in implementing the 2026 business plan and resolutions approved by the General Meeting of Shareholders.

The above constitutes the Report of the Board of Directors on the implementation of the Resolution of the 2025 General Meeting of Shareholders, the summary of the fourth term (2021-2026) and the orientation and plan for the upcoming term.

The Board of Directors respectfully submits this report to the 2026 Annual General Meeting of Shareholders for consideration and approval.

**Recipient:**

- As above;
- Achied

**ON BEHALF OF BOD  
CHAIRMAN**



**Nguyen Xuan Hung**

Hanoi, 28<sup>th</sup> April , 2026

**REPORT OF THE GENERAL DIRECTOR  
ON BUSINESS PERFORMANCE IN 2025 AND BUSINESS PLAN FOR 2026**

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**To: The Annual General Meeting of Shareholders 2026**

First of all, on behalf of the Board of General Directors, I would like to express my sincere gratitude to our esteemed shareholders for your trust, support, and companionship with LICOGI 18 over the past time. Your presence has contributed significantly to the initial success of this General Meeting. I hope that your constructive suggestions and valuable discussions will further contribute to the success of today's meeting.

Below is the report on business performance in 2025 and the business plan for 2026:

**PART I:**

**BUSINESS PERFORMANCE RESULTS IN 2025**

**I. GENERAL SITUATION, ADVANTAGES AND DIFFICULTIES**

**1. General operations:**

In 2025, LICOGI 18 continued to affirm its sustainable development orientation, focusing on two main sectors: construction and project investment. The Company has been implementing multiple projects nationwide across transportation, civil, industrial works, and technical infrastructure. In investment, the Company focused on key projects such as Bac Cau Han Urban Area and Huong Thuong Urban Area No.1, while exploring other potential projects in industrial real estate and hydropower.

**2. Advantages and difficulties**

In the context of ongoing challenges and unpredictable fluctuations, the Company's Board of Management has conducted analyses and assessments to identify the advantages and difficulties affecting its operations, as follows:

**\* Advantages:**

- LICOGI 18 Company simultaneously undertakes construction and investment, while also independently carrying out some investment-related tasks, thus achieving certain efficiency and creating jobs for workers.



- The volume of work carried over from 2024 by the parent company and some member units ensures construction activities in the first months of 2025.
- The real estate market in Hai Duong, after a recovery period in the last months of 2024 and the beginning of 2025, is currently showing signs of stagnation but is expected to become vibrant again in the near future after the merger with Hai Phong, which has more advantages.
- The LICOGI 18 brand continues to affirm its reputation and position; the professionalism in the operations of the Company and its member companies is increasingly enhanced; and the material and spiritual lives of employees continue to improve, contributing to increased attractiveness, commitment, and work efficiency.

**\* Difficulties:**

- The global geopolitical and economic situation is complex and unpredictable, military conflicts in some regions of the world are increasing, and the tariff policies of the US and other countries are affecting global supply chains, raw material prices, and world economic growth.
- The streamlining of the administrative apparatus and the merger of administrative units promise to open up many new development opportunities, but also have certain impacts on production and business activities, especially in the first few months of 2025 due to the ongoing restructuring and stabilization process.
- Bidding and job placement processes face many difficulties due to competition from businesses in the same sector.
- Scarce supply of some raw materials such as steel, sand, stone, soil, etc., leads to continuously rising prices, especially with the simultaneous implementation of public investment projects, resulting in a severe labor shortage and high labor costs, significantly affecting project progress and efficiency.
- Unpredictable weather conditions, including heavy rains and flooding in many areas across the country, including the locations where the company is carrying out construction, have caused significant property damage, affected construction progress, and increased project costs.

## II. BUSINESS PERFORMANCE RESULTS IN 2025

Based on an assessment of the advantages and disadvantages, the Company's Board of Directors has implemented many solutions to achieve the best results. The business performance results for 2025 are as follows:

No.	Planned Indicators	Unit	2025 Plan	2025 Actual	Achievement Rate
<b>A</b>	<b>CONSOLIDATED BUSINESS RESULTS</b>				
1	<b>Total Output Value</b>	VND billion	4.424,0	5.122,2	116%
	Construction output	VND billion	4.363,0	5.028,2	115%

No.	Planned Indicators	Unit	2025 Plan	2025 Actual	Achievement Rate
	Other business activities	VND billion	61,0	94,0	154%
<b>2</b>	<b>Total Revenue</b>	<b>VND billion</b>	<b>4.407,0</b>	<b>4.825,8</b>	<b>110%</b>
	Construction and other revenue	VND billion	3.757,0	4.232,0	113%
	Real estate transfer revenue	VND billion	650,0	583,7	90%
<b>3</b>	<b>Total Capital Recovery</b>	<b>VND billion</b>	<b>4.227,0</b>	<b>5.708,2</b>	<b>135%</b>
<b>4</b>	<b>Total Investment Value</b>	<b>VND billion</b>	<b>1.070,5</b>	<b>861,6</b>	<b>80%</b>
	Project construction	VND billion	1.000,0	783,1	78%
	Equipment & assets	VND billion	70,5	78,5	111%
<b>5</b>	<b>Total Profit</b>	<b>VND billion</b>	<b>230,0</b>	<b>231,7</b>	<b>101%</b>
<b>6</b>	<b>Average Dividend</b>	<b>%</b>	<b>Từ 8% đến 15%</b>	<b>Từ 8% đến 25%</b>	
<b>B</b>	<b>PARENT COMPANY RESULTS</b>				
<b>1</b>	<b>Total Output Value</b>	<b>VND billion</b>	<b>1.850,0</b>	<b>1.730,8</b>	<b>94%</b>
	Construction output	VND billion	1.844,0	1.722,8	93%
	Other business activities	VND billion	6,0	8,0	133%
<b>2</b>	<b>Total Revenue</b>	<b>VND billion</b>	<b>1.975,0</b>	<b>1.749,7</b>	<b>89%</b>
	Construction and other revenue	VND billion	1.325,0	1.166,0	88%
	Real estate transfer revenue	VND billion	650,0	583,7	90%
<b>3</b>	<b>Total Capital Recovery</b>	<b>VND billion</b>	<b>2.111,0</b>	<b>2.233,0</b>	<b>106%</b>
<b>4</b>	<b>Total Investment Value</b>	<b>VND billion</b>	<b>931,5</b>	<b>838,6</b>	<b>90%</b>
	Project construction	VND billion	873,5	772,0	88%
	Equipment & assets	VND billion	58,0	66,6	115%

No.	Planned Indicators	Unit	2025 Plan	2025 Actual	Achievement Rate
5	Total Profit	VND billion	200,0	195,2	98%
6	Proposed Dividend	%	15%	Bonus share issuance to existing shareholders in accordance with the proposal.	

### III. OVERALL ASSESSMENT OF THE COMPANY'S ACTIVITIES.

#### 1. Construction and Installation Work:

- Based on reported data, the company's business performance in 2025 met the 2025 plan with key indicators such as output value reaching 116%, revenue reaching 110%, capital recovery reaching 135%, and profit reaching 101%; among which, some member units had good business results with key indicators meeting and exceeding the set plan, such as LICOGI 18.3 and LICOGI 18.5.
- LICOGI 18 is currently directly implementing the construction of 30 projects. Although key targets were not achieved as high as planned due to land acquisition issues and other objective reasons, the company always proactively implemented projects to meet the investor's requirements and exceeded the construction schedule as per the contract, such as the Cam Van Bridge (Thanh Hoa), the Bui Vien Interchange (Hai Phong), etc.
- The company's Board of Directors continues to improve the quality of job placement marketing in traditional areas as well as expanding into new, high-potential areas. In 2025, LICOGI 18 Company signed 13 new contracts worth VND 3,818 billion, including notable projects such as: Bui Vien Interchange (VND 463 billion), Canh Co Bridge (VND 295 billion), Van Phuc Bridge (VND 448 billion), Ngoc Hoi Bridge (VND 540 billion), Ring Road 4 (VND 588 billion), Nguyen Trai Tunnel - Hai Phong (VND 245 billion), TM CT2A Bac Giang Apartment Building (VND 380 billion), Minh Duc Social Housing (VND 488 billion).

#### 2. Project Investment Activities:

In 2025, the company will continue to focus on implementing investment projects such as Bac Cau Han Urban Area, Huong Thuong Urban Area, etc.

##### a. North Cau Han Urban Area Project:

- The project has completed the transfer of the project investor from the LICOGI 18 - LICOGI 18.1 Joint Venture to LICOGI 18 since June 2025.
- Construction work: The technical infrastructure items within the land allocation area of phase 2 have been basically completed and have undergone conditional acceptance testing, including acceptance testing of the fire protection system.

- Sales activities: The total number of land plots in Phase I of the Project is 509; as of March 31, 2026, the number of plots with signed transfer contracts is 469.
- Land title issuance: The Project has been issued 766 small land titles and 17 large land titles covering an area of 22 hectares; currently, 6 large land titles corresponding to 166 plots with an area of 4.1 hectares and 1 commercial/service land plot with an area of 2.8 hectares are being issued.

**b. *Low-Rise Housing Project in the North Cau Han New Urban Area:***

The project is divided into two sub-projects.

- Sub-project 1: Construction and completion of the exterior of 233 houses, with an approved total investment of VND 465.6 billion. The company is currently constructing the rough structure of 223/233 houses. The remaining plots will be completed according to the sales schedule.
- Sub-project 2: Construction and completion of the exterior of 95 houses. Currently, the company is preparing the investment proposal dossier.
- Currently, the company is implementing the sale of all 233 units of Component Project 1 in the form of selling houses under construction. As of March 31, 2026, the number of units with signed transfer contracts is 137.
- In 2025, sales of the North Han Bridge Urban Area are expected to generate revenue of VND 583.7 billion and capital recovery of VND 599.3 billion.

**c. *Huong Thuong No. 1 Urban Area Project, Thai Nguyen Province:***

- Compensation and land allocation: To date, compensation for land clearance has been paid totaling VND 72.93 billion, corresponding to a recovered area of 14.45 hectares (approximately 80%). The completion of land clearance for the entire project is expected in Q2/2026. Currently, the company has been allocated land in two phases with an area of 10.84 hectares.
- Land use fee payment: The company has completed two installments with a total amount of 419 billion VND.
- The project held its groundbreaking ceremony in October 2025 and commenced construction in November 2025. Currently, the company is constructing infrastructure for landscaping, roads, and rainwater and wastewater drainage systems.
- Land title issuance: The project has been issued 167 small land titles corresponding to an area of 2.3 hectares.

**d. *Yen Phuong Handicraft Village Industrial Cluster Project, Phu Tho Province:***

- The project covers an area of 45 hectares, with a total estimated investment of VND 661 billion.
- The project has received approval from the Phu Tho Provincial People's Committee for investment. The procedures for establishing the Industrial Cluster and selecting an investor are expected to be completed in Q2/2026.

**e. *Other projects:***

- Continue to finalize legal procedures and resolve outstanding issues of investment projects that the Company is managing or has invested in.

### **3. Financial Management:**

- Proactively develop short- and medium-term financial plans to ensure the smooth operation of the Company's production and business activities. The Company has built a reputation and trust with banks and financial institutions, making it easier to access short- and medium-term capital sources with favorable interest rates, enabling the Company to proactively manage capital for construction and investment.
- Focus on recovering capital from projects with large outstanding debts, strengthening acceptance and debt collection efforts, especially for projects that have been handed over and put into use. Coordinate with construction sites, relevant departments, and the Internal Control Board to conduct timely assessments and report to the leadership to develop appropriate management and operational plans.
- From July 1st, 2025, many new Laws, Decrees, and Circulars will be applied, especially those related to tax, insurance, and construction policies. The Company's specialized departments have regularly updated and promptly grasped these policies to coordinate and adjust them in a timely manner into internal management regulations throughout the system.

### **4. Other aspects of work:**

- Occupational Safety and Health: Fully implemented; on-site inspections are carried out regularly and seriously. Safety measures are implemented, and the construction site has achieved a safe working environment, minimizing the risk of occupational accidents and ensuring the health of workers and employees.
- Participation in the Exhibition of 80 Years of National Achievements: The company was honored to be one of five real estate businesses selected by Hai Phong city to participate in the "Exhibition of 80 Years of Socio-Economic Achievements on the occasion of the 80th Anniversary of National Day" held from August 28, 2025 to September 15, 2025 at the National Exhibition Center. During the exhibition, the company's booth received much affection and attention, leaving a positive impression on partners, customers, and visitors, thereby enhancing the image, position, and reputation of the LICOGI 18 brand.
- The company established a branch in Hai Phong to carry out work in the field of project investment and market expansion in Hai Phong city. The branch was granted a Certificate of Registration of Operation on November 25, 2025.

### **5. Outstanding Achievements in 2025:**

- Representing Hai Phong City at the 11th National Emulation Congress.
- Honored to be one of the 5 real estate enterprises selected by Hai Phong City to participate in the National Achievements Exhibition celebrating the 80th anniversary of National Day.
- Continued to be honored and ranked 162nd in the Top 500 Largest Enterprises in Vietnam in 2025 (ranked 238th in 2024).
- Top 10 leading value-creating enterprises in Vietnam - Construction Industry in 2025.

- LICOGI 18.3 Company certified as “Top 10 Outstanding Enterprises in Asia in 2025”.

## 6. Overall Assessment:

In the context of the current economic difficulties, particularly in the construction industry, the results achieved in 2025 are very encouraging. The two main business areas, Construction and Investment, have supported each other very well. This provides a solid foundation for further development and breakthroughs for LICOGI 18 Company in the future.

## PART II: BUSINESS PLAN FOR 2026

The year 2026 is projected to present many difficulties and challenges due to global geopolitical instability such as conflicts in the Middle East, Russia-Ukraine relations, tariff policies, etc., affecting global supply chains, negative fluctuations in raw material prices, and fierce competition in bidding processes. Based on an analysis of the advantages, disadvantages, and market realities to ensure sustainable development and improve operational efficiency, the Company has developed a business plan for 2026 with the following key targets:

### I. KEY TARGETS FOR 2026

**Summary table of production and business plan targets for 2026:**

No.	Indicators	Unit	2026 Plan Consolidated	2026 Plan Parent Company
<b>1</b>	<b>Total output value</b>	<b>VND billion</b>	<b>5.519,9</b>	<b>2.500,0</b>
	- Construction	VND billion	5.442,5	2.482,0
	- Other	VND billion	77,4	18,0
<b>2</b>	<b>Total revenue</b>	<b>VND billion</b>	<b>5.210,8</b>	<b>2.380,0</b>
	- Construction	VND billion	4.471,4	1.715,0
	- Other	VND billion	69,4	15,0
	- Real estate	VND billion	670,0	650,0
<b>3</b>	<b>Capital recovery</b>	<b>VND billion</b>	<b>5.239,5</b>	<b>2.280,0</b>
<b>4</b>	<b>Total investment</b>	<b>VND billion</b>	<b>1.114,5</b>	<b>775,4</b>

No.	Indicators	Unit	2026 Plan Consolidated	2026 Plan Parent Company
	- Construction investment	VND billion	1.011,5	684,0
	- Equipment & assets	VND billion	103,0	91,4
<b>5</b>	<b>Profit before tax</b>	<b>VND billion</b>	<b>275,5</b>	<b>230,0</b>
<b>6</b>	<b>Expected dividend</b>	<b>%</b>	<b>From 10%-20%</b>	<b>20%</b>

## II. IMPLEMENTATION SOLUTIONS

Based on the above-mentioned plan targets, the Board of Directors of the Company has identified key tasks and proposed several solutions to achieve the production and business targets for 2026 as follows:

### 1. Management and Operation

- Proactively review, supplement, and improve internal regulations, management rules, and internal procedures (if any) to ensure unified and consistent management and operation from the parent company to member companies, from offices to construction sites, creating stability and sustainability throughout the entire system.
- Proactively calculate and develop periodic or extraordinary financial plans in the context of the current unstable global economic and political situation to assess the impact on the company's business results in the quarter/year.
- Continue to accelerate digital transformation in management and operation, proficiently operating software for human resource, materials, and equipment management, etc., to serve scientific, rapid, and efficient management.
- Improve the quality of human resources, develop recruitment plans, and recruit personnel with appropriate professional qualifications to meet the technical requirements of projects.

### 2. Occupational Safety and Workplace Health

Pay close attention to occupational safety and health, carrying out safety work with the highest responsibility and implementing a comprehensive range of solutions such as:

- Organizing the creation and review of safety construction documents and measures for projects to identify shortcomings and make necessary adjustments to ensure safe working conditions.
- Strengthening inspections of occupational safety and environmental hygiene on construction sites; clearly defining the responsibilities of the head of the site and the forms of handling violations when occupational safety and health issues occur.

- Organizing safety training for workers. Emphasis is placed on on-site education and awareness campaigns to enhance the self-discipline of workers.

### **3. Construction & Job Seeking**

- Focus on resolving obstacles during construction, ensuring smooth coordination for uninterrupted project execution.
- Continue to improve the quality of bidding documents, organize bidding processes effectively, and promote job seeking to build a job pool for 2026 and subsequent years.
- In 2025, LICOGI 18 Company completed the construction of the CT2A commercial apartment project in Bac Ninh. This is a development direction to make high-rise building construction a primary construction industry alongside transportation infrastructure projects. Furthermore, the company will continue to explore other sectors such as urban infrastructure and environmental treatment to diversify its construction activities.

### **4. Investment projects**

#### ***a. North Cau Han New Urban Area Project (Phase 1):***

- Completion of acceptance and handover of the remaining items of Phase 2 of the project, expected in April 2026.
- Launching sales of Phase 2 products in Q2/2026.
- Successfully carrying out sales activities for the project.

#### ***b. Low-Rise Housing Project in North Cau Han New Urban Area:***

- Component Project 01 (233 units): Continue to accelerate construction progress, expected to reach 100% completion of the project units in Q2/2026.
- Component Project 02 (95 units): After acceptance and handover of the infrastructure items of Phase II, the Company will proceed with the procedures to apply for investment approval. The project is expected to commence construction in Q1/2027, with a completion time of 18 months.

#### ***c. Huong Thuong Urban Area No. 1 Project, Thai Nguyen Province:***

Closely coordinate with relevant departments and agencies to focus on land clearance for the remaining land area; accelerate land allocation and land valuation for the remaining land area of the Project; and implement construction of items on the allocated land area.

#### ***d. Rural residential area project in Dau village, Phu Tho province:***

- The project covers an area of 8.3 hectares, with a total estimated investment of VND 141 billion; the project has been approved by the Phu Tho Provincial People's Council in the list of land plots for bidding to select investors.
- Submit to the competent authority for approval of the investment policy; investor selection; approval of the 1/500 detailed planning and conversion of rice land use.

#### ***e. Yen Phuong craft village industrial cluster project, Phu Tho province:***

- Submit to the competent authority for approval of investor selection; approval of the 1/500 detailed planning and conversion of rice land use.

- f. Other projects:** Proactively inspect, review, calculate, and evaluate the effectiveness to provide timely proposals or recommendations to the Board of Directors regarding project investments.
- g. Researching new investment projects:** In addition to the projects currently underway, the Company continues to research and explore investment opportunities in potential projects in the fields of residential real estate, industrial projects, and other manufacturing projects.

Dear Shareholders,

The country is entering a new era with many development opportunities. With your continued trust and support, the Board of Management and all employees are determined to successfully accomplish the 2026 business plan.

We sincerely thank you and look forward to your continued support in building and developing the LICOGI 18 brand.

Wishing you health, happiness, and success.

Wishing the General Meeting great success.

Thank you very much!

**GENERAL DIRECTOR**



**Bùi Thanh Tuyen**

Hanoi, 28 April 2026

**DRAFT: REPORT OF THE SUPERVISORY BOARD  
PRESENTED TO THE 2026 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

**Respectfully submitted to: The General Meeting of Shareholders of  
Construction and Investment Joint Stock Company No. 18**

*- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and the Law on Enterprises No. 76/2025/QH15 dated June 17, 2025 issued by the National Assembly.*

*- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 of the Minister of Finance providing guidance on corporate governance applicable to public companies in accordance with Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.*

*- Pursuant to the Charter of Organization and Operation and the current Corporate Governance Regulations of Construction and Investment Joint Stock Company No. 18.*

The Supervisory Board of Construction and Investment Joint Stock Company No. 18 respectfully submits to the General Meeting of Shareholders the report on its operating results for 2025.

**1. Report on the activities of the Supervisory Board.**

**1.1. Report on the operating results of the Supervisory Board:**

- In 2025, the Supervisory Board operated in compliance with the provisions of law, the Company's Charter, and the Regulations on the operation of the Supervisory Board in supervising business plans, operational performance, and financial and accounting activities; overseeing the management and executive activities, as well as the coordination among the Board of Management, Board of General Directors, and other managerial personnel of the Company; and performing other duties in accordance with applicable laws and the Company's Charter in order to safeguard the legitimate interests of the Company and its shareholders.

- The Supervisory Board coordinated, exchanged views, and provided recommendations to the Company's Board of Management, Board of General Directors regarding the amendment and supplementation of the Company's Charter, internal regulations, resolutions, and decisions of the Board of Management, as well as in the organization and operation of business activities.

- Supervised the implementation of resolutions and plans approved at the 2025 Annual General Meeting of Shareholders.

- Supervised the procedures and approval authority for transactions between the Company and related parties.

- Reviewed and assessed the completeness, legality, and fairness of the Company's quarterly, semi-annual, and annual financial statements.

- Supervised the transparency, timeliness, and adequacy of information disclosure in compliance with regulations applicable to listed companies.

- Attended key meetings of the Board of Management, and the Board of General Directors.



### ***1.2. Self-assessment report of the members of the Supervisory Board:***

- In 2025, the Supervisory Board held 03 meetings, and all members fully attended all meetings of the Supervisory Board.

- All 03 members of the Supervisory Board worked on a full-time basis at the Company's office and strictly complied with labor regulations and the Company's internal rules.

- Each member of the Supervisory Board, within their respective areas of expertise, proactively carried out supervisory and inspection duties over the activities of the Board of Management, the Board of General Directors, and relevant functional departments.

- The members of the Supervisory Board self-assessed that they had fulfilled their roles and responsibilities as Supervisors in accordance with the provisions of law, the Company's Charter, the Internal Regulations on Corporate Governance, and the Regulations on the operation of the Supervisory Board.

### ***1.3. Salaries and remuneration of the Supervisory Board***

The salaries and remuneration of the Supervisory Board were approved by the 2025 Annual General Meeting of Shareholders. The Company has paid the salaries and remuneration for 2025 to the members of the Supervisory Board in accordance with such approval. Apart from salaries and remuneration, no additional expenses were incurred for the operation of the Supervisory Board.

## **2. Supervisory report on the Company's operational performance, business results, and financial position.**

### ***2.1. Business results and operational performance:***

- In 2025, the Company continued to focus on its two core business areas, namely construction and real estate project investment. The entire Company made efforts to fulfill the business plan targets in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders, with the following results:

Indicators	Consolidated (VND billion)			Parent Company (VND billion)		
	Plan	Actual	Achievement ratio (%)	Plan	Actual	Achievement ratio (%)
Output value	4,424	5,122.2	116%	1,850	1,730.8	94%
Revenue	4,407	4,825.79	109.5%	1,975	1,749.78	88.59%
Cash inflow	4,227	5,708.2	135%	2,111	2,233.0	106%
Profit before tax	230	230.98	100.42%	200	195.24	97.62%

- The consolidated results of the entire Company exceeded all annual plan targets. However, the Parent Company's performance did not fully meet the planned financial targets due to various objective factors such as prolonged historic flooding, site clearance obstacles, and shortages in the supply of construction materials, ...

Construction revenue continued to account for the majority of the Company's total revenue, representing 85% of total consolidated revenue and 64.5% of the Parent Company's total revenue.

- Real estate investment and business activities: The Company implemented two real estate projects, namely Huong Thuong Urban Area No. 1 in Thai Nguyen and Bac Cau Han New Urban Area in Hai Duong.

- The Huong Thuong Urban Area No. 1 project in Thai Nguyen has been allocated land in two phases with a total area of 10.84 hectares. The Company has paid a total land use fee of VND 418.98 billion for both phases. The project commenced in November 2025.
- For the Bac Cau Han New Urban Area project, in 2025, the Company both carried out sales activities and continued to complete technical infrastructure works on the land allocated in Phase 2, aiming for project completion and acceptance in Quarter 1, 2026. During the year, the Company transferred land plots and semi-finished housing units, generating real estate transfer revenue of VND 583.74 billion, accounting for 33.36% of the Parent Company's total revenue. This segment was the key contributor to the Parent Company's profit and the consolidated profit of the entire Company.

In November 2025, the Company established a branch in Hai Phong to implement activities related to the Bac Cau Han New Urban Area project and to expand its market presence in Hai Phong City.

- Financial investment activities: The Company maintained its ownership ratios in subsidiaries, including 51% in Licogi 18.1, Licogi 18.3, and Licogi 18.5; 60% in Muong Khuong Power Joint Stock Company; and 100% in Licogi 18.6 and Licogi 18.8. The Company also held a 34.34% stake in its associate, Licogi 18.7.

In 2025, the Company contributed an additional VND 3.825 billion to increase the charter capital of Licogi 18.1 and invested VND 51 billion, representing 51% of the charter capital, in Licogi 18.9.

As of the end of 2025, the Company's total financial investments amounted to over VND 261.33 billion, including VND 250.575 billion invested in seven subsidiaries, VND 10.3 billion in one associate, and VND 455 million in other investments. Among the subsidiaries, Licogi 18.3 and Licogi 18.5 recorded outstanding business performance in 2025, while some entities did not meet their targets, including Licogi 18.1, Licogi 18.7, and Licogi 18.8.

- Investment in assets and equipment: Given the large workload and increasing requirements for progress and technical quality, the Company invested over VND 66.6 billion in new construction machinery and equipment, achieving 115% of the planned investment target.

- Bidding and contract management for construction activities:

- Bidding activities: The Board of General Directors continued to improve marketing and business development efforts in traditional markets while expanding into new potential areas. In 2025, the Company signed 13 new contracts with investors with a total value of VND 3,605 billion, ensuring stable workloads throughout the year and creating a pipeline for the following financial year. During the year, the Company commenced construction of the CT2A commercial apartment project in Bac Ninh (20 stories), marking an initial step in implementing the strategy of developing high-rise construction as a core business alongside transport infrastructure construction.

- Contract execution management:

The Company carried out construction in line with the agreed schedules with investors, ensuring timely completion and, in some cases, ahead of schedule. Any delays in certain projects were mainly due to objective factors.

Regarding cost management and supervision, the Company has been promoting the application of technology in managing materials and labor at construction sites. Departments have coordinated closely to strictly control input costs, conduct cross-checks on material

usage, and perform inventory checks and final settlement upon project completion. No project or component incurred losses.

**2.2. Financial position:** The Company's financial position is summarized as follows:

Condensed Balance Sheet:

Unit: VND Billion

Items	31/12/2025	01/01/2025	Increase (+)/ Decrease (-)	Increase (+)/ Decrease (-) Ratio
<b>PARENT COMPANY FINANCIAL STATEMENTS</b>				
Current assets	3,451.35	2,943.55	+507.8	+17.25%
Non-current assets	445.73	324.39	+121.34	+37.40%
<b>Total Assets</b>	<b>3,897.18</b>	<b>3,267.95</b>	<b>+629.23</b>	<b>+19.25%</b>
Liabilities	3,135.19	2,662.97	+472.22	+17.73%
Owners' Equity	761.98	604.97	+157.01	+25.95%
<b>Total Resources</b>	<b>3,897.18</b>	<b>3,267.95</b>	<b>+629.23</b>	<b>+19.25%</b>
<b>CONSOLIDATED FINANCIAL STATEMENTS</b>				
Current assets	5,188.19	4,539.01	+649.18	+14.3%
Non-current assets	597.88	524.95	+72.93	+13.89%
<b>Total Assets</b>	<b>5,786.08</b>	<b>5,063.97</b>	<b>+722.11</b>	<b>+14.25%</b>
Liabilities	4,791.43	4,279.74	+511.69	+11.95%
Owners' Equity	994.64	784.22	+210.42	+26.83%
<b>Total Resources</b>	<b>5,786.08</b>	<b>5,063.97</b>	<b>+722.11</b>	<b>+14.25%</b>

Key financial indicators:

No.	Indicators	Unit	Parent Company		Consolidated	
			31/12/2025	1/1/2025	31/12/2025	1/1/2025
<b>1</b>	<b>Asset Structure</b>					
	Current assets / Total Assets	%	88.56	90.07	89.66	89.63
	Non-current assets / Total Assets	%	11.44	9.93	10.34	10.37
<b>2</b>	<b>Capital Structure</b>					
	Liabilities / Total Resources	%	80.45	81.49	82.8	84.51
	Owners' equity / Total Resources	%	19.55	18.51	17.2	15.49
<b>3</b>	<b>Liquidity Ratios</b>					
	Current ratio	Times	1.58	1.57	1.41	1.36
	Quick ratio	Times	0.42	0.38	0.62	0.57
<b>4</b>	<b>Profitability Ratios</b>					
	Return on assets (ROA)	%	4.16	5.55	3.23	4.44
	Return on equity (ROE)	%	21.27	30	18.75	28.67

- The Company's financial position reflects an expansion in both total assets and resources, accompanied by increasing capital pressure.

- The Company's total assets have increased steadily over the years. In 2025, total assets increased by VND 629.23 billion (up 19.25%), from VND 3,267.95 billion to VND 3,897.18 billion. Both short-term and long-term assets recorded growth. While owners' equity increased by VND 157 billion, the remaining increase of VND 472.23 billion in assets was mainly financed by payables and borrowings (approximately VND 84.65 billion).

- Asset and capital structure has improved compared to the previous year. Short-term assets decreased while long-term assets increased, reflecting the characteristics of construction enterprises with long production cycles and real estate projects in the investment phase. Owners' equity increased from 18.51% to 19.55% of total resources, indicating improved financial autonomy. Liquidity ratios also improved compared to the previous year.

- Receivables increased and accounted for a significant proportion of short-term assets (notably doubtful receivables of VND 131.9 billion), indicating that a considerable portion of the Company's capital is being occupied by investors and partners. Large receivables and work-in-progress balances are among the key factors negatively affecting cash flows, liquidity, and debt repayment pressure.

In conclusion, based on the above figures, the Company maintains a solid financial foundation, improved cash flows, and adequate liquidity. With effective receivables management and accelerated progress of real estate projects, the Company is expected to achieve stronger growth in the coming years.

### **3. Supervisory results over the Board of Management, the General Director and other executives.**

#### ***3.1. Supervisory results over the Board of Management:***

- The Board of Management organized the 2025 Annual General Meeting of Shareholders on April 25, 2025.

- In 2025, the Board of Management held 26 meetings (including both in-person meetings and written resolutions) and issued 44 resolutions/decisions on key matters, major policies, and governance directions for the Company and its member units.

All members attended meetings fully. Meeting contents and written approvals were thoroughly reviewed and discussed before voting.

- The Board of Management closely supervised the activities of the executive management, promptly addressed proposals, and resolved matters within its authority to facilitate the operation of the Board of General Directors.

- The Board of Management utilized the Company's advisory and supporting departments to ensure operations complied with the Company's Charter, internal regulations, and applicable laws.

- Directed and coordinated with the executive management in implementing resolutions and decisions of the Board of Management.

#### ***3.2. Supervisory results over the General Director and executive management.***

- In 2025, the Board of General Directors of the Parent Company and the management of subsidiaries actively directed business operations to achieve targets set by the General Meeting of Shareholders. Operating results for 2025, Parent Company profit before tax reached VND 195.24 billion out of VND 200 billion (97.62% of plan); Consolidated profit before tax reached VND 230.98 billion out of VND 230 billion (over 100% of plan).

- The Board of General Directors and management closely followed and implemented directives of the Board of Management with strong commitment.

- The Supervisory Board acknowledges the efforts of the executive management in maintaining stable operations amid difficulties in the construction market, abnormal weather conditions, and political-economic impacts in 2025, thereby sustaining growth and strengthening the Company's market position.

#### **4. Evaluation of related-party transactions**

- In 2025, transactions between the Company and related parties (subsidiaries and major shareholder Vinh Phuc Infrastructure Development Joint Stock Company) included construction contracts, loans, and real estate transactions, all subject to prior approval by the Board of Management in accordance with regulations. The Board of Management fully complied with these requirements and approved all such transactions before execution. These were fully disclosed in the 2025 Corporate Governance Report No. 05/BCQT-LICOGI18 dated January 14, 2026, published on the Company's website and submitted to the State Securities Commission and the Hanoi Stock Exchange.

- Based on supervision activities and review of Audited Consolidated Financial Statements, HNX disclosures, and other information sources, the Supervisory Board did not identify any related-party transactions conducted without prior approval of the Board of Management.

#### **5. Assessment of coordination among the Supervisory Board, the Board of Management, the Board of General Directors, and shareholders.**

- The Board of Management provided timely and complete resolutions and decisions to the Supervisory Board. The Board of General Directors and departments supplied sufficient financial data and operational documents upon request.

- Recommendations of the Supervisory Board were duly acknowledged and implemented.

- For shareholders: The contact phone number and email address of the Supervisory Board are publicly disclosed on the Company's website. During the year, the Supervisory Board did not receive any complaints from shareholders regarding violations of their rights.

- Overall assessment: Coordination among parties was effective, with clear separation of governance, management, and supervisory functions, contributing to stable and transparent operations.

#### **6. Recommendations of the Supervisory Board:**

- Receivables recovery: The Company is recommended to take stronger and more decisive actions to fully recover outstanding receivables from completed and handed-over projects beyond the warranty period, particularly those with significant receivable balances where investors have intentionally delayed settlement, thereby enhancing operating cash flows and reducing reliance on borrowings.

- Cost control: In the context of constrained material supply and volatile construction material prices, the Company should tighten technical and economic norms, strengthen strict control over cost of goods sold and administrative expenses to improve net profit margins, and enhance the application of digital technologies in management to minimize losses of materials and labor at construction sites.

- Investment activities: The Company should accelerate the completion of legal documentation to meet conditions for sales recognition at the Bac Cau Han New Urban Area project, thereby optimizing cash flows and generating financial resources for the timely implementation of the Huong Thuong Urban Area No. 1 project as planned, while limiting reliance on borrowings.

## 7. Supervisory Board's Plan for 2026

- To supervise the Board of Management and the Board of General Directors in implementing the resolutions of the 2026 Annual General Meeting of Shareholders.
- To oversee compliance with applicable laws, the Company's Charter, and internal regulations in corporate governance and management.
- To review and assess quarterly, semi-annual, and annual financial statements.
- To conduct unscheduled inspections and supervision upon request of the Board of Management, the General Director, or shareholders in accordance with regulations.
- To supervise related-party transactions to ensure the protection of shareholders' interests.

The above presents the Supervisory Board's report on its supervisory activities in 2025 and its plan for 2026.

Respectfully submitted to the General Meeting of Shareholders.

Sincerely appreciated.

### *Recipients:*

- Shareholders;
- Board of Management, Board of General Directors;
- Members of the Supervisory Board;
- Filing: Administration Office, Supervisory Board.

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



**Luu Ba Thai**

No: ...../TTr-HDQT

Hanoi, April 28, 2026

**PROPOSAL**

**Re: Approval of the Term and Number of Members of the Board of  
Directors/Supervisory Board of Construction and Investment J.S Company No.18**

**To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated 17/06/2020.
- Pursuant to the Law on Securities No.54/2019/QH14 dated 26/11/2019

According to Article 26 of the LICOGI 18's Charter of organization and operation:

- The Board of Directors of the Company shall consist of from five (05) to eleven (11) members. The term of the Board of Directors shall be five (05) years, and the term of each member of the Board of Directors shall not exceed five (05) years.
- The Supervisory Board of the Company shall consist of at least three (03) members and not more than five (05) members. The term of the Supervisory Board shall not exceed five (05) years.

In order to meet the Company's governance requirements in its upcoming development strategy, the LICOGI 18's Board of Directors respectfully submits to the 2026 AGM for approval the term and number of members of the Board of Directors and the Supervisory Board as follows:

1. Number of members of the Board of Directors: 05 (five) members
2. Number of members of the Supervisory Board: 04 (four) members
3. The term of the Board of Directors and the Supervisory Board shall be five (05) years, from 2026 to 2031.
4. The term of members of the Board of Directors and the Supervisory Board shall be aligned with the term of the Board of Directors and the Supervisory Board.

Respectfully submitted to the General Meeting for consideration and approval.

Sincerely,

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Chairman**

**Recipient:**

- As addressed;
- Filed at the BOD.



DRAFT

Hanoi, April 28<sup>th</sup> 2026

**ELECTION REGULATIONS  
FOR MEMBER OF BOARD OF DIRECTOR AND SUPERVISORY BOARD IN THE  
TERM 2026~2031 OF CONSTRUCTION AND INVESTMENT J.S COMPANY NO.18**

**To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

**Pursuant to:**

*Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements.*

*Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements.*

*The Charter of Organization and Operation of Construction and Investment Joint Stock Company No.18.*

The 2026 Annual General Meeting of Shareholders (hereinafter referred to as the “AGM”) of Construction and Investment Joint Stock Company No18 (hereinafter referred to as the “Company”) shall conduct the election of members of the Board of Directors (BOD) and the Supervisory Board (SB) for the 2026-2031 term with the following contents:

**Article 1. Principles of Election**

- The election shall be conducted in compliance with applicable laws and the Company’s Charter, ensuring democracy and the legitimate rights and interests of shareholders.
- Eligible voters: Shareholders holding voting shares of the Company or their authorized representatives attending the AGM with voting rights (according to the shareholder list finalized on March 18, 2026, provided by the Vietnam Securities Depository and Clearing Corporation (VSDC)) who are present at the Meeting.

**Article 2. Number and term of members of the BOD and SB**

**2.1. Number of members to be elected**

- Number of members of the BOD to be elected: 05 members, including 01 Independent Director.
- Number of members of the Supervisory Board to be elected: 04 members.

**2.2. Term of the Board of Directors and its members**

- The term of the Board of Directors and the Supervisory Board shall be five (05) years, from 2026 to 2031.
- The term of members of the Board of Directors shall be aligned with the term of the Board of Directors.

**Article 3. Method of Election**

- The election of members of BOD and SB shall be conducted in person by secret ballot at the AGM of Shareholders, using the cumulative voting method.

- Each shareholder shall have a total number of votes corresponding to the total number of voting shares (including owned shares and shares authorized) multiplied by the number of members to be elected to the BOD/SB:

$$\text{Total number of votes of a shareholder} = \text{Total number of shares (owned/authorized)} \times \text{Number of BOD/SB members to be elected.}$$

- A shareholder may allocate all of his/her votes to one or several candidates and may vote for up to the maximum number of BOD/SB members to be elected from the total number of nominated candidates. Any ballots in which votes are allocated to more candidates than the maximum number to be elected shall be deemed invalid.
- The total number of votes cast for candidates must not exceed the total number of votes of the shareholder. If exceeded, the entire ballot shall be deemed invalid. If the total number of votes cast is less than the total number of votes of the shareholder, the votes cast shall be valid, and the remaining votes shall be considered abstentions (blank votes).

#### **Article 4. Responsibilities of the Election and Vote Counting Committee**

- The Election and Vote Counting Committee shall be proposed by the Chairperson and approved by the AGM, comprising 05 members, including 01 Head and 04 members.
- Members of the Election and Vote Counting Committee must be honest and impartial persons and must not be included in the list of candidates for election to the BOD/SB.
- The Election and Vote Counting Committee shall have the following duties:
  - o To provide guidance on the Election Regulations and voting procedures to shareholders;
  - o To distribute ballot papers, collect ballots, count votes, and report the vote counting results to the AGM of Shareholders;
  - o To hand over all ballots and the Minutes of Vote Counting to the Chairperson of the Meeting for retention at the Company's head office.
- The Vote Counting Committee shall be responsible for the accuracy of the vote counting results and, together with the Chairperson, shall handle any complaints from shareholders relating to candidate eligibility or election results (if any) and report to the General Meeting of Shareholders for decision.

#### **Article 5. Regulations on ballot papers and voting instructions**

##### **5.1. Regulations on ballot papers**

- Ballot papers shall be issued by LICOGI 18 and distributed by the Organizing Committee of the AGM. Each ballot shall bear the Company's seal, the shareholder ID, the name of the shareholder, the total number of voting owned/authorized shares and the list of candidates nominated for the BOD and SB.
- Each shareholder or authorized representative shall be provided with 02 ballot papers, including:
  - o 01 ballot for the election of BOD members;
  - o 01 ballot for the election of SB members.

- Upon receiving the ballots, shareholders or authorized representatives must verify the information on the ballots. In case of any error, they must immediately notify the Organizing Committee to obtain replacement ballots.

#### 5.2. Instructions for completing ballot papers

- When voting for a candidate, the shareholder or authorized representative shall write the number of votes in the column “Number of Votes” corresponding to that candidate.
- If not voting for a candidate, the shareholder or authorized representative shall mark “X” or “0” in the column “Number of Votes” corresponding to that candidate.
- Shareholders or their authorized representatives may allocate all votes to one or several candidates, or may choose not to vote for any candidate.
- In case a shareholder makes an error while completing the ballot, provided that the ballot has not yet been submitted into the ballot box, the shareholder may contact the Vote Counting Committee to request a replacement ballot in order to ensure the shareholder’s rights.

### **Article 6. Validity and invalidity of ballot papers**

6.1. Valid ballots: A ballot shall be considered valid if it satisfies all of the following conditions:

- The ballot is not torn, erased, altered, or supplemented with any content other than as prescribed.
- The number of candidates voted for is equal to or less than the number of members to be elected to the BOD/SB, and votes are cast only for candidates listed in the approved list of nominees adopted by the General Meeting of Shareholders.
- The total number of votes allocated to candidates is equal to or less than the total number of votes owned and/or authorized to the shareholder.
- The ballot bears the full signature and name of the shareholder or the authorized representative and is submitted into the ballot box in accordance with the prescribed procedures.

6.2. Invalid ballots: A ballot shall be deemed invalid in the following cases:

- The ballot is not issued by the Company or does not bear the Company’s official seal.
- The ballot is erased, altered, incorrectly completed, or contains names not included in the list of candidates approved by the AGM prior to voting.
- The ballot indicates votes for a number of candidates exceeding the prescribed number of members of the BOD/SB to be elected.
- The total number of votes allocated to candidates exceeds the total number of votes owned and/or authorized to the shareholder.
- The ballot does not bear the signature of the shareholder or the authorized representative.
- The ballot is submitted after the Chairperson has declared the close of voting.
- Invalid ballots shall not be counted toward the election results.

### **Article 7. Regulation of Voting, vote counting, and preparation and announcement of the Minutes of Vote Counting**

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- The Vote Counting Committee shall inspect the ballot box in the presence of shareholders prior to voting.
- Upon receiving ballot papers from the Election and Vote Counting Committee, shareholders shall cast their ballots into the ballot box under the supervision of the Committee. Voting shall conclude when the last shareholder has cast their ballot or when the Chairperson declares the close of voting.
- Vote counting shall be conducted immediately after the close of voting. The Committee shall verify the validity of each ballot and record the results. In case of doubtful ballots, the Committee may seek the opinion of the General Meeting of Shareholders to determine their validity.
- Upon completion of vote counting, the Committee shall prepare the Minutes of Vote Counting, which shall include:
  - o Time and venue of vote counting;
  - o Members of the Election and Vote Counting Committee;
  - o Total number of shareholders attending the Meeting;
  - o Total number of shareholders participating in voting;
  - o Number and percentage of valid and invalid ballots;
  - o Number and percentage of votes for each candidate;
  - o Signatures of all members of the Election and Vote Counting Committee.
- The full Minutes of Vote Counting shall be announced right in the AGM. The election results shall be recorded in the Minutes of the Meeting and the Resolution of the AGM. All ballots, after counting, shall be handed over to the Chairperson for retention at the Company's head office.

**Article 8. Principles for determining elected candidates**

- Elected members of the BOD and SB shall be determined based on the number of votes in descending order, starting from the candidate with the highest number of votes until the required number of members as specified in Article 2 of these Regulations is reached.
- In case two or more candidates receive the same number of votes and the number exceeds the required number to be elected, selection shall be made based on the following priority criteria:
  - o If the candidates are shareholders: Priority shall be given to the candidate holding a larger number of shares.
  - o If the candidates are not shareholders: Priority shall be given to the candidate with experience as a member of the BOD/SB; in case of equal experience, priority shall be given based on the number of working years.
- If, after applying the above criteria twice, no decision can be made, the AGM shall conduct an additional election among these candidates. In such case, the number of members to be elected shall be the remaining vacancies, and the number of votes of each shareholder shall be equal to the number of voting shares multiplied by the number of remaining members to be elected.



## **Article 9. Settlement of complaints**

- Any complaints or inquiries relating to the election (if any) shall be resolved by the Chairperson immediately after the announcement of the Minutes of Vote Counting.
- Each shareholder shall have the right to raise questions at the AGM regarding matters related to the election process if there are indications of violations of the Law on Enterprises or the Company's Charter.

These Regulations consist of 09 Articles and shall take effect immediately upon approval by the 2026 Annual General Meeting of Shareholders.

Respectfully submitted to the General Meeting for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Chairman**

**Recipients:**

- Shareholders attending the AGM.
- Archived.



**Nguyen Xuan Hung**

No: .../TTTr-HDQT

Hanoi, April 28, 2026

**PROPOSAL**

**Re: Approval of Annual Matters under the jurisdiction of the 2026 General Meeting of Shareholders**

**To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No.59/2020/QH14 dated 17/06/2020.
- Pursuant to the Law on Securities No.54/2019/QH14 dated 26/11/2019
- Pursuant to the Charter of organization and operation of Investment and Construction Joint Stock Company No.18.
- Based on the reports presented at the General Meeting of Shareholders.
- Based on the results of the audit of the 2025 Financial Statements of the entire Company.

The Board of Directors of the Company respectfully submits to the 2026 General Meeting of Shareholders for approval the following contents:

**1. Approval of the Annual Reports presented and discussed at the General Meeting, including:**

- Report of the Board of Directors on corporate governance in 2025.
- Report of the General Director of the Company on the company's production and business results in 2025.
- Report of the Supervisory Board on monitoring the Company's activities in 2025.

**2. Approval of The 2025 Audited Separated and Consolidated Financial Statements**

- The Company's financial data for 2025 has been reviewed and audited by CPA Vietnam Auditing Co., Ltd. (CPA Vietnam) in accordance with the law on accounting, ensures that the accounting books Financial Statements have been appropriately recorded, providing a true and fair view of the financial position of Construction and Investment Joint Stock Company No.18 as of December 31, 2025, as well as the results of its business operations and the separated and consolidated cash flows of the fiscal year ended Dec 31, 2026.
- The full text of the LICOGI 18's financial statements and the audited consolidated report has been published on the Company's website and disclosed in accordance with regulations for listed companies. These documents have been included in the materials sent to shareholders for their consideration.

**3. Approval of the 2025 profit after tax distribution plan as follows:**

No	Description	Value (VND)	
		LICOGI 18	Consolidation
1.	The 2025 Before-Tax Profit	195,249,459,920	230,988,914,472
2.	The After-Tax Profit:	262,349,668,622	290,805,859,460
	- The 2025 After-Tax Profit	162,086,334,772	166,786,835,892

No	Description	Value (VND)	
		LICOGI 18	Consolidation
	- Undistributed after-tax profit of last term to be transferred	100,263,333,850	124,019,023,568
<b>3.</b>	<b>Allocation of funds from after-tax profit</b>	<b>15,000,000,000</b>	
	- Reward Fund	2,000,000,000	
	- Fund for Executive Board reward	5,000,000,000	
	- Welfare Fund	3,000,000,000	
	- Development and Investment Fund	5,000,000,000	
<b>4.</b>	<b>The plan to issue bonus shares to increase charter capital for shareholders with a payment rate of 25% from Owner's Equity (Detailed report attached).</b>	<b>114,349,482,500</b>	
<b>5.</b>	<b>Undistributed after-tax profit</b>	<b>133,000,183,122</b>	

**4. Approval of the production and business plan in 2026 includes the followings:**

No.	Indicator	Unit for measure	2026 Consolidated Plan	2026 LICOGI 18 Plan
1	Total Production Value	Billion VND	5,519.9	2,500.0
	- Construction production value	Billion VND	5,442.5	2,482.0
	- Other Production	Billion VND	77.4	18.0
2	Total revenue:	Billion VND	5,210.8	2,380.0
	- Construction Revenue	Billion VND	4,471.4	1,715.0
	- Real-estate transfer revenue	Billion VND	69.4	15.0
	- Other revenue	Billion VND	670.0	650.0
3	Total capital collection	Billion VND	5,239.5	2,280.0
4	Total investment Value:	Billion VND	1,114.5	775.4
	- Construction investment	Billion VND	1,011.5	684.0
	- Equipment and assets investment	Billion VND	103.0	91.4
5	Total Before-Tax profit	Billion VND	275.5	230.0
6	Projected Dividend Rate	%	From 10%-20%	20%

**5. Approval of the list of audit firms named below, authorize the Board of Directors to decide on selecting one of these auditing firms and assign the General Director to sign an audit service contract with the selected firm to audit and review the Company's 2026 financial statements.**

- CPA Vietnam Auditing Co., Ltd. (CPA Vietnam)
- An Viet Auditing Co., Ltd. (An Viet)
- International Auditing Company Limited (ICPA)

- International Auditing and Valuation Co., Ltd.
- Moore AISC Auditing Co., Ltd. - Hanoi Branch

**6. Approval of the remuneration of the Board of Directors and the Supervisory Board for 2026 as follows:**

No	Position	Units	Salary, Remuneration/ month/person	Remark
1	Chairman of the Board of Directors	VND	100,000,000	
2	Member of the Board of Directors	VND	25,000,000	
3	Full-time Head of the Supervisory Board	VND	35,000,000	
4	Full-time member of the Supervisory Board	VND	20,000,000	
5	Part-time member of the Supervisory Board	VND	15,000,000	
6	Corporate Governance Officer	VND	6,000,000	

Respectfully submitted to the General Meeting for consideration and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**Chairman**

**Recipient:**

- As addressed;
- Filed at the BOD.



**Nguyen Xuan Hung**



No.: ...../TTr-HDQT

Hanoi, April 28<sup>th</sup> 2026

**PROPOSAL**

**Re: Approval of the Share Issuance Plan to Increase Charter Capital from  
Owner's Equity**

**To: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No.59/2020/QH14, passed on June 17<sup>th</sup>, 2020 and amendment, additional documents.
- Pursuant to the Law on Securities No.54/2019/QH14, dated November 26<sup>th</sup>, 2019 and amendment, additional documents.
- Pursuant to the Decree No.155/2020/ND-CP, dated December 31<sup>st</sup>, 2020 and amendment, additional documents.
- Pursuant to the Charter for Organization and Operation of Construction and Investment Joint Stock Company No.18;
- Pursuant to the Plan of 2025 profit after tax distribution as stated in Item 3 of Proposal No.../TTr-HDQT dated 28 of April 2026 regarding the approval of annual matters under the jurisdiction of the General Meeting of Shareholders.

**The Board of Directors respectfully submits to the 2026 General Meeting of Shareholders for consideration and approval of the following matters:**

Based on the business performance results for 2025 and the profit distribution plan as stated in the Proposal No...../TTr-HDQT dated 28 of April 2026, the Board of Directors submits for approval the issuance of shares to increase charter capital from owner's equity as follows:

**1. Plan for Issuing Shares to Increase Charter Capital from Owner's Equity (as specified in Section 3 of Proposal No. ... /TTr-HDQT dated 28 of April 2026)**

Securities name	:	Shares of Investment and Construction Joint Stock Company No. 18
Securities code	:	L18
Type of securities	:	Common shares
Par value	:	VND 10,000 per shares
Number of outstanding shares	:	45,739,793 shares
Number of shares expected to be issued	:	11.434.948 shares
The total value of shares expected to be issued (at par value)	:	VND 114.349.480.000 (In words: One hundred fourteen billion three hundred fourty nine million four hundred eighty thousand Vietnamese dong)

Purpose of issuance	: Issuing shares to increase charter capital from owners' equity.
Issuance method	: Rights exercise method.
Eligible recipients	: Existing shareholders of Investment and Construction Joint Stock Company No. 18 whose names appear on the list of shareholders on the record date (final registration date) for exercising the right to receive shares issued to increase charter capital from owners' equity as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).
Issuance ratio ( <i>Number of shares expected to be issued/Number of outstanding shares</i> )	: 25% of charter capital.
Rights execution ratio	: 100:25 ( <i>On the record date for determining shareholders entitled to receive shares issued to increase charter capital from owners' equity, each shareholder holding 01 share will be granted 01 right, and every 100 rights will entitle the shareholder to receive 25 new shares</i> ).
Total number of outstanding shares after issuance	: 57.174.741 shares
Expected charter capital after successful issuance	: VND 571.747.410.000 ( <i>In words: Five hundred seventy one billion seven hundred forty seven million four hundred ten thousand dong</i> ).
Plan for handling fractional shares	: When allocated to shareholders, the number of additional shares issued to increase charter capital from owners' equity will be rounded down to the nearest whole number. Any fractional shares arising from rounding down (if any) will be canceled.  <i>Example: On the record date for the issuing of additional shares to increase charter capital from owners' equity, shareholder Nguyen Van A holds 186 shares. Accordingly, shareholder A will be entitled to receive an additional <math>186 \times 25 / 100 = 46.5</math> shares. As per the fractional share handling method, the number of shares A will actually receive after rounding down is 46 shares, and the 0.5 fractional share will be canceled.</i>



Capital source for share issuance to increase charter capital from owners' equity	:	The undistributed after-tax profit as of December 31 <sup>st</sup> , 2025, based on the Company's audited financial statements for 2025.
Transfer restriction	:	+/ The right to receive shares issued to increase charter capital from owners' equity is non-transferable. +/ Shares issued to increase charter capital from owners' equity are not subject to transfer restrictions.
Implementation timeline	:	Expected to be executed in 2026, with the specific timing determined by the Board of Directors after receiving written notification from the State Securities Commission confirming the receipt of all required issuance report documents from the Company.

## **2. Adjustment of registered securities quantity and amendment of listing registration for additionally issued shares**

The General Meeting of Shareholders approves the adjustment of the number of registered securities at the Vietnam Securities Depository and Clearing Corporation (VSDC) and the amendment of the listing registration at the Hanoi Stock Exchange (HNX) for the total number of shares actually issued under the above-mentioned issuance plan, upon completion of the issuance, in accordance with applicable regulations.

## **3. Change in charter capital and amendment of the Company's Charter regarding charter capital:**

The General Meeting of Shareholders approved adjusting the charter capital item (Article 6) in the Company's Charter to align with the newly increased charter capital based on the actual issuance results.

## **4. Approval of authorization contents:**

The General Meeting of Shareholders hereby authorizes and assigns the Board of Directors to decide on all matters related to the share issuance, including but not limited to the following:

- Proactively prepare, finalize, and explain the share issuance report dossier to increase charter capital from owners' equity as required by competent authorities, including making adjustments to the issuance plan, except for the number of shares to be issued and the execution ratio;
- Selecting the specific timing for implementing the share issuance to increase charter capital from owners' equity after receiving a written notification from the State Securities Commission confirming the receipt of all required issuance report documents from the Company, determining the record date for shareholders to exercise their rights, ensuring compliance with applicable regulations.
- Deciding on and carrying out all necessary tasks and procedures related to: (i) Amending and issuing the revised Charter reflecting the updated charter capital after

the issuance; (ii) Registering the amendment of the Company's Enterprise Registration Certificate; (iii) Adjustment of registered securities quantity with the Vietnam Securities Depository and Clearing Corporation; (iv) Register the additional listing of the Company's shares on the Stock Exchange and report to the General Meeting of Shareholders at the nearest meeting.

- Performing other tasks related to the issuance, registration of amendments to the Securities Registration Certificate, and additional listing of newly issued shares.
- Depending on specific circumstances, the Board of Directors may delegate/authorize the Chairman of the Board of Directors and/or the General Director to carry out one or more of the aforementioned tasks.

The Board of Directors respectfully submits this proposal for consideration and approval by the General Meeting of Shareholders.

Sincerely!

ON BEHALF OF THE BOARD OF DIRECTORS

Chairman

**Recipients:**

- As above;
- Retained by the Board of Directors.



Nguyễn Xuân Hưng



Hanoi, April 28<sup>th</sup> 2026

**PROPOSAL**

**Re: Supplementing the Company's Registered Business Lines**

**TO: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its guiding documents, amendments, and supplements;
- Pursuant to the Law on Securities 2019 and its guiding documents, amendments, and supplements;
- Pursuant to the Decision No.36/2025/QĐ-TTg dated Sep 29th 2025 of Government Prime Minister issuing List of Viet Nam Economic Business Lines.
- Pursuant to the Charter of Investment and Construction Joint Stock Company No. 18;
- Based on the operational exigencies regarding corporate governance and business activities.

The Board of Directors (BOD) of Construction and Investment Joint Stock Company No.18 hereby submits to the 2026 Annual General Meeting of Shareholders (AGM) for review and approval the supplementation of the Company's business lines as follows:

**1. The GMS is requested to approve the addition of the following lines of business to the Company's Business Registration:**

No	Line of Business Title	Industry Code	Note
1.	Electricity Production <i>Details: Power generation operations</i>	3511	
2.	Transmission and distribution of electricity <i>Details:</i> <i>- Electric power transmission;</i> <i>- Electric power distribution.</i>	3513	
3.	Water collection, treatment and supply	3600	
4.	Sewerage and sewage treatment	3700	
5.	Non-hazardous waste collection	3811	
6.	Hazardous waste collection	3812	
7.	Non-hazardous waste treatment and disposal	3821	
8.	Hazardous waste treatment and disposal	3822	
9.	Combined facilities support services	8110	
10.	General cleaning of buildings	8121	
11.	Other building and industrial cleaning activities	8129	
12.	Landscape care and maintenance service activities	8130	

No	Line of Business Title	Industry Code	Note
13.	Short-stay accommodation	5520	
14.	Other accommodation	5590	
15.	Operation of sports facilities	9311	
16.	Other amusement and recreation activities	9329	
17.	Event catering activities	5621	
18.	Other food service activities	5629	
19.	Support activities directly related to road transport <i>Details:</i> - Operation of bus stations, parking lots, and loading/unloading points; - Management of roads, bridges, tunnels, and parking garages.	5225	
20.	Renting and leasing of recreational and sports goods	7721	
21.	Renting and leasing of personal and other domestic goods	7729	
22.	Renting and leasing of other machinery, equipment and tangible goods	7730	
23.	Activities of amusement parks and theme parks	9321	
24.	Other sport activities	9319	
25.	Spa and sauna services	9623	

**2. Update of the Company's registered business lines in accordance with new regulations (as per Decision 36/2025/QĐ-TTg)**

No.	Business Line Description	Industry Code	Notes
1	Quarrying of stone, sand, and clay	0810	
2	Manufacture of concrete, cement, and plaster products	2395	
3	Machining; treatment and coating of metals. Detail: Construction mechanical products, formwork, scaffolding, industrial buildings	2592	
4	Repair of machinery and equipment	3312	Updated to: Repair and maintenance of machinery and equipment
5	Installation of industrial machinery and equipment	3320	
6	Sewerage and wastewater treatment	3700	
7	Construction of residential buildings	4101	
8	Construction of non-residential	4102	

No.	Business Line Description	Industry Code	Notes
	buildings		
9	Construction of railways	4211	
10	Construction of roads	4212	(Principal business line)
11	Construction of utility projects for electricity	4221	
12	Construction of utility projects for water and sewage	4222	
13	Construction of utility projects for telecommunications	4223	
14	Construction of other public utility projects	4229	
15	Construction of water projects	4291	
16	Construction of mining projects	4292	
17	Construction of manufacturing projects	4293	
18	Construction of other civil engineering projects	4299	
19	Demolition. Detail: Destroying buildings and other structures	4311	
20	Site preparation	4312	
21	Electrical installation	4321	
22	Plumbing, heat, and air-conditioning installation	4322	
23	Other construction installation	4329	
24	Building completion	4330	
25	Other specialized construction activities	4390	
26	Wholesale of electronic and telecommunications equipment and parts	4652	
27	Wholesale of other machinery and equipment	4659	
28	Wholesale of other construction materials and equipment	4663	Updated/supplemented to code 4673
29	Freight transport by road	4933	
30	Warehousing and storage	5210	
31	Short-stay accommodation	5510	Updated to 5510 and 5520
32	Restaurants and mobile food service activities	5610	
33	Beverage serving activities	5630	

No.	Business Line Description	Industry Code	Notes
34	Real estate activities with own or leased land	6810	
35	Real estate consultancy, brokerage, auction	6820	Replaced by 6821 and 6829 per Decision 36/2025/QD-TTg
36	Architectural and engineering activities and related technical consultancy	7110	
37	Technical testing and analysis	7120	
38	Renting and leasing of motor vehicles	7710	
39	Renting and leasing of other machinery, equipment, and tangible goods without operator	7730	
40	Other business support service activities not classified elsewhere Detail: Import and export of the Company's business items	8299	

3. Approval of authorization contents: The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the list of additional business lines and the updated business lines in accordance with the new regulations, and to authorize the Board of Directors and the legal representative of the Company to update the aforementioned registered business lines in the Company's Charter and to carry out the registration procedures for such updates and additions with the competent authorities.  
Respectfully submitted to the General Meeting for consideration and ratification.

**ON BEHALF OF THE BOARD OF DIRECTORS**  
**Chairman**

**Recipients:**

- As above;
- BOD Archives.

**Nguyen Xuan Hung**

Hanoi, April 28<sup>th</sup> 2026

**PROPOSAL**

**Re: Amendment and Supplementation of the Charter on Organization and Operation of Construction and Investment Joint Stock Company No.18**

**TO: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 guiding certain aspects of corporate governance applicable to public companies;
- Pursuant to the Charter on Organization and Operation of Construction and Investment Joint Stock Company No.18;
- Based on the practical requirements of the Company's governance and business operations;

The Board of Directors of Construction and Investment Joint Stock Company No.18 respectfully submits to the 2026 Annual General Meeting of Shareholders (the 2026 AGM) for approval the amendment and supplementation of the Company's Charter on Organization and Operation as follows:

Based on the review of the Charter on Organization and Operation (the "Charter"), the Board of Directors has identified that certain provisions of the Charter require amendment and supplementation to ensure compliance with applicable laws and to meet practical requirements in corporate governance and management. Details of such amendments are set out in the Appendix attached to this Proposal. The full draft of the amended Charter on Organization and Operation has been fully disclosed on the Company's website at: [www.licogi18.com.vn](http://www.licogi18.com.vn).

The Board of Directors respectfully requests the 2026 AGM to authorize the Board of Directors and the Legal Representative of the Company to finalize, amend, supplement, and issue the Charter based on the contents approved by the 2026 AGM.

The amended and supplemented Charter on Organization and Operation shall take effect from the date it is approved by the 2026 AGM of the Company.

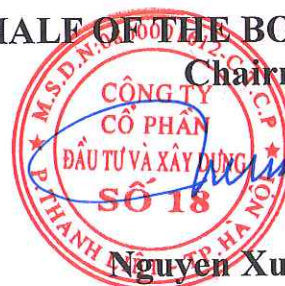
The Board of Directors respectfully submits to the 2026 AGM for consideration and approval.

Sincerely yours,

**ON BEHALF OF THE BOARD OF DIRECTORS**  
Chairman

Recipients:

- As above;
- BOD Archives.



Nguyen Xuan Hung

## APPENDIX

### PROPOSED AMENDMENTS AND SUPPLEMENTATIONS CHARTER OF CONSTRUCTION AND INVESTMENT JOINT STOCK COMPANY N°18 FOLLOWING THE MODEL OF PARENT COMPANY AND SUBSIDIARIES

(Attached to Proposal No. ... of ... dated ...)

**Note:**

- Articles not detailed in this appendix remain unchanged.
- The content proposing changes in the section "As prescribed in the current Charter" are shown in **bold, underlined**.
- The content requiring amendment or supplementation in the "Proposed amendments" section is highlighted in **bold** (excluding the Article title)
- The Law on Enterprises is the Law on Enterprises No. 59/2020/QH14, ratified by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020; amended and supplemented by Law No. 03/2022/QH15, ratified by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022; Law No. 76/2025/QH15, ratified by the National Assembly of the Socialist Republic of Vietnam on June 17, 2025; and implementation guiding documents;
- The Law on Securities is the Law on Securities No. 54/2019/QH14, ratified by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019; amended and supplemented by Law No. 56/2024/QH15, ratified by the National Assembly of the Socialist Republic of Vietnam on November 29, 2024; and implementation guiding documents.
- Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of Articles of the Law on Securities; amended and supplemented by Decree No. 245/ND-CP dated September 11, 2025, of the Government amending and supplemented a number of Articles of Decree No. 155/2020/ND-CP;
- Some formal adjustments, including changes to the numbering of clauses and items due to additions or deletions of content, are not detailed in the Appendix comparing the amendments to these Statutes.

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<b>I. DEFINITIONS</b>	<b>I. DEFINITIONS</b>	
<b>Article 1. Definitions</b>	<b>Article 1. Definitions</b>	
1. In these Articles, the following definitions shall be understood as follows:	1. In these Articles, the following definitions shall be understood as follows:	
b. "the Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 ratified by the	b. "the Law on Enterprises" means the Law on Enterprises No. 59/2020/QH14 ratified by the National	This is further supplemented because the Law on Enterprises

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>National Assembly of the Socialist Republic of Vietnam on June 17, 2020 .</p> <p>c. “the Law on Securities” means the Law on Securities No. 54/2019/QH14 dated November 26, 2019.</p>	<p>Assembly of the Socialist Republic of Vietnam on June 17, 2020 and amendments, and supplements documents .</p> <p>c. “the Law on Securities” means the Law on Securities No. 54/2019/QH14 dated November 26, 2019 and amendments, and supplements documents.</p>	<p>No. 59/2020/QH14, that has been amended and supplemented by Laws No. 03/2022/QH15 and No. 76/2025/QH15.</p> <p>This is further supplemented because the Law on Securities No. 54/2019/QH14, that has been amended and supplemented by Law No. 56/2024/QH15.</p>
	<p>t. “Personal legal documents” include one of the following types of documents: Identity Card, Citizen Identification Card, Passport, or other legally valid personal identification documents.</p> <p>u. “Legal documents of the organization” include one of the following types of documents: Establishment decision, Business registration certificate, or other equivalent documents.</p>	<p>Add definitions to ensure consistent use throughout the Charter .</p> <p>As prescribed in Clauses 16 and 17, Article 4 of the Law on Enterprises (amended by Clause 1, Article 1 of Law No. 76/2025/QH14).</p>
	<p>v. “Contact address” is the registered address of the headquarters for an organization; the permanent address or workplace or other address of an individual that they register with the business as a contact address.</p>	<p>As prescribed in Clause 13, Article 4 of the Law on Enterprises.</p>
<p><b>II. NAME, TYPE OF BUSINESS, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES AND</b></p>	<p><b>II. NAME, TYPE OF BUSINESS, HEADQUARTERS, BRANCHES, REPRESENTATIVE OFFICES AND OPERATING PERIOD OF THE COMPANY</b></p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p><b>OPERATING PERIOD OF THE COMPANY</b></p> <p>Article 2. Name, type of business, headquarters, branches, representative offices and operating period of the Company</p>	<p>Article 2. Name, type of business, headquarters, branches, representative offices and operating period of the Company</p>	
<p>3. The Company's registered office is:</p> <ul style="list-style-type: none"> <li>○ Address: 471 Nguyen Trai Street, <b>Thanh Xuan Bac Ward, Thanh Xuan District, Hanoi</b></li> <li>○ Phone: 84-4-38540 401</li> <li>○ <b>Fax: 84-4-38545 721</b></li> <li>○ Email: info@licogi18.com.vn</li> <li>○ Website: www.licogi18.com.vn</li> </ul> <p>Article 3. The Company's legal representative</p>	<p>3. The Company's registered office is:</p> <ul style="list-style-type: none"> <li>○ Address: 471 Nguyen Trai Street, <b>Thanh Liet Ward, Hanoi</b></li> <li>○ Phone: 84-4-38540 401</li> <li>○ Email: info@licogi18.com.vn</li> <li>○ Website: www.licogi18.com.vn</li> </ul> <p>Article 3. The Company's legal representative</p>	<p>The address has been updated due to changes in administrative boundaries under the two-tiered government model.</p> <p>The company no longer uses the FAX number.</p>
<p>1. <b>The General Director</b> is the Company's legal representative.</p> <p>3. Rights and obligations of the legal representative: The Company's legal representative must perform their duties with responsibilities specifically prescribed in Articles 12 and 13 of the Law on Enterprises.</p>	<p>1. <b>The Chairman of the Board of Directors</b> is the Company's legal representative.</p> <p>3. In the event that, for any reason, the term of the Chairman of the Board of Directors expires before a new Chairman is appointed, the incumbent Chairman of the Board of Directors shall continue to exercise the rights and obligations of the legal representative of the Company until the Board of Directors or the GMS makes a different decision as prescribed in the law and this Charter.</p> <p>4. If the Chairman of the Board of Directors submits a resignation letter, the Board of Directors shall</p>	<p>The regulations are supplemented to cover cases where a change in the Chairman of the Board results in a change in the Company's legal representative.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
	<p>convene a meeting and elect a new Chairman within 10 days of receiving the resignation letter (the resignation letter shall be sent to the Company's headquarter). Until a new Chairman is elected, the incumbent Chairman shall continue to fully exercise his/her rights and obligations, including his/her legal representative status, until the Board of Directors elects a new Chairman in accordance with the law and this Charter.</p> <p>5. If the Chairman of the Board of Directors is dismissed or discharged from office, the Board of Directors shall elect a new Chairman within 10 days of the dismissal or discharge decision. If a new Chairman of the Board of Directors has not yet been elected, the Board of Directors shall appoint a member of the Board of Directors to temporarily exercise the rights and obligations of the Chairman of the Board of Directors, including the legal representative of the Company, until a new Chairman of the Board of Directors is elected.</p>	
	<p>6. The Company's legal representative represents the enterprise in exercising the rights and obligations arising from the enterprise's transactions, representing the enterprise as a party requesting the resolution of civil matters, plaintiff, defendant, or party with related rights and obligations before Arbitration, Courts, and other rights and obligations as prescribed by law.</p>	<p>Supplemented the rights of the legal representative as prescribed in Clause 1, Article 12 of the Law on Enterprises .</p>
	<p>6. At any given time, the Chairman of the Board, as the Company's legal representative, has the right to</p>	<p>The regulations should be amended to include provisions</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
	<p>authorize in writing one or more of the Company's executives to exercise on behalf of the Company one or more rights and obligations within the scope of the authorization to serve the management, operation, and transactions of the Company. The authorization must be in writing, clearly specifying the scope, content, duration of the authorization, and responsibilities of the authorized person. The authorized person may only exercise the rights and obligations within the scope of the authorization and may not re-authorize without permission.</p>	<p>allowing the Chairman of the Board to authorize Company's executives to represent the company in transactions, ensuring continuous and uninterrupted operation due to the absence of the legal representative.</p>
	<p>7. The Company's legal representative and the authorized person (if any) have the following responsibilities:</p> <ul style="list-style-type: none"> <li>a. To exercise assigned rights and obligations honestly, carefully, and to the best of their ability in order to ensure the legitimate interests of the enterprise;</li> <li>b. Be loyal to the interests of the enterprise; do not abuse your position, title, or use the enterprise's information, know-how, business opportunities, or other assets for personal gain or to serve the interests of other organizations or individuals;</li> <li>c. To promptly, fully, and accurately inform enterprise about businesses that they or their related parties own or have shares or capital contributions in, as prescribed in this Law.</li> </ul>	<p>The responsibilities of the legal representative are supplemented as prescribed in Clause 1, Article 13 of the Law on Enterprises .</p>
	<p>8. The Company's legal representative and authorized persons (if any) shall be personally liable,</p>	<p>The personal responsibility of the legal representative is</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
	<p>as prescribed in the law for damages to the enterprise resulting from violations of the responsibilities prescribed in Clause 7 of this Article.</p>	<p>supplemented as prescribed in Clause 2, Article 13 of the Law on Enterprises, as amended by Clause 4, Article 1 of Law No. 76/2025/QH14.</p>
<p><b>III. TARGETS, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY</b></p>	<p><b>III. TARGETS, SCOPE OF BUSINESS AND OPERATIONS OF THE COMPANY</b></p>	
<p><b>Article 4. Targets of the Company</b></p>	<p><b>Article 4. Targets of the Company</b></p>	
<p>1. The Company's main business areas are:</p>	<p>1. The Company's main business areas are:</p>	<p>To supplement the business lines in the Company's Charter in accordance with the business lines set out in the Company's proposal on the addition of business lines.</p>
<p><b>IV. CHARTER CAPITAL, SHARES, FOUNDDING SHAREHOLDERS</b></p>	<p><b>IV. CHARTER CAPITAL, SHARES, FOUNDDING SHAREHOLDERS</b></p>	
<p><b>Article 6. Charter capital, shares, founding shareholders</b></p>	<p><b>Article 6. Charter capital, shares, founding shareholders</b></p>	
<p>3. The Company's shares on the date of adoption of this Charter <u>include common shares and preferred shares (if any)</u>. The rights and obligations of shareholders holding <u>each type</u> of share are prescribed in Articles 12 and 13 of this Charter.</p>	<p>3. The Company's shares on the date of adoption of these Charter <u>consist only of common shares</u>. The rights and obligations of shareholders holding <u>common shares</u> are defined as prescribed in Articles 12 and 13 of this Charter.</p>	<p>Currently, the Company does not have preferred shares.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p><u>5. The names, addresses, number of shares, and other details of the founding shareholders, as prescribed by the Law on Enterprises, will be listed in the attached appendix. This appendix is part of this Charter.</u></p>		<p>No appendices are attached to the Charter</p>
<p>7. The Company may repurchase shares issued by itself (including redeemable preferred shares) in the manner prescribed in this Charter and applicable law. <u>Common shares repurchased by the Company are treasury shares, and the Board of Directors may offer them for sale in manner consistent with the prescriptions of this Charter, the Law on Securities, and related guiding documents.</u></p>	<p>7. The Company may repurchase shares issued by itself (including redeemable preferred shares) in the manner prescribed in this Charter and applicable law.</p>	<p>Removing the regulation allowing the Board of Directors to sell treasury shares as prescribed in Clause 5, Article 35 of the Law on Securities: a public company that repurchases its own shares must follow procedures to reduce its charter capital.</p>
<p>8. The company may issue other types of <u>securities</u> when unanimously approved in writing by the GMS and in accordance with the provisions of securities law and the securities market.</p>	<p>8. The company may issue various types of shares when unanimously approved in writing by the GMS and in accordance with the provisions of securities law and the securities market.</p>	<p>Adjust accordingly, as this section only relates to shares. Securities also include bonds, fund certificates, etc., some types of securities do not require approval from the GMS</p>
<p>Article 7. Certificate of Shares</p> <p>4. Within thirty days from the date of <u>submitting completed documents</u> for the transfer of share ownership as prescribed <u>by the Company</u>, or within sixty days from the date of full payment for the shares as</p>	<p>Article 7. Certificate of Shares</p> <p>4. The transfer of shares ownership and the transfer of shares under the Company's share issuance plan for shares registered and listed on the Stock Exchange shall comply with current securities law and regulations. Within thirty (30) days from the date</p>	<p>As the Company's shares are listed on the Stock Exchange, the transfer of shares does not fall within the Company's responsibility to process. For</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>prescribed in the Company's share issuance plan, the shareholder will be issued a share certificate. The shareholder is not required to pay the Company any printing costs for the share certificate or any other fees.</p>	<p>of receipt, the transfer of shares ownership is proposed as prescribed in regulations or within sixty (60) days from the date of full payment for the shares as prescribed in the Company's share issuance plan, the holder of the non-deposited shares shall be issued a share certificate. Holders of non-deposited shares are not required to pay the company the printing costs for the share certificate or any other fees.</p>	<p>shares that have been deposited, the Company is not responsible for issuing share certificates. In the case of issuing additional shares, the Company will only issue share certificates to shareholders whose shares are not yet deposited with a securities depository to record the change.</p>
<p><b>Article 9. Transfer of shares</b></p>	<p><b>Article 9. Transfer of shares</b></p> <p>2. A transfer of shares shall take effect upon registration in the Shareholder Register/List of Securities Holders or upon the date of the book entry on the securities custody account at the Vietnam Securities Depository and Clearing Corporation.</p>	<p>Additions are made to ensure consistency with the actual trading of registered and listed securities.</p>
<p>3. <u>Preferred</u> shares subject to transfer restrictions may only be transferred upon expiry of those restrictions.</p>	<p>4. Shares subject to transfer restrictions may only be transferred upon expiry of those restrictions.</p>	<p>Common stock can also be subject to transfer restrictions, so it's not just preferred stock that's restricted.</p>
<p><b>VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS (GMS)</b></p>	<p><b>VI. SHAREHOLDERS AND THE GENERAL MEETING OF SHAREHOLDERS (GMS)</b></p>	
<p><b>Article 12. Rights of Shareholders</b></p>	<p><b>Article 12. Rights of Shareholders</b></p>	
<p>2. Holders of common shares have the following rights:</p>	<p>2. Holders of common shares have the following rights:</p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>e. Verify the shareholder information in the list of eligible shareholders for the GMS and request corrections to any inaccurate information;</p> <p>3. Shareholders or groups of shareholders owning 05% or more of the total number of common shares have the following rights:</p>	<p>e. Verify the shareholder information in the list of eligible shareholders for the GMS and request corrections to any of <b>their</b> inaccurate information;</p> <p>3. Shareholders or groups of shareholders owning 05% or more of the total number of common shares have the following rights:</p>	<p>Supplemented as prescribed in point d, Clause 1, Article 115 of the Law on Enterprises.</p>
<p>c. Request the Supervisors to examine specific issues related to the management and operation of the company when deemed necessary. The request must be in writing; it must include the full name, <b>permanent</b> address, nationality, and <b>ID card/ passport number or other legally valid personal identification</b> for individual shareholders; the name, <b>permanent address, nationality, establishment decision number or business registration number</b> for organizational shareholders; the number of shares and registration date of each shareholder; the total number of shares of the entire shareholder group, and their ownership percentage in the total shares of the company; the issue to be examined, and the purpose of the examination;</p>	<p>c. Request the Supervisors to examine specific issues related to the management and operation of the company when deemed necessary. The request must be in writing; it must include the full name, <b>contact</b> address, nationality, and <b>legal document number</b> for individual shareholders; the name, <b>business registration code or legal document number of the organization, headquarters address</b> for organizational shareholders; the number of shares and registration date of each shareholder; the total number of shares of the entire shareholder group, and their ownership percentage in the total shares of the company; the issue to be examined, and the purpose of the examination;</p>	<p>Amend to ensure consistency in wording throughout the Charter.</p>
<p>d. Proposals for inclusion in the GMS. Proposals must be in writing and submitted to the Company no later than 05 (five) working days before the opening date. The proposal must clearly state the name of the shareholder,</p>	<p>d. Proposals for inclusion in the GMS. Proposals must be in writing and submitted to the Company no later than 05 (five) working days before the opening date. The proposal must clearly state the shareholder's name, the number of each type of share held by the shareholder,</p>	<p>Supplement provisions to clearly define the rights of shareholders/ shareholder groups.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>the number of each type of share held by the shareholder, and the proposed issue to be included in the meeting agenda ;</p>	<p>and the proposed issue to be included in the meeting agenda . The ownership percentage of the shareholder/group of shareholders in this case is calculated based on the list of shareholders on the record date for those holding securities entitled to attend the GMS.</p>	
<p>4. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate individuals to the Board of Directors and the Supervisors. The nomination process for the Board of Directors and the Supervisors is as follows:</p>	<p>4. Shareholders or groups of shareholders owning 10% or more of the total number of common shares have the right to nominate individuals to the Board of Directors and the Supervisors. The nomination process for the Board of Directors and the Supervisors is as follows:</p>	
<p>a. Common shareholders forming a group to nominate candidates for the Board of Directors and the Supervisors must notify the attending shareholders of the group meeting before the opening of the GMS;</p>	<p>a. Common shareholders forming a group to nominate candidates for the Board of Directors and the Supervisors must notify the attending shareholders of the group meeting before the opening of the GMS. The ownership ratio of the shareholder/group of shareholders in this case is calculated based on the list of shareholders on the record date for those holding securities entitled to attend that GMS.</p>	<p>Supplement provisions to clearly define the rights of shareholders/ shareholder groups.</p>
<p><b>Article 13. Obligations of Shareholders</b></p>	<p><b>Article 13. Obligations of Shareholders</b></p>	
<p>4. Provide an accurate address when registering to purchase shares;</p>	<p>4. Provide an accurate address when registering to purchase shares. In case of any changes, the shareholder is responsible for notifying the Company and/or the securities company where the shareholder is deposited so that the Company/securities company can update the information in the Shareholder Register or the List of Securities Holders. The</p>	<p>Additions are made to clarify the responsibility for providing address information of shareholders.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p><b>Article 14. GMS</b></p> <p>1. The GMS, comprising all shareholders with voting shares, is the highest authority of the Company. The annual GMS is held once a year and within 04 (four) months from the end of the financial year. The Board of Directors may decide to extend the Annual GMS if necessary, but not more than 06 months from the end of the financial year.</p> <p>In addition to the annual GMS, the company may hold an extraordinary GMS or solicit shareholder opinions in writing. The location of the GMS is determined by where the chair attends the meeting and must be within the territory of Vietnam.</p> <p>3. The Board of Directors shall convene an extraordinary GMS in the following cases:</p>	<p>Company will not be responsible for cases where it cannot contact and/or send letters or documents to the shareholder due to the shareholder's address being unavailable, inaccurate, or incomplete for the purpose of contact and/or sending such letters or documents. Such inability to contact or send letters or documents will not affect the procedures for convening the GMS, obtaining shareholder opinions, sending documents to shareholders, or the validity of resolutions ratified by the GMS.</p> <p><b>Article 14. GMS</b></p> <p>1. The GMS, comprising all shareholders with voting shares, is the highest authority of the Company. The annual GMS is held once a year and within 04 (four) months from the end of the financial year. The Board of Directors may decide to extend the Annual GMS if necessary, but not more than 06 months from the end of the financial year.</p> <p><b>The GMS may be held in person, online, or a combination of both, as decided by the convener and communicated to the shareholders.</b> In addition to the annual GMS, the company may hold an extraordinary GMS or solicit shareholder opinions in writing. The location of the GMS is determined by where the chair attends the meeting and must be within the territory of Vietnam.</p> <p>3. The Board of Directors shall convene an extraordinary GMS in the following cases:</p>	<p>Supplemented provisions regarding the format of the GMS, whether online or a combination of both, in-person and online in this Charter.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>c. The number of the Board of Directors members, independent members of the Board of Directors, and Supervisors is less than the number of members prescribed by law, or the number of the Board of Directors members is reduced by more than one-third (1/3) compared to the number of <u>members prescribed in this Charter</u>.</p>	<p>c. The number of the Board of Directors members, independent members of the Board of Directors, and Supervisors is less than the number of members prescribed by law, or the number of the Board of Directors members is reduced by more than one-third (1/3) compared to the number of <b>Board of Directors members approved by the currently effective GMS resolution</b>.</p>	<p>The current charter prescribes that the number of Board of Directors members should be between 5 and 11. Therefore, reducing the number by more than one-third compared to the number prescribes in the charter would not provide a basis for determining the specific number.</p>
<p>d. Shareholders or a group of shareholders as prescribed in Clause 3, Article 12 of this Charter may request the convening of a General Meeting of Shareholders by a written petition. Such petition must clearly state the reasons and purposes of the meeting and bear the signatures of the relevant shareholders (the petition may be made in multiple counterparts to obtain the signatures of all relevant shareholders).</p>	<p>d. Shareholders or a group of shareholders as prescribed in Clause 3, Article 12 of this Charter may request the convening of a General Meeting of Shareholders by a written petition. Such petition must clearly state the reasons and purposes of the meeting and bear the signatures of the relevant shareholders (the petition may be made in multiple counterparts to obtain the signatures of all relevant shareholders). The written petition shall include the following contents: full name, contact address, nationality, and legal identification number of an individual shareholder; name, enterprise registration number or legal identification number of an organization, and head office address of an organizational shareholder; the number of shares and the date of registration of shares held by each shareholder; the total number of shares held by the group of shareholders, and the ownership ratio in the total number of shares of the Company; and the grounds and reasons for requesting the convening of the General Meeting of Shareholders.</p>	<p>Supplemented in accordance with Clause 4, Article 115 of the Law on Enterprises, as amended by Clause 18, Article 1 of Law No. 76/2025/QH15.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
	<p>The request for convening the General Meeting of Shareholders must be accompanied by documents and evidence of violations by the Board of Directors, the extent of such violations, or decisions made beyond its authority. Shareholders or a group of shareholders shall bear full responsibility before the law for the accuracy and truthfulness of the documents and evidence provided to competent authorities when requesting the convening of the General Meeting of Shareholders.</p>	
<p>4. Authority to convene an extraordinary GMS:</p> <p>a. The Board of Directors must convene a GMS within 30 (thirty) days from the date the number of remaining members of the Board of Directors is <u>as prescribed in Point (c), Clause 3 of this Article</u> or upon receiving the request prescribed in points d and e, Clause 3 of this Article.</p>	<p>4. Authority to convene an extraordinary GMS:</p> <p>a. The Board of Directors must convene a GMS within 30 (thirty) days from the date the number of remaining members of the Board of Directors is less than the number of members prescribed by law or upon receiving a request as prescribed in Points (d) and (e) of Clause 3 of this Article. The Board of Directors shall convene a GMS within sixty (60) days from the date the number of members of the Board of Directors is reduced by more than one-third (1/3) compared to the number of members approved by the GMS that is in effect.</p>	<p>Amended as prescribed in Clause 2, Article 140, Clause 4, Article 160 of the Law on Enterprises. Adjustments shall be made as prescribed in the amendment of point c, Clause 3 of this Article.</p>
<p><b>Article 15. Rights and obligations of the GMS</b></p> <p>1. The GMS has the following rights and obligations:</p>	<p><b>Article 15. Rights and obligations of the GMS</b></p> <p>1. The GMS has the following rights and obligations:</p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>d. Decision on investment or disposal of assets with a value of 35% or more of the total asset value as recorded in the Company's most recent <b>audited</b> financial statements;</p>	<p>d. Decision on investment or disposal of assets with a value of 35% or more of the total asset value as recorded in the Company's most recent financial statements;</p>	<p>Amend to ensure consistency in the contents of the entire Charter.</p>
<p>k. Approve the <b>Internal Governance Regulations</b>, the Regulations on operation of the Board of Directors, and the Regulations on operation of the Supervisors;</p>	<p>k. Approve the <b>Internal regulations on company administration</b>, the Regulations on operation of the Board of Directors, and the Regulations on operation of the Supervisors;</p>	<p>Update the Regulations to their correct name.</p>
<p>2. The Annual GMS has the right to discuss and approve the following matters:</p>	<p>2. The Annual GMS has the right to discuss and approve the following matters:</p>	
<p>r. To approve transactions as prescribed in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;</p>	<p>r. To approve transactions as prescribed in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, <b>as amended by Clause 84, Article 1 of Decree No. 245/2025/ND-CP dated September 11, 2025.</b></p>	<p>Update cross-references in accordance with the applicable regulations.</p>
<p>4. Shareholders are not allowed to vote in the following cases:</p>	<p>4. Shareholders are not allowed to vote in the following cases:</p>	
<p>a. Approval for contracts prescribed in Clause 2 of this Article, when that shareholder <b>or a person related to that shareholder is a party to the contract</b>;</p>	<p>a. Approval for contracts and transactions prescribed in Clause 2 of this Article, when that shareholder has an interest related to the parties in the contract or transaction.</p>	<p>Amended as prescribed in Clause 4, Article 167 of the Law on Enterprises.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
	<p><b>c. Other cases as prescribed by law.</b></p>	<p>Supplemented the case that shareholders who are related parties to the offering/issuance plans presented at the GMS do not have the right to vote.</p>
<p><b>Article 16. Authorizing participation in GMS</b></p> <p>2. The authorization mentioned in Clause 1 of this Article shall be in writing as prescribed using the Company's form and shall be signed as prescribed below:</p>	<p><b>Article 16. Authorizing participation in GMS</b></p> <p>2. The authorization mentioned in Clause 1 of this Article shall be in writing as prescribed in the provisions of civil law or using the Company's form and shall be signed as prescribed below:</p>	<p>Amended as prescribed in Clause 2, Article 144 of the Law on Enterprises.</p>
<p><b>Article 18. Convening, agenda and invitations to the GMS</b></p> <p>2. The person convenes the GMS must perform the following tasks:</p> <p>e. Determine the meeting time;</p>	<p><b>Article 18. Convening, agenda and invitations to the GMS</b></p> <p>2. The person convenes the GMS must perform the following tasks:</p> <p>e. Determine the meeting time and form;</p>	<p>The amendments are made as prescribed in Clause 1, Article 14 of this Charter.</p>
<p>3. The invitations to the GMS shall be sent to all shareholders by <b>registered mail</b> and simultaneously published on the Company's website and the website of the SSC and the Stock Exchange (<b>for listed or registered companies</b>). The person that convenes the GMS</p>	<p>3. The invitations to the GMS shall be sent to all shareholders by <b>means ensuring delivery to the shareholders' contact addresses and electronically to the shareholders' email addresses registered in the Shareholder register/List of Securities Holders or other electronic forms permitted by law.</b> The</p>	<p>Amended as prescribed in Clause 2, Article 143 of the Law on Enterprises.</p>

<b>As prescribed in the current Charter</b>	<b>Proposed amendments</b>	<b>Reason for amendments</b>
<p>shall be sent the invitation to meeting to all shareholders on the list of shareholders entitled to attend the meeting no later than 21 (twenty-one) days before the opening date of the GMS (calculated from the date the invitation is duly sent or transmitted, postage is paid or it is placed in the mailbox).</p> <p>The meeting agenda for the GMS, and documents related to the issues to be voted on at the meeting, are sent to shareholders and/or posted on the Company's website. If the documents are not included in the invitation of the GMS, the invitation shall clearly state the link to all meeting documents so that shareholders can access them, including:</p>	<p><b>invitation of the meeting shall be simultaneously published on the Company's website and the website of the SSC and the Stock Exchange. The person that convenes the GMS shall be sent the invitation to meeting to all shareholders on the list of shareholders entitled to attend the meeting no later than 21 (twenty-one) days before the opening date of the GMS (calculated from the date the invitation is duly sent or transmitted, postage is paid or it is placed in the mailbox).</b></p> <p>The meeting agenda for the GMS, and documents related to the issues to be voted on at the meeting, are sent to shareholders and/or posted on the Company's website. If the documents are not included in the invitation of the GMS, the invitation shall clearly state the link to all meeting documents so that shareholders can access them, including:</p>	<p>Supplemented electronic forms of communication when sending letters to shareholders.</p>
<p><b><u>b. List and detailed information of candidates in case of election of the Board of Directors members or Supervisors;</u></b></p>		<p>Amended as prescribed in Clause 3, Article 143 of the Law on Enterprises.</p>
<p><b>c. Votes;</b></p>	<p><b>b. Votes;</b></p>	
<p><b>d. Draft resolutions for each item on the meeting agenda.</b></p>	<p><b>c. Draft resolutions for each item on the meeting agenda.</b></p>	
<p>4. Shareholders or groups of shareholders mentioned in Clause 3, Article 12 of this Charter is entitled to propose matters to be included in the agenda of the GMS. Proposals</p>	<p>4. Shareholders or groups of shareholders mentioned in Clause 3, Article 12 of this Charter is entitled to propose matters to be included in the agenda of the GMS. Proposals must be in writing and must be sent to the</p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>must be in writing and must be sent to the Company at least 05 (five) working days before the opening date of the GMS. The proposal must include the shareholder's full name, <b>permanent</b> address, nationality, <b>Citizen Identity Card/Identity Card/Passport number or other legally valid personal identification</b> for individual shareholders; name, enterprise code or <b>establishment decision number</b>, headquarters address for organizational shareholders, quantity of each type of shares held by that person, and the proposed issues.</p>	<p>Company at least 05 (five) working days before the opening date of the GMS. The proposal must include the shareholder's full name, <b>contact</b> address, nationality, <b>legal document number</b> for individual shareholders; name, business registration number or <b>legal document number of the organization</b>, headquarters address for organizational shareholders, quantity of each type of shares held by that person, and the proposed issues.</p>	
<p><b>Article 20. Procedures for carrying out and voting at the GMS</b></p> <p>1. Before the meeting commences, the Company shall complete the procedures for shareholder registration. All shareholders that are eligible to participate shall be registered in the following order:</p>	<p><b>Article 20. Procedures for carrying out and voting at the GMS</b></p> <p>1. Before the meeting commences, the Company shall complete the procedures for shareholder registration. All shareholders that are eligible to participate shall be registered in the following order:</p>	
<p>a. Upon registering shareholders, the Company shall issue to each voting shareholder or their authorized representative with voting shares a voting card and/or voting slip, or ballot (if applicable), which includes the shareholder's identification number, their full name, the full name of the authorized representative, the</p>	<p>a. Upon registering shareholders, the Company shall issue to each voting shareholder or their authorized representative with voting shares a voting card and/or voting slip, or ballot (if applicable), which includes the shareholder's identification number, their full name, the full name of the authorized representative, the shareholder's voting number, and the items to be voted on. <b>If the Company uses electronic voting or other electronic voting methods, the aforementioned</b></p>	<p>Supplemented in case if the company uses information technology in the voting process.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>shareholder's voting number, and the items to be voted on.</p> <p><b>Article 21. Ratification of Resolutions of the GMS</b></p>	<p>card/voucher will be replaced by information allowing shareholders to access the electronic system to conduct voting or elections.</p> <p><b>Article 21. Ratification of Resolutions of the GMS</b></p>	
<p>4. GMS resolutions on the following issues shall be ratified when approved by shareholders representing 65% or more of total voting shares of all shareholders present and voting, except as provided in Clause 3 of this Article, Clause 1, Article 17, and Clause 8, Article 22 of this Charter:</p> <p><b><u>f. Other matters as prescribed by the Law on Enterprises.</u></b></p>	<p>4. GMS resolutions on the following issues shall be ratified when approved by shareholders representing 65% or more of total voting shares of all shareholders present and voting, except as provided in Clause 3 of this Article, Clause 1, Article 17, and Clause 8, Article 22 of this Charter:</p>	<p>This content should be omitted because the Law on Enterprises allows for more detailed provisions in the charter, therefore it is not advisable to refer back to the Law on Enterprises.</p>
<p><b>Article 22. Authority and procedures for obtaining shareholder opinion in writing for ratification of decisions of the GMS</b></p> <p>2. The ballots shall contain the following information:</p> <p>c. Full name, <u>permanent</u> address, nationality, <b><u>ID card number, citizen identification card number, Passport number, or other legally</u></b></p>	<p><b>Article 22. Authority and procedures for obtaining shareholder opinion in writing for ratification of decisions of the GMS</b></p> <p>2. The ballots shall contain the following information:</p> <p>c. Full name, <b>contact</b> address , nationality, and <b>legal document number</b> of the individual shareholder; name, business registration number or <b>legal document</b></p>	<p>Amend to ensure consistency in the contents of the entire Charter.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p><u>valid personal identification of the individual shareholder; name, business registration number or <b>establishment decision number</b>, and headquarters address <u>of the organizational shareholder; or full name, permanent address, nationality, <b>Citizen ID card number, National ID card number, Passport number or other legally valid personal identification of the</b></u> authorizing participation of the organizational shareholder; number of shares of each class and number of voting shares of the shareholder;</u></p>	<p><b>number of the organization</b>, and headquarters address of the organization shareholder; or full name, contact address, nationality, and <b>legal document number of the</b> authorizing participation of the organizational shareholder); number of shares of each class and the number of voting shares of the shareholder;</p>	
<p>g. Full name and signature of the Chairman of the Board <b><u>and the legal representative of the company;</u></b></p>	<p>g. Full name and signature of the Chairman of the Board.</p>	<p>Amended as prescribed in Clause 3, Article 149 of the Law on Enterprises</p>
<p>5. The Board of Directors shall count the votes and prepare a vote counting report in the presence of the Supervisors or shareholders who do not hold managerial positions in the Company. The vote counting record shall contain the following information:</p> <p>f. Full name and signature of the Chairman of the Board, <b><u>the legal representative of the company,</u></b> and the vote counting supervisors.</p>	<p>5. The Board of Directors shall count the votes and prepare a vote counting report in the presence of the Supervisors or shareholders who do not hold managerial positions in the Company. The vote counting record shall contain the following information:</p> <p>f. Full name and signature of the Chairman of the Board and of the vote counting supervisors.</p>	<p>A similar amendment is made to Clause 2 of this Article.</p>
<p><b>VII. BOARD OF DIRECTORS</b></p>	<p><b>VII. BOARD OF DIRECTORS</b></p>	
<p><b>Article 25. Nomination and self-nomination members of the Board of Directors</b></p>	<p><b>Article 25. Nomination and self-nomination members of the Board of Directors</b></p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>3. If the number of candidates through nomination and self-nomination remains insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations pursuant to the Company's Internal regulations on company administration. The procedure for the incumbent Board of Directors to nominate candidates for the Board of Directors shall be clearly <b><u>and approved by the GMS before proceeding with the nominations</u></b>, in accordance with the law.</p>	<p>3. If the number of candidates through nomination and self-nomination remains insufficient, the incumbent Board of Directors may nominate additional candidates or organize nominations pursuant to the Company's Internal regulations on company administration. The procedure for the incumbent Board of Directors to nominate candidates for the Board of Directors shall be clearly <b>announced before the GMS votes to elect members of the Board of Directors</b> in accordance with the law.</p>	<p>Amended as prescribed in Clause 3, Article 274 of Decree 155/2020/ND-CP.</p>
<p><b>Article 26. Composition, term of office, and qualifications of Board of Directors</b></p> <p>2. Composition of the Board of Directors is as follows: Compositions of the Board of Directors ensures that <b><u>at least 1/3 (one-third) of the total number of members are non-executive members</u></b>, and the number of independent members meets the regulations:</p> <p>a. At least 01 independent member in the case of a company with 03 to 05 members on its Board of Directors;</p> <p>b. At least 02 independent members in the case of a company with 06 to 08 members on its Board of Directors;</p>	<p><b>Article 26. Composition, term of office, and qualifications of Board of Directors</b></p> <p>2. Composition of the Board of Directors is as follows: Compositions of the Board of Directors ensures that <b>the number of non-executive members</b> and the number of independent members meets the regulations:</p> <p>a. At least 01 independent member <b>and at least 01 non-executive member</b> in the case of a company with 03 to 05 members on its Board of Directors;</p> <p>b. At least 02 independent members <b>and at least 02 non-executive members</b> in the case of a company with 06 to 08 members on its Board of Directors;</p>	<p>Amended as prescribed in Clause 79, Article 1 of Decree 245/2025/ND-CP.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>c. At least 03 independent members in the case of a company with 09 to 11 members on its Board of Directors.</p>	<p>c. At least 03 independent members <b>and at least 03 non-executive members</b> in the case of a company with 09 to 11 members on its Board of Directors.</p>	
<p>4. Members of the Board of Directors shall meet at least the following standards and conditions:</p>	<p>4. Members of the Board of Directors shall meet at least the following standards and conditions:</p>	
<p>c. A member of the Company's Board of Directors may simultaneously be a member of the Board of Directors of other companies, but no more than five companies.</p>	<p>c. A member of the Company's Board of Directors may simultaneously be a member of the Board of Directors <b>or of the Board of Members, or the Chairman of the Board of Members,</b> of other companies, but no more than five other companies.</p>	<p>Supplemented as prescribed in Clause 78, Article 1 of Decree 245/2025/ND-CP.</p>
<p>5. Members of the Board of Directors lose the status of member of the Board of Directors when he/she is replaced, dismissed or discharged by the GMS as prescribed in Article 160 of the Law on Enterprises. Specifically:</p>	<p>5. Members of the Board of Directors lose the status of member of the Board of Directors when he/she is replaced, dismissed or discharged by the GMS as prescribed in Article 160 of the Law on Enterprises. Specifically:</p>	
<p>5.2. The GMS shall discharge a member of the Board of Directors in the following cases:</p>	<p>5.2. The GMS shall discharge a member of the Board of Directors in the following cases:</p>	
<p>b. <u>Providing false personal information when submitting to the Company as a candidate for the Board of Directors;</u></p>	<p>b. <b>Providing false, untruthful, incomplete, concealed, or fraudulent information when submitting to the Company as a candidate for the Board of Directors, especially regarding information related to standards, conditions, qualifications, expertise, experience, capabilities, and other issues as prescribed by law and this Charter;</b></p>	<p>The amendment reflects the reality that serious offenses should lead to the removal of the Board of Directors member.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>6. The Board of Directors shall convene a GMS to elect additional members to the Board of Directors in the following cases:</p> <p>a. The number of Board of Directors members is reduced by more than one-third compared to the number <u>prescribed in the Company's Charter</u>. In this case, the Board of Directors must convene a GMS within 60 (sixty) days from the date <u>the number of members is reduced by more than one-third</u>;</p>	<p>6. The Board of Directors shall convene a GMS to elect additional members to the Board of Directors in the following cases:</p> <p>a. The number of Board of Directors members is reduced by more than one-third (1/3) compared to the number of <b>Board of Directors members approved by the GMS that is currently in effect</b> . In this case, the Board of Directors must convene a GMS within 60 (sixty) days from the date of the <b>above event</b>;</p>	<p>Amend as prescribed in Clause 3, Article 14 of this Charter.</p>
<p><b>Article 27. Rights and obligations of the Board of Directors</b></p> <p>2. The rights and obligations of the Board of Directors are prescribed by law, the Charter, and the GMS. Specifically, the Board of Directors has the following rights and obligations:</p>	<p><b>Article 27. Rights and obligations of the Board of Directors</b></p> <p>2. The rights and obligations of the Board of Directors are prescribed by law, the Charter, and the GMS. Specifically, the Board of Directors has the following rights and obligations:</p>	
<p>f. Decide on investment plans <u>and investment projects within the authority and limits prescribed by law</u>;</p>	<p>f. Decide on investment plans or sale of assets valued between <b>5% and less than 35%</b> of total asset written in the <b>Company's latest financial statements</b>.</p>	<p>Reallocate the authority between the Board of Directors and the Chairman of the Board of Directors.</p>
<p>i. Elect, dismiss, and discharge the Chairman of the Board of Directors; designate, dismiss, conclude and terminate contracts with the General Director; <u>Deputy General Director, Chief Accountant, and other key managers as prescribed by the Company</u>; decide on the</p>	<p>i. Elect, dismiss, and discharge the Chairman of the Board of Directors; designate, dismiss, conclude and terminate contracts with the General Director; decide on the salaries, remuneration, bonuses, and other benefits of those managers; appoint authorized representatives to participate in the Board of Members, Board of Directors,</p>	<p>Reallocate the authority between the Board of Directors and the Chairman of the Board of Directors</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>salaries, remuneration, bonuses, and other benefits of those managers; appoint authorized representatives to participate in the Board of Members, Board of Directors, or GMS in other companies, and decide on the remuneration and other benefits of those representatives;</p> <p>q. Decide promulgation of operation regulations of the Board of Directors, Internal regulations on company administration after they are ratified by the GMS; decide to <u>issue the operating regulations of the Audit Committee under the Board of Directors (if the company has an Audit Committee under the Board of Directors)</u>, regulations on information disclosure and the Company's other internal regulations.</p>	<p>or GMS in other companies, and decide on the remuneration and other benefits of those representatives;</p> <p>q. Decide promulgation of operation regulations of the Board of Directors, Internal regulations on company administration after they are ratified by the GMS; decide regulations on information disclosure and the Company's other internal regulations.</p>	<p>Dismissed because the Company did not operate under a model that included an Audit Committee.</p>
<p>3. The Board of Directors must report the Board of Directors' performances to the GMS as prescribed in <u>Article 280 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Law on Securities.</u></p>	<p>3. The Board of Directors must report the Board of Directors' performances to the GMS as prescribed in applicable regulations.</p>	<p>Article 280 of Decree No. 155/2020/ND-CP has been amended by Clause 82, Article 1 of Decree No. 245/2025/ND-CP, therefore, the wording should be revised accordingly.</p>
<p>Article 28. Remuneration, salaries and other benefits of members of the Board of Directors</p>	<p>Article 28. Remuneration, salaries and other benefits of members of the Board of Directors</p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>1. The company is entitled to pay remunerations and bonuses to members of the Board of Directors according to business performance.</p>	<p>1. The company is entitled to pay remunerations and bonuses to members of the Board of Directors according to business performance. The Chairman of the Board and members of the Board of Directors, who are holding the executive positions or working in subcommittees of the Board of Directors, are employed under labor contracts with the company and have the rights, obligations, salary regime, and other benefits of employees as prescribed by relevant laws and the Company's internal regulations.</p>	<p>Amended to prescribe that the Chairman of the Board and members of the Board of Directors are also employees of the Company, so that they are entitled to the same benefits and rights as other employees.</p>
<p><b>Article 29. Chairman of the Board of Directors</b></p>	<p><b>Article 29. Chairman of the Board of Directors</b></p>	
<p>3. The Chairman of the Board of Directors has the following rights and obligations:</p>	<p>3. The Chairman of the Board of Directors has the following rights and obligations:</p>	
<p><u>f. Other rights and obligations as prescribed by the Law on Enterprises and the Company's Charter.</u></p>	<p>f. Decide on investment plans or sale of assets with a value of less than 5% of the assets written in the Company's latest financial statements, excluding transactions arising from the Company's everyday business operations or transactions that have been delegated or authorized to the General Director or other executives in accordance with internal regulations or written authorization from the legal representative.</p>	<p>Reallocate the authority between the Board of Directors and the Chairman of the Board of Directors</p>
	<p>g. Approve purchase, sale, loan, lending contracts and other contracts and transactions with a value of less than 35% or more of the total asset written in the Company's latest financial statements, excluding contracts and transactions under the authority of the</p>	<p>Reallocate the authority between the Board of Directors and the Chairman of the Board of Directors</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
	<p>GMS and the Board of Directors as prescribed in this Charter.</p> <p><b>h. Other rights and obligations prescribed by the Law on Enterprises and the Company's Charter.</b></p>	
<p><b>Article 30. Meetings of the Board of Directors</b></p>	<p><b>Article 30. Meetings of the Board of Directors</b></p>	
<p><b>12. Voting:</b></p> <p>b. Members of the Board of Directors are not permitted to vote on contracts, transactions, or proposals in which they or a person related to them have an interest that conflicts with, or may conflict with the interests of the Company. <b><u>A member of Board of Directors shall not be counted toward the minimum number of representatives required to convene a Board meeting on decisions in which they do not have the right to vote.</u></b></p>	<p><b>12. Voting:</b></p> <p>b. Members of the Board of Directors are not permitted to vote on contracts, transactions, or proposals in which they or a person related to them have an interest that conflicts with, or may conflict with the interests of the Company.</p>	<p>Proposing to remove this content to better reflect practical implementation: a typical Board meeting includes many items on the agenda. If limiting members of Board of Directors to those with voting shares related to a particular issue is not counted towards the attendance requirement for meeting consideration, it will lead to the risk of Board meetings being difficult to convene on the first attempt. This becomes even more difficult to determine if all members have vested interests in the agenda items of that meeting.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>16. The minutes of the Board of Directors meetings: The Chairman of the Board of Directors is responsible for forwarding the minutes of the Board of Directors meetings to the members, and these minutes shall be considered as authentic evidence of the work performed in those meetings, unless objections are raised within 10 (ten) days of forwarding. The minutes of the Board of Directors meetings shall be prepared in Vietnamese and may also be prepared in English. The minutes shall be signed by the chair and the person recording the minutes, <u>and the members of the Board of Directors who attended the meeting.</u></p>	<p>16. The minutes of the Board of Directors meetings: The Chairman of the Board of Directors is responsible for forwarding the minutes of the Board of Directors meetings to the members, and these minutes shall be considered as authentic evidence of the work performed in those meetings, unless objections are raised within 10 (ten) days of forwarding. The minutes of the Board of Directors meetings shall be prepared in Vietnamese and may also be prepared in English. The minutes shall be signed by the chair and the person recording the minutes. <b>In the event that the chair or the person recording the minutes refuses to sign the minutes, but if all other members of the Board of Directors present and agree to approve the meetings minutes and they contain all the content as prescribed in Points (a), (b), (c), (d), (e), (g), and (h) of Clause 1, Article 158 of the Law on Enterprises, then these minutes shall be valid. The minutes shall clearly state the refusal of the chair or the person recording the minutes to sign. The person signing the minutes of the Board of Directors meeting is jointly liable for the accuracy and truthfulness of its contents. The chair and the person recording the minutes are personally liable for any damages incurred by the enterprise due to their refusal to sign the minutes, as prescribed by the Law on Enterprises, the Company's Charter, and relevant laws.</b></p>	<p>Supplemented as prescribed in Clause 6, Article 7 of Law No. 03/2022/QH15 .</p>
<p>VIII. THE GENERAL DIRECTOR AND OTHER EXECUTIVES</p>	<p>VIII. THE GENERAL DIRECTOR AND OTHER EXECUTIVES</p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p><b>Article 33. Organization of the management apparatus</b></p> <p>1. The Company's management apparatus shall be responsible to the Board of Directors, supervised and controlled by the Board of Directors in the Company's everyday business operation. The Company has a General Director, Deputy General Directors, a Chief Accountant and person designated by the Board of Directors to hold other managerial positions. <u>The appointment, dismissal, and removal of these persons are subject to ratification by resolution or decision of the Board of Directors.</u></p> <p>2. The General Director and Deputy General Directors may also be members of the Board of Directors, <u>and may be appointed or dismissed by the Board of Directors through a formally adopted resolution.</u></p>	<p><b>Article 33. Organization of the management apparatus</b></p> <p>1. The Company's management apparatus shall be responsible to the Board of Directors, supervised and controlled by the Board of Directors in the Company's everyday business operation. The Company has a General Director, Deputy General Directors, a Chief Accountant and person designated by the Board of Directors <b>or the Chairman of the Board of Directors</b> to hold other managerial positions.</p> <p>2. The General Director and Deputy General Directors may also be members of the Board of Directors.</p>	<p>According to Article 50 of the Law on Securities, the Chief Accountant is appointed by the legal representative and therefore does not need to be appointed by the Board of Directors.</p> <p>Adjust the authority to appoint executives.</p>
<p><b>Article 34. Company's executives</b></p> <p>1. The Company's executives include the General Director, Deputy General Director, Chief Accountant, and person designated by the Board of Directors to hold other managerial positions.</p>	<p><b>Article 34. Company's executives</b></p> <p>1. The Company's executives include the General Director, Deputy General Director, Chief Accountant, and person designated by the Board of Directors <b>or the Chairman of the Board of Directors</b> to hold other managerial positions.</p>	<p>Adjust the authority to appoint executives.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
	<p><b>2. The Board of Directors may appoint a member of the Board of Directors or hire someone else to serve as the General Director.</b></p> <p><b>3. The Chairman of the Board of Directors appoints, dismisses, and discharges the Deputy General Directors, Chief Accountant, Heads of branches, representative offices, and other subsidiary units (if any) as prescribed in the law and the Company's Charter.</b></p>	<p>Adjust the authority for the appointment of executive officers.</p>
<p><b>2.</b> As proposed by the General Director and with the approval of the Board of Directors, the Company may recruit other executives in number and according to qualifications appropriate to the Company's structure and management regulations as prescribed by the Board of Directors. Executives must possess the necessary diligence to ensure that the Company's operations and organization achieve their stated targets.</p>	<p><b>5.</b> As proposed by the General Director and with the approval of the Chairman of the Board of Directors and the Company may recruit other executives in number and according to qualifications appropriate to the Company's structure and management regulations as prescribed by the Board of Directors. Executives must possess the necessary diligence to ensure that the Company's operations and organization achieve their stated targets.</p>	
<p><b>3.</b> The salary, remuneration, benefits, and other terms of employment contracts for the General Director will be determined by the Board of Directors, and contracts for other executives will be determined by the Board of Directors after consultation with the General Director.</p>	<p><b>6.</b> The salary, remuneration, benefits, and other terms of employment contracts for the General Director will be determined by the Board of Directors, and contracts for other executives will be determined by the Chairman of the Board of Directors after consultation with the General Director.</p>	
<p><b>4.</b> Salaries, remuneration, benefits, and terms of executive compensation are included in the Company's business expenses as prescribed in</p>	<p><b>7.</b> Salaries, remuneration, benefits, and terms of executive compensation are included in the Company's business expenses as prescribed in the Law on Corporate</p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>the Law on Corporate Income Tax, are presented as a separate item in the Company's annual financial statements, and must be reported to the GMS at the annual meeting.</p> <p><b><u>5. The Board of Directors will specify the details of the dismissal and discharge of the Company's executives in the internal regulations on company administration.</u></b></p>	<p>Income Tax, are presented as a separate item in the Company's annual financial statements, and must be reported to the GMS at the annual meeting.</p>	<p>Remove this content because Article 34 of the Company's Charter already prescribes the authority to dismiss or discharge the Company's executives.</p>
<p><b>Article 35. General Director</b></p> <p>5. The General Director has the following rights and obligations:</p> <p>b. Decide on all issues related to everyday business operations. A resolution of the Board of Directors is not required, <b><u>this includes in</u></b> signing financial and commercial contracts; organize and execute the Company's everyday business operations in accordance with best management practices;</p>	<p><b>Article 35. General Director</b></p> <p>5. The General Director has the following rights and obligations:</p> <p>b. Decide on all issues related to everyday business operations. A resolution of the Board of Directors <b>or a decision of the Chairman of the Board of Directors</b> is not required. <b>If authorized by the Chairman of the Board of Directors, the General Director may represent on behalf of the Company in signing financial and commercial contracts; organize and execute the Company's everyday business operations in accordance with best management practices;</b></p>	<p>Amendment are consistent with the revised authority of the Chairman of the Board of Directors and the Legal Representative.</p>
<p>c. Propose the number and types of managerial personnel that the Company needs to hire for the Board of Directors to appoint or dismiss as necessary in order to implement good management practices and structures proposed</p>	<p>c. Propose the number and types of managerial personnel that the Company needs to hire for the Board of Directors/<b>Chairman of the Board</b> to appoint or dismiss as necessary in order to implement good management practices and structures proposed by the</p>	<p>Supplement in alignment with the amended authority of the Chairman of the Board of Directors.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>by the Board of Directors, and consultancy the Board of Directors on the salary, remuneration, benefits, and other definitions of employment contracts for managerial personnel;</p> <p>g. Appoint, dismiss, and remove managerial positions within the Company, except for those positions under the authority of the Board of Directors;</p>	<p>Board of Directors/<b>Chairman of the Board</b>, and consultancy the Board of Directors/<b>Chairman of the Board</b> on the salary, remuneration, benefits, and other definitions of employment contracts for managerial personnel;</p> <p>g. Appoint, dismiss, and remove <b>other positions</b> within the Company, except for those positions under the authority of the Board of Directors and the Chairman of the Board of Directors;</p>	<p>Supplement in alignment with the amended authority of the Chairman of the Board of Directors.</p>
<p>7. Dismissal and discharge of the Company's General Director: The Board of Directors may dismiss or discharge the General Director when at least 2/3 (two-thirds) of the members of the Board of Directors vote in favor (in this case, the vote of the General Director is not counted) and appoint a new General Director to replace him/her. The Company's General Director may be dismissed or discharged in the following cases:</p>	<p>7. Dismissal and discharge of the Company's General Director: The Board of Directors may dismiss or remove the General Director when such decision is <b>approved by a majority (more than 50%)</b> of the members of the Board of Directors voting in favor (in this case, the vote of the General Director is not counted <b>if he/she is also a member of the Board of Directors</b>) and appoint a new General Director to replace him/her. The Company's General Director may be dismissed or discharged in the following cases:</p>	<p>To clarify, in cases where the General Director is also a member of the Board of Directors, if the General Director is not a member of the Board of Directors, he/she does not have the right to vote at Board meetings.</p>
<p><b>IX. SUPERVISORS</b></p> <p>Article 36. Nomination, self-nomination of members of the Supervisors</p>	<p><b>IX. SUPERVISORS</b></p> <p>Article 36. Nomination, self-nomination of members of the Supervisors</p>	
<p>2. If the number of candidates for the Supervisors nominated through nomination and self-nomination is insufficient, the incumbent Supervisors may nominate additional</p>	<p>2. If the number of candidates for the Supervisors nominated through nomination and self-nomination is insufficient, the incumbent Supervisors may nominate additional candidates or organize nominations according</p>	<p>Amend in the same manner as Clause 3, Article 25 of this Charter.</p>

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>candidates or organize nominations according to the mechanisms prescribed in the Company's Charter, Internal regulations on company administration, and the regulations on operation of Supervisors. <u>The mechanism for the incumbent Supervisors' nomination of candidates shall be clearly announced and approved by the GMS before the nomination process begins.</u></p>	<p>to the mechanisms prescribed in the Company's Charter, Internal regulations on company administration, and the regulations on operation of Supervisors. The incumbent Supervisors' nomination of candidates shall be clearly announced before the GMS votes to elect members of the Supervisors, as prescribed by law.</p>	
<p><b>Article 37. Members of the Supervisors and the Chief Supervisors</b></p> <p>4. Members of the Supervisors may be discharged in the following cases:</p>	<p><b>Article 37. Members of the Supervisors and the Chief Supervisors</b></p> <p>4. Members of the Supervisors may be discharged in the following cases:</p>	
<p>d. <u>Other cases as decided by the GMS.</u></p>	<p>d. Providing false, untruthful, incomplete, concealed, or fraudulent information when submitting it to the Company as a candidate for the Supervisors , especially regarding information related to standards, conditions, qualifications, expertise, experience, capabilities, and other matters as prescribed by law and this Charter;</p>	<p>Amended accordingly the regulations on the discharge of members of the Board of Directors.</p>
<p><b>X. RESPONSIBILITIES AND OBLIGATIONS OF MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORS, CEO, AND MANAGERIAL STAFF</b></p>	<p>e. Other cases as prescribed by the GMS's resolution.</p> <p><b>X. RESPONSIBILITIES AND OBLIGATIONS OF MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORS, CEO, AND MANAGERIAL STAFF</b></p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p><b>Article 42. Duty of Loyalty and Avoidance of conflicts of interest</b></p> <p>7. Contracts or transactions between the Company and one or more members of the Board of Directors, Supervisors, General Director, other executives, and individuals or organizations related to these parties shall not be invalidated in the following cases:</p>	<p><b>Article 42. Duty of Loyalty and Avoidance of conflicts of interest</b></p> <p>7. Contracts or transactions between the Company and one or more members of the Board of Directors, Supervisors, General Director, other executives, and individuals or organizations related to these parties shall not be invalidated in the following cases:</p>	
<p><b>XIV. DISTRIBUTION OF PROFITS</b></p> <p><b>Article 55. Dividends</b></p> <p>4. In the event that dividends or other payments related to a stock are paid in cash, the Company shall make the payment in Vietnamese Dong. Payment may be made directly or through banks based on the bank account details provided by the shareholder . If the Company has transferred according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for the amount transferred to the beneficiary. Dividend payments for shares listed on the <u>Hanoi</u> Stock Exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.</p>	<p><b>XIV. DISTRIBUTION OF PROFITS</b></p> <p><b>Article 55. Dividends</b></p> <p>4. In the event that dividends or other payments related to a stock are paid in cash, the Company shall make the payment in Vietnamese Dong. Payment may be made directly or through banks based on the bank account details provided by the shareholder . If the Company has transferred according to the bank details provided by the shareholder but the shareholder does not receive the money, the Company shall not be liable for the amount transferred to the beneficiary. Dividend payments for shares listed on the Stock Exchange may be made through a securities company or the Vietnam Securities Depository and Clearing Corporation.</p>	<p>Amend to align with the roadmap for the restructuring of the securities market.</p>
<p><b>XVII. AUDIT</b></p>	<p><b>XVII. AUDIT</b></p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p><b>Article 62. Audit</b></p> <p>1. At the Annual GMS, the Company will appoint an independent auditing firm, <u>legally operating in Vietnam and approved by the State Securities Commission to audit listed companies</u>, to conduct the audit of the Company for the following fiscal year based on the terms and conditions agreed upon with the Board of Directors. The Company must prepare and submit the annual financial statements to the independent auditing firm after the end of the fiscal year.</p>	<p><b>Article 62. Audit</b></p> <p>1. At the Annual GMS, the Company will appoint an independent auditing firm or ratify a list of independent auditing firms legally operating in Vietnam and ratified by the SSC to audit listed companies, and authorize the Board of Directors to select one of these firms to conduct the audit of the Company for the following fiscal year based on terms and conditions agreed upon with the Board of Directors. The Company shall prepare and submit the annual financial statements to the independent auditing firm after the end of the fiscal year.</p>	<p>Amended to suit practical implementation.</p>
<p><b>XVIII. THE COMPANY'S SEALS</b></p> <p><b>Article 63. The Company's seal</b></p> <p><u>3. Before use, the Company is obligated to notify the business registration authority of the seal design for public posting on the National Business Registration Portal.</u></p>	<p><b>XVIII. THE COMPANY'S SEALS</b></p> <p><b>Article 63. The Company's seal</b></p>	<p>Removed as prescribed in Article 43 of the Law on Enterprises.</p>
<p><b>4. The Board of Directors and the General Director shall use and manage the seal in accordance with the applicable laws and regulations.</b></p>	<p><b>3. The Board of Directors and the General Director shall use and manage the seal in accordance with the applicable laws and regulations.</b></p>	
<p><b>XXII. EFFECTIVE DATE</b></p>	<p><b>XXII. EFFECTIVE DATE</b></p>	
<p><b>Article 69. Effective Date</b></p>	<p><b>Article 69. Effective Date</b></p>	

As prescribed in the current Charter	Proposed amendments	Reason for amendments
<p>1. This Charter has XXII chapters and 69 articles and is fully ratified by the 2025 Annual GMS of Construction and Investment Joint Stock Company No. 18 on <u>April 25, 2025</u> in Hanoi, and this Charter's full text acceptance by the GMS of Construction and Investment Joint Stock Company No. 18.</p>	<p>1. This Charter has XXII chapters and 69 articles and is fully ratified by the 2026 Annual GMS of Construction and Investment Joint Stock Company No. 18 on ... in Hanoi, and this Charter's full text acceptance by the GMS of Construction and Investment Joint Stock Company No. 18.</p>	

Hanoi, April 28<sup>th</sup> 2026

**PROPOSAL**

**Re: Amendment and Supplementation of the Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Directors**

**TO: THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, as amended by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019, as amended by Law No. 56/2024/QH15 dated November 29, 2024;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020, as amended and supplemented by Decree No. 245/2025/ND-CP dated September 11, 2025;
- Pursuant to Circular No. 116/2020/TT-BTC dated December 31, 2020 guiding certain aspects of corporate governance applicable to public companies;
- Pursuant to the Charter on Organization and Operation of Construction and Investment Joint Stock Company No.18;
- Based on the practical requirements of the Company's governance and business operations;

The Board of Directors of Construction and Investment Joint Stock Company No.18 respectfully submits to the 2026 Annual General Meeting of Shareholders (the 2026 AGM) for approval the amendment and supplementation of the Company's Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Directors as follows:

Based on the review of the aboved Regulations as well as amendment and supplementation of the Company's Charter, the Board of Directors has identified that certain provisions of the Regulations require amendment and supplementation to ensure compliance with applicable laws and to meet practical requirements in corporate governance and management. Details of such amendments are set out in the Appendix attached to this Proposal. The full draft of the amended Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Directors has been fully disclosed on the Company's website at: [www.licogi18.com.vn](http://www.licogi18.com.vn).

The Board of Directors respectfully requests the 2026 AGM to authorize the Board of Directors to finalize, amend, supplement, and issue the Regulations based on the contents approved by the 2026 AGM.

The amended and supplemented Regulations shall take effect from the date it is approved by the 2026 AGM of the Company.

The Board of Directors respectfully submits to the 2026 AGM for consideration and approval.

Sincerely yours,

**ON BEHALF OF THE BOARD OF DIRECTORS**

Chairman

**Recipients:**

- As above;
- BOD Archives.



Nguyen Xuan Hung

## APPENDIX

### PROPOSED AMENDMENTS AND ADDITIONS TO THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE OF CONSTRUCTION INVESTMENT AND JOINT STOCK COMPANY N°18

(Attached to Report No. ... of ... dated ...)

**Note:**

- Provisions not detailed in this appendix remain unchanged.
- The proposed changes in the "Regulations in the Current Regulations" section are shown in **bold or underlined text**.
- The content requiring amendment or supplementation in the "Proposed amendments" section is highlighted in **bold**.
- The Law on Enterprises is Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly on January 11, 2022, Law No. 76/2025/QH15, passed by the National Assembly on June 17, 2025, and guiding documents for its implementation;
- The Securities Law is Law No. 54/2019/QH14, passed by the National Assembly on November 26, 2019; amended and supplemented by Law No. 56/2024/QH15, passed by the National Assembly on November 29, 2024, and its implementing guidelines.
- Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of Articles of the Securities Law; amended and supplemented by Decree No. 245/ND-CP dated September 11, 2025, of the Government amending and supplementing a number of Articles of Decree No. 155/2020/ND-CP;
- The Charter/Company Charter are the Articles of Organization and Operation of Construction and Investment Joint Stock Company N° 18;
- Some formal adjustments, including changes in the numbering of items due to additions or deletions of content, are not detailed in the revised comparative appendix to these Regulations.

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p><b>LEGAL BASIS:</b></p> <ul style="list-style-type: none"> <li>- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020</li> <li>- The Securities Law No. 54/2019/QH14 was passed by the 14th National Assembly of the Socialist Republic of Vietnam on <u>November 26, 2019</u>.</li> </ul>	<p><b>LEGAL BASIS:</b></p> <ul style="list-style-type: none"> <li>- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 and its amendments and supplements.</li> <li>- Law on Securities No. 54/2019/QH14 dated November 26, 2019 and its amendments and supplements.</li> </ul>	<p>Update legal documents.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>- Decree No. 155/2020/ND-CP dated December 31, 2020 <u>of the Government provides detailed regulations for the implementation of a number of articles of the Securities Law.</u></p> <p>- Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, provides guidance on certain provisions of corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law.</p> <p>- Charter of organization and operation of Investment and Construction Joint Stock Company No. 18.</p>	<p>- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government provides detailed regulations for the implementation of a number of articles of the Securities Law and its amending and supplementary documents.</p> <p>- Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, provides guidance on certain provisions of corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law.</p> <p>- Charter of organization and operation of Investment and Construction Joint Stock Company No. 18.</p>	
<p><b>Chapter III: GENERAL MEETING OF SHAREHOLDERS</b></p> <p><b>Article 7. Authority to convene the General Meeting of Shareholders</b></p>	<p><b>Chapter III: GENERAL MEETING OF SHAREHOLDERS</b></p> <p><b>Article 7. Authority to convene the General Meeting of Shareholders</b></p>	
<p>7. The Board of Directors' activity report presented to the Annual General Meeting of Shareholders must include at least the following contents:</p>	<p>7. The Board of Directors' activity report submitted to the Annual General Meeting of Shareholders must include at least the following contents:</p> <ul style="list-style-type: none"> <li>- Performance of independent board members and evaluation results of each independent</li> </ul>	<p>Amended according to Clause 82, Article 1 of Decree 245/2025/ND-CP.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>- The activities of independent board members and the results <u>of independent members' evaluations</u> of the board's performance.</p>	<p>member. Regarding the activities of the Board of Directors.</p>	
<p>Article 8. Compilation and notification of the list of shareholders entitled to attend the General Meeting of Shareholders</p> <p>2. The announcement regarding the list of shareholders entitled to attend the General Meeting of Shareholders will be published on the Company's website, <u>the Hanoi Stock Exchange (HNXX)</u>, and the State Securities Commission (SSC).</p>	<p>Article 8. Compiling and notifying the list of shareholders entitled to attend the General Meeting of Shareholders.</p> <p>2. The announcement regarding the list of shareholders entitled to attend the General Meeting of Shareholders shall be published on the Company's website, the stock exchange where the Company's shares are listed, and the State Securities Commission.</p>	<p>Amendments have been made to align with the roadmap for restructuring the Vietnamese stock market.</p>
<p>Article 9. Notice of convening the General Meeting of Shareholders</p> <p>1. Preparation for the General Meeting of Shareholders: The person convening the General Meeting of Shareholders must prepare a list of shareholders eligible to participate and vote at the General Meeting of Shareholders; the agenda and content of the meeting; documents for the meeting; the time and place of the General Meeting of Shareholders; notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend within the time stipulated in <u>Clause 1</u> of this Article; and other matters serving the General Meeting in accordance with the law and the Company's</p>	<p>Article 9. Notice of convening the General Meeting of Shareholders</p> <p>1. Preparation for the General Meeting of Shareholders: The person convening the General Meeting of Shareholders must prepare a list of shareholders eligible to participate and vote at the General Meeting; the agenda and content of the meeting; documents for the meeting; the time and place of the General Meeting of Shareholders; and notify and send notices of the General Meeting of Shareholders to all shareholders entitled to attend within the time stipulated in <u>Clause 2</u>. This, and other matters serving the General Meeting, must comply with the law and the Company's regulations. Matters included in the General Meeting agenda must be consistent with the authority of the</p>	<p>Amendments have been made to align with the revised Charter.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>regulations. The matters included in the agenda of the General Meeting of Shareholders must be consistent with the authority of the General Meeting of Shareholders as stipulated in the Company's Charter;</p> <p>2. Notice of convening the General Meeting of Shareholders:</p>	<p>General Meeting as stipulated in the Company's Charter;</p> <p>2. Notice of convening the General Meeting of Shareholders:</p>	<p>Reasons have been made to align with the amended Charter and to include electronic forms of sending letters to shareholders.</p>
<p>b. The notice of the General Meeting of Shareholders shall be sent to all shareholders by <u>registered mail</u> and simultaneously published on the Company's website, the State Securities Commission's website, and the Hanoi Stock Exchange's website no later than 21 days before the opening date of the General Meeting of Shareholders (calculated from the date the notice is duly sent or transmitted, postage is paid, or it is placed in the mailbox);</p>	<p>b. Notices of the General Meeting of Shareholders are sent to all shareholders by a method that ensures The information will be sent to the shareholder's contact address and electronically to the shareholder's email address registered in the shareholder register/list of securities holders or other electronic forms permitted by law. The meeting notice shall be simultaneously published on the Company's website, the State Securities Commission's website, and the Stock Exchange's website no later than 21 days before the opening date of the General Meeting of Shareholders (calculated from the date the notice is duly sent or transmitted, postage is paid, or it is placed in the mailbox);</p>	<p>Amendments have been made to align with the revised Charter.</p>
<p>c. The company shall publish on its website, <u>the Hanoi Stock Exchange</u>, and the State Securities Commission the details of the Annual General Meeting of Shareholders, clearly stating the link to all documents of the <u>Annual General Meeting of Shareholders</u>. The documents of the Annual General Meeting of Shareholders must be posted and updated with any amendments or additions (if</p>	<p>c. The company shall publish information about the General Meeting of Shareholders on its website, <u>the Stock Exchange</u>, and the State Securities Commission, clearly stating the link to all the documents of the General Meeting of Shareholders. The documents of the General Meeting of Shareholders must be posted and updated with any amendments or additions (if any) until the end of the General Meeting of Shareholders;</p>	<p>Amendments have been made to align with the revised Charter.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>any) until the end of the Annual General Meeting of Shareholders;</p> <p>d. The documents include:</p> <ul style="list-style-type: none"> <li>- Meeting agenda and materials to be used in the meeting;</li> <li>- <u>A list and detailed information of candidates in the event of electing members of the Board of Directors or Supervisory Board;</u></li> <li>- Voting slip;</li> <li>- Draft resolutions for each item on the meeting agenda.</li> </ul> <p>3. Shareholders or groups of shareholders mentioned in Clause 3, Article 12 of the Company's Charter have the right to propose matters to be included in the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company at least <u>three (05) working days</u> before the opening date of the General Meeting of Shareholders. Proposals must include the shareholder's full name, <u>permanent address</u>, nationality, <u>Citizen Identity Card number, Citizen Identification Card, Passport number, legally valid personal identification</u> for or other legally valid personal identification for individual shareholders; name, enterprise code or <u>establishment decision number, head office address</u> for organizational shareholders, the number and type of shares held by that person, and</p>	<p>d. The documents include:</p> <ul style="list-style-type: none"> <li>- Meeting agenda and materials to be used in the meeting;</li> <li>- Voting slip;</li> <li>- Draft resolutions for each item on the meeting agenda.</li> </ul> <p>3. Shareholders or groups of shareholders mentioned in Clause 3, Article 12 of the Company's Charter have the right to propose issues to be included in the General Meeting of Shareholders. Proposals must be in writing and must be sent to the Company at least <u>five (05) working days in advance</u>. Before the opening day of the General Meeting of Shareholders, the proposal must include the shareholder's full name, <u>contact address</u>, nationality, <u>and legal document number</u> for individual shareholders; the name, business registration number or <u>legal document number of the organization</u>, and head office address for organizational shareholders, the number and type of shares held, and the content of the proposal to be included in the meeting agenda;</p>	<p>Adjust the wording for consistency.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>the content of the proposal to be included in the meeting agenda;</p> <p>4. The person convening the General Meeting of Shareholders has the right to reject proposals in the following cases:</p> <ul style="list-style-type: none"> <li>- Petitions were submitted late, or were incomplete or contained incorrect information;</li> <li>- At the time of the proposal, the shareholder or group of shareholders <b>did not hold at least 10% of the common shares</b> as stipulated in Clause 3, Article 12 of these <b>Charters;</b></li> <li>- The issue raised in this proposal falls outside the scope of authority of the General Meeting of Shareholders.</li> <li>- Other cases as prescribed by law and these Regulations.</li> </ul>	<p>4. The person convening the General Meeting of Shareholders has the right to reject proposals in the following cases:</p> <ul style="list-style-type: none"> <li>- The petition was submitted late, or it was incomplete or contained incorrect information;</li> <li>- At the time of the petition, the shareholder or group of shareholders <b>did not hold at least 5% of the common shares. According to the list of shareholders as of the record date, those holding securities are entitled to attend the General Meeting of Shareholders</b> , as stipulated in Clause 3, Article 12 of the <b>Company's Charter</b> ;</li> <li>- The issue raised in this proposal falls outside the scope of authority of the General Meeting of Shareholders.</li> <li>- Other cases as prescribed by law and these Regulations.</li> </ul>	<p>Adjustments have been made to align with the provisions of the Charter , as shareholders/groups of shareholders holding 5% or more of the shares now have the right to propose changes to the meeting agenda.</p>
<p><b>Article 10. How to register to attend the Annual General Meeting before the meeting opens.</b></p>	<p><b>Article 10. How to register to attend the Annual General Meeting before the meeting opens.</b></p>	
<p>2. Shareholders choose the method of registering to attend the General Meeting of Shareholders as stated in the notice, including:</p>	<p>2. Shareholders choose the method of registering to attend the General Meeting of Shareholders as stated in the notice, including:</p>	

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>c. Authorizing another person to attend and vote at the meeting (If more than one representative is appointed, the number of shares and votes authorized for each representative must be specifically specified): Shareholders will authorize the authorized person to attend the meeting in writing using <u>the form provided by the Company with the documents.</u> Shareholders may send information about the authorization document to the Organizing Committee before the opening day of the General Meeting;</p>	<p>c. Authorizing another person to attend and vote at the meeting (If more than one representative is appointed, the number of shares and votes authorized for each representative must be specifically determined): Shareholders will authorize the authorized person to attend the meeting in writing, <b>in accordance with civil law, or using the form provided by the Company with the documents.</b> Shareholders may submit information regarding the proxy form to the Organizing Committee before the opening day of the General Meeting;</p>	<p>The amendments are consistent with the amended Statutes.</p>
<p><b>Article 11. Procedures for registration and verification of delegate eligibility on the day of the General Meeting of Shareholders.</b></p>	<p><b>Article 11. Procedures for registration and verification of delegate eligibility on the day of the General Meeting of Shareholders.</b></p>	
<p>1. Before the meeting commences, the Company must carry out the shareholder registration procedure and continue registration until all shareholders entitled to attend have registered. The department/individual designated by <u>the Board of Directors</u> is responsible for registering attendees of the General Meeting of Shareholders. Registration for the General Meeting of Shareholders includes registering shareholders and their authorized representatives to attend before the meeting commences. Shareholders are registered to verify the minimum required attendance rate of shareholders or their authorized representatives for the meeting to commence validly.</p>	<p>1. Before the meeting commences, the Company must carry out the shareholder registration procedure and must continue registration until all shareholders entitled to attend the meeting are present and registered. The department/individual authorized by <b>the convener of the General Meeting of Shareholders</b> are responsible for registering to attend the General Meeting of Shareholders. Registration for the General Meeting of Shareholders includes registering shareholders and their authorized representatives to attend before the meeting commences. Shareholders are registered to verify the minimum required attendance rate of shareholders or their authorized representatives for the meeting to begin validly.</p>	<p>Besides the Board of Directors, the authority to convene a General Shareholders' Meeting also rests with the Supervisory Board and shareholders/groups of shareholders owning 5% or more of the company. Therefore, in some cases where the General Shareholders' Meeting is not convened by the Board of Directors, the Board of Directors cannot designate a</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>Article 12. Opening of the General Meeting of Shareholders</p> <p>2. Opening of the General Meeting of Shareholders: When the minimum number of members present is reached, <u>the Chairman of the Board of Directors</u> declares the General Meeting of Shareholders open. The Chairperson of the General Meeting of Shareholders is stipulated in Clause 4, Article 20 of the company's charter. In the case of electing a Chairperson (in the absence of the Chairman of the Board of Directors), the names of the nominated candidates and the number of votes will be announced, and the person with the highest number of votes will be the Chairperson of the meeting.</p> <p>The Chairman of the General Meeting of Shareholders nominates one or more individuals to act as secretary to record the minutes of the General Meeting of Shareholders. The content of the minutes of the General Meeting of</p>	<p>6. In cases where the company applies electronic voting or other electronic forms, the issuance of cards/vouchers as mentioned in clauses 5 and 6 of this Article shall be replaced by information enabling shareholders to access the electronic system to conduct voting and elections.</p> <p>Article 12. Opening of the General Meeting of Shareholders</p> <p>2. Opening the General Meeting of Shareholders: Once the minimum number of attendees is reached, the person convening the General Meeting of Shareholders or the designated department/individual shall open the meeting. Statement opening the General Shareholders' Meeting. The chairman of the General Shareholders' Meeting is stipulated in Clause 4, Article 20 of the company's charter. In the case of electing a chairman (in the absence of the Chairman of the Board of Directors), the names of the nominated candidates and the number of votes will be announced, and the person with the highest number of votes will be the chairman of the meeting.</p> <p>The Chairman of the General Meeting of Shareholders nominates one or more individuals to act as secretary to record the minutes of the General Meeting of Shareholders. The content of the minutes of the General Meeting of Shareholders is stipulated in Article 17 of these Regulations.</p>	<p>Additional requirements apply if the company uses information technology in the voting process.</p> <p>Amendments have been made to ensure that the authority to convene a General Meeting of Shareholders rests with the Board of Directors, the Supervisory Board, or shareholders/groups of shareholders owning 5% or more of the company.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
Shareholders is stipulated in Article 17 of these Regulations.		
<p><b>Voting Procedure</b></p>	<p><b>Voting Procedure</b></p>	
<p>1. Elect the Vote Counting Committee:</p> <p>b. The vote counting committee is responsible for counting the votes and preparing a written report on the results of the vote counting <u>after</u> the conclusion of the General Meeting of Shareholders. The report on the results of the vote counting must be signed by all members of the vote counting committee. Members who refuse to sign this report must explain their reasons for refusal, and these reasons will be included in an appendix to the report;</p>	<p>1. Elect the Vote Counting Committee:</p> <p>b. The vote counting committee is responsible for counting the votes and preparing a written report on the counting results <u>before</u> the conclusion of the General Meeting of Shareholders. The report on the vote count results must be signed by all members of the Vote Counting Committee. Members who refuse to sign this report must explain their reasons for refusal, and these reasons will be included in an appendix to the report;</p>	<p>According to Clause 2, Article 150 of the Enterprise Law, the minutes of the General Meeting of Shareholders must be completed and approved before the end of the meeting, and the vote count results are a mandatory item in the minutes. Therefore, the vote count report cannot be prepared after the General Meeting of Shareholders has ended.</p>
<p>d. The person appointed to supervise the vote counting process has the right to: Prevent any violations of the election regulations; Report to the Chairman of the General Meeting of Shareholders any unusual signs during the vote counting process, if any;</p>	<p>d. The person appointed to supervise the vote counting process has the right to: Prevent any violations of the voting and electing regulations; Report to the Chairman of the General Meeting of Shareholders any irregularities in the vote counting process, if any;</p>	<p>At the General Shareholders' Meeting, in addition to the election agenda, there is also a voting agenda.</p>
<p>3. The General Meeting of Shareholders discusses and votes on each item on the agenda. When voting at the meeting, shareholders cast their votes on the ballot according to the instructions of the Ballot Counting Committee. <u>Typically</u>, each item</p>	<p>3. The General Meeting of Shareholders will discuss and vote on each item on the agenda. When voting at the meeting, shareholders will cast their votes on the ballot paper according to the instructions of the Ballot Counting Committee. Each item for which a vote is</p>	<p>Amend this to align with Clause 5, Article 146 of the Enterprise Law and Clause 5,</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>on the agenda has three options: <u>"Agree/Concur"</u> - <u>"Disagree/Contrary"</u> - <u>"Other Opinions,"</u> for shareholders to mark their desired option. Shareholders then place their ballots into a sealed ballot box for the Ballot Counting Committee to count the votes.</p> <p>5. In addition to direct voting into ballot boxes at the General Shareholders' Meeting, the Company strives to maximize the application of modern information technologies to enable shareholders to vote remotely and participate in online General Shareholders' Meetings:</p>	<p>being sought has three options: <u>"Approve/Agree"</u> - <u>"Disapprove/Disagree"</u> - <u>"No opinion"</u>. Shareholders then mark their desired box. Shareholders then place their ballots into a sealed ballot box for the vote counting committee to complete the counting.</p> <p>5. In addition to direct voting into ballot boxes at the General Shareholders' Meeting, the Company strives to maximize the application of modern information technologies to enable shareholders to vote remotely and participate in online General Shareholders' Meetings:</p>	<p>Article 20 of the company's charter.</p>
<p>a. Shareholders attending the meeting via online conference, electronic voting or other electronic forms: Shareholders can register as shareholders on the online system. The Company will provide each shareholder with an account and password to access this system. When shareholders vote online, <u>the number of votes in favor and against the resolution</u> will be recorded on this online system.</p>	<p>a. Shareholders attending the meeting via online conference, electronic voting or other electronic forms: Shareholders can register as shareholders on the online system. The Company will provide each shareholder with one (01) account and password to access this system. When shareholders vote online, <u>the number of votes in favor, against, and no opinion will be displayed when approving the resolution</u> is recorded on this online system.</p>	<p>Amend this to align with Clause 5, Article 146 of the Enterprise Law and Clause 5, Article 20 of the company's charter.</p>
<p>b. <u>Shareholders who vote online will be considered as not having any opinion on matters arising outside the agenda of the general meeting that were sent to shareholders before the meeting date.</u></p>	<p>b. For items arising outside the agenda of the general meeting that have been sent to shareholders before the meeting date, the Company must facilitate online voting by participating shareholders on these items. Shareholders who do not vote online will be considered as not having attended and voted on these items.</p>	<p>Adjustments have been made to ensure the rights of shareholders participating online are protected.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>Article 14. Method of counting votes</p> <p><u>"Agree/Consent," "Disagree/Consent," and "Other Opinions"</u> statuses will be compiled separately (blank/invalid ballots will be added to the "Other Opinions" group). The total result for each status will be divided by the total number of voting rights issued during registration to determine the percentage for each status.</p>	<p>Article 14. Method of counting votes</p> <p>2. The statuses "Agree," "Disagree," and "No opinion" These will be compiled separately (blank/invalid ballots will be added to the "No Opinion" group). The total result for each status will be divided by the total number of voting rights issued during registration to determine the percentage for each status.</p>	<p>The amendments are consistent with the amendments to Clause 3 mentioned above.</p>
<p>Article 15. Conditions for the Resolution to be adopted</p> <p>1. Resolutions on the following matters shall be adopted if approved by shareholders representing sixty-five percent (65%) or more of the total voting rights of <u>all shareholders present at the meeting</u>, except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law:</p> <p><u>a. Amendments and additions to the charter;</u></p> <p>b. The type of shares and the total number of shares of each type;</p> <p>c. Reorganize or dissolve the company;</p> <p>d. Changes in industry, occupation, and business sector;</p> <p>e. Changes to the company's organizational and management structure;</p>	<p>Article 15. Conditions for the Resolution to be adopted</p> <p>1. A resolution on the following matters shall be adopted if it is approved by shareholders representing sixty-five percent (65%) or more of the total voting rights of <u>all shareholders attending and voting</u>. Except as provided in Clauses 3, 4 and 6 of Article 148 of the Enterprise Law:</p> <p>a. Type of shares and total number of shares of each type;</p> <p>b. Reorganize or dissolve the company;</p> <p>c. Changes in industry, occupation, and business sector;</p> <p>d. Changes to the company's organizational and management structure;</p> <p>e. Investment projects or asset sales with a value of 35% or more of the total asset value recorded</p>	<p>Amend this to align with Article 21 of the Company Charter.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>f. Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial statement;</p> <p><b><u>g. Other matters as stipulated by the enterprise law.</u></b></p>	<p>in the Company's most recent financial statement;</p>	
<p>2. Resolutions are adopted when approved by shareholders holding more than fifty percent (50%) of the total voting rights of all shareholders <b><u>present at the meeting</u></b>, except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Enterprise Law.</p>	<p>2. Resolutions are passed when the number of shareholders holding more than fifty percent (50%) of the total voting rights of all shareholders <b>attending and voting</b>, approved, except as provided in Clause 1 of this Article and Clauses 3, 4 and 6 of Article 148 of the Enterprise Law.</p>	<p>Amend this to align with Article 21 of the Company Charter.</p>
<p><b>Article 18: Preparation of the Shareholders' Meeting Minutes</b></p> <p>1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be in Vietnamese, and may also be in English, and must include the following main contents:</p>	<p><b>Article 18: Preparation of Minutes of the Shareholders' General Meeting</b></p> <p>1. The General Meeting of Shareholders must be recorded in minutes and may be audio-recorded or recorded and stored in other electronic forms. The minutes must be in Vietnamese, and may also be in English, and must include the following main contents:</p>	
<p>i. Signatures of the chairperson and secretary.</p>	<p>i. Signatures of the chairperson and secretary. <b>If the chairperson or secretary refuses to sign the meeting minutes, these minutes shall be valid if signed by all other members of the Board of Directors present at the meeting and containing all the content as stipulated in this clause. The meeting minutes shall</b></p>	<p>Supplementing Article 23 of the company's charter to ensure consistency.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>Article 19: Authority and Procedures for Obtaining Shareholder Opinions in Writing on Resolutions of the General Meeting of Shareholders</p>	<p>clearly state the reason why the chairperson or secretary refused to sign the minutes .</p> <p>Article 19: Authority and Procedures for Obtaining Shareholder Opinions in Writing on Resolutions of the General Meeting of Shareholders</p>	
<p>1. The Board of Directors has the right to solicit shareholder opinions in writing to approve decisions of the General Meeting of Shareholders at any time if deemed necessary for the benefit of the Company, except as stipulated in <u>Clause 2, Article 147 of the Enterprise Law.</u></p> <p>2. Procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders:</p>	<p>1. The Board of Directors has the right to solicit shareholder opinions in writing to approve decisions of the General Meeting of Shareholders at any time if deemed necessary for the benefit of the Company, except as stipulated in point b, clause 1, Article 21 of the Company's Charter.</p> <p>2. Procedures for obtaining shareholder opinions in writing to approve decisions of the General Meeting of Shareholders:</p>	<p>Modify the citation accordingly.</p>
<p>a. Prepare the materials material:</p> <ul style="list-style-type: none"> <li>- The Board of Directors must prepare: Opinion ballots, draft decisions of the General Meeting of Shareholders and explanatory documents for the draft decisions. The Board of Directors must ensure that the documents are sent and published to shareholders within a reasonable time for consideration and voting and must send them at least ten (10) days before the deadline for receiving opinion ballots;</li> </ul>	<p>a. Prepare the materials material:</p> <ul style="list-style-type: none"> <li>- The Board of Directors must prepare: Opinion ballots, draft decisions of the General Meeting of Shareholders and explanatory documents for the draft decisions. The Board of Directors must ensure that the documents are sent and published to shareholders within a reasonable time for consideration and voting and must send them at least ten (10) days before the deadline for receiving opinion ballots;</li> <li>- The survey form must include the following key information:</li> </ul>	<p>Amend to conform with the amended Charter.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>- The survey form must include the following key information:</p> <ul style="list-style-type: none"> <li>• Name, registered office address, business registration number;</li> <li>• Purpose of soliciting feedback;</li> <li>• The full name, <u>permanent address</u>, nationality, <u>Citizen ID card number</u>, <u>National ID card number</u>, <u>Passport number</u>, or other legally valid <u>personal identification</u> of the individual shareholder ; the name, business registration number or <u>establishment decision number</u>, and head office address of the organizational shareholder; or the full name, <u>permanent address</u>, nationality, <u>Citizen ID card number</u>, <u>National ID card number</u>, <u>Passport number</u>, or other legally valid <u>personal identification of the authorized representative</u> of the organizational shareholder; the number of shares of each class and the number of voting rights of the shareholder.</li> <li>• The issue requires consultation before a decision can be made.</li> </ul>	<ul style="list-style-type: none"> <li>• Name, registered office address, business registration number;</li> <li>• Purpose of soliciting feedback;</li> <li>• Full name, <b>contact address</b>, nationality, and <b>legal document number of the individual</b>. For individual shareholders; name, business registration number or <b>legal document number of the organization</b> , head office address for organizational shareholders or full name, <b>contact address</b>, nationality, <b>legal document number of the individual</b> for authorized representatives of organizational shareholders; number of shares of each class and number of voting rights of the shareholder;</li> <li>• The issue requires consultation before a decision can be made.</li> <li>• The voting options include "agree," "disagree," and "no opinion" for each issue being considered.</li> <li>• The deadline for submitting the feedback form to the company has been set.</li> <li>• The full name and signature of the Chairman of the Board of Directors.</li> </ul>	

As stipulated in the current regulations	Proposed amendments	Reason for revision
<ul style="list-style-type: none"> <li>• The voting options include "agree," "disagree," and "no opinion" for each issue being considered.</li> <li>• The deadline for submitting the feedback form to the company has been set.</li> <li>• The full name and signature of the Chairman of the Board of Directors <b><u>and the legal representative of the Company.</u></b></li> </ul> <p>d. Send documents and opinion polls to shareholders.</p> <p>- The opinion survey form, along with the draft decision and explanatory documents, must be <b><u>sent by a secure method to the registered address of each shareholder</u></b> in the shareholder list compiled by the Vietnam Securities Depository Center;</p> <p>- The Board of Directors must ensure that documents are sent and published to shareholders within a reasonable time for consideration and voting and must send them <b><u>at least fifteen (15) days</u></b> before the deadline for receiving opinion ballots.</p>	<p>d. Send documents and opinion polls to shareholders.</p> <p>- The opinion survey form, along with the draft decision and explanatory documents, must be <b><u>sent by a method that ensures it reaches the contact address of each shareholder</u></b>. in the list of shareholders compiled by the Vietnam Securities Depository and Clearing Corporation;</p> <p>- The Board of Directors must ensure that documents are sent and published to shareholders within a reasonable time for consideration and voting and must send them <b><u>at least ten (10) days</u></b> before the deadline for receiving feedback forms</p>	<p>Amendments to conform with the revised Charter. and amended to conform with Clause 1, Article 22 of the company's charter.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>f. Counting votes and preparing the vote counting report.</p> <p>- The vote counting record must include the following main contents:...</p> <ul style="list-style-type: none"> <li>• <u>The full name and signature of the Chairman of the Board of Directors, the legal representative of the Company, the vote counter, and the vote counting supervisor.</u></li> </ul> <p>3. <u>The Board of Directors is not permitted to solicit shareholder opinions in writing in the following cases:</u></p> <p>a. <u>Electing additional or temporary personnel to fill positions on the Board of Directors when the number of remaining Board members is less than the number stipulated by law;</u></p> <p>b. <u>Seeking shareholder approval of the Annual General Meeting Resolution.</u></p> <p>Article 20. Publication of Resolutions and Minutes of the General Meeting of Shareholders or Minutes of the Vote Counting in cases where written opinions are notarized.</p> <p>2. Meeting minutes, General Meeting Resolutions, and vote counting minutes must be published on the website of <u>the Hanoi Stock Exchange</u> and the State Securities Commission</p>	<p>f. Counting votes and preparing the vote counting report.</p> <p>- The vote counting record must include the following main contents: ...</p> <ul style="list-style-type: none"> <li>• <u>The full name and signature of the Chairman of the Board of Directors, the vote counter, and the vote counting supervisor.</u></li> </ul> <p>Article 20. Publication of Resolutions and Minutes of the General Meeting of Shareholders or Minutes of the Vote Counting in cases where written opinions are notarized.</p> <p>2. Meeting minutes, General Meeting Resolutions, and vote counting minutes must be published on the website of <u>the Stock Exchange</u> and the State Securities Commission</p>	<p>Amendments have been made to align with the revised Charter.</p> <p>Remove this because its content is inconsistent with the provisions of the Charter.</p> <p>Amendments to align with the roadmap for restructuring the stock market.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>within twenty-four (24) hours from the end of the meeting.</p> <p><b>Article 23. Procedures for holding a General Meeting of Shareholders to adopt resolutions using a combination of in-person and online conferencing.</b></p>	<p>Commission within twenty-four (24) hours from the end of the meeting.</p> <p><b>Article 23. Procedures for holding a General Meeting of Shareholders to adopt resolutions using a combination of in-person and online conferencing.</b></p>	<p>Amendments have been made to align with the revised Charter.</p>
<p><b>1.</b> The procedures for holding a General Meeting of Shareholders to adopt resolutions through a combination of in-person and online meetings shall be similar to those stipulated in Article 22 and other Articles of Chapter II of these Regulations, except for the provisions in Article 19 regarding the authority and procedures for obtaining shareholder opinions in writing on decisions of the General Meeting of Shareholders.</p> <p><b>Chapter IV: BOARD OF DIRECTORS</b></p>	<p>The sequence and procedures for holding a General Meeting of Shareholders to adopt resolutions through a combination of in-person and online meetings shall be implemented similarly to the provisions in Article 22 and other Articles of Chapter II of these Regulations, except for the provisions in Article 19 regarding the authority and procedures for obtaining shareholder opinions in writing on decisions of the General Meeting of Shareholders.</p> <p><b>Chapter IV: BOARD OF DIRECTORS</b></p>	
<p><b>SECTION I: NOMINATION, CANDIDATE, ELECTION, REMOVAL AND DISMISSAL OF BOARD OF DIRECTORS MEMBERS</b></p> <p><b>Article 24. Standards and conditions for becoming a member of the Board of Directors</b></p>	<p><b>SECTION I: NOMINATION, CANDIDATE, ELECTION, REMOVAL AND DISMISSAL OF BOARD OF DIRECTORS MEMBERS</b></p> <p><b>Article 24. Standards and conditions for becoming a member of the Board of Directors</b></p>	
<p>1. Members of the Board of Directors must meet the following standards and conditions:</p>	<p>1. Members of the Board of Directors must meet the following standards and conditions:</p>	
<p>e. A person may not simultaneously be a member of the Board of Directors <u>in more than five other publicly traded companies;</u></p>	<p>e. A person may not simultaneously be a member of the Board of Directors or the Board of Members, or the Chairman of the Board of Members, in more than five other companies;</p>	<p>Amendments have been made to align with the revised Charter.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p><b>Article 27. Method of electing members of the Board of Directors</b></p> <p>1. The ballot papers are prepared by the <u>General Meeting Organizing Committee</u> , containing the list of candidates, the total number of votes cast by shareholders, and bearing the company's seal . Shareholders receive ballots and write down the number of votes for their chosen candidate. Valid ballots are those that are not erased, crossed out, or have additional content written on them, or that vote for more members than the number of board members allowed .</p>	<p><b>Article 27. Method of electing members of the Board of Directors</b></p> <p>1. The ballot papers are prepared by the <b>General Meeting of Shareholders Organizing Committee</b>, containing the list of candidates, the total number of votes cast by shareholders, and bearing the company's seal . Shareholders receive ballots and mark the number of votes for their chosen candidate. Valid ballots are those that are not erased, crossed out, or have additional content written on them, or that vote for more board members than permitted . <b>If the company uses electronic voting, the distribution of ballots may be replaced by providing shareholders with access to the electronic voting system.</b></p>	<p>This is an additional requirement if the company uses electronic voting.</p>
<p><b>Article 28. Cases of dismissal or removal of members of the Board of Directors</b></p> <p>1. Dismissal</p> <p>b. If a member of the Board of Directors is deemed ineligible under the law or lacks the legal capacity to act, the remaining members of the Board of Directors (or a department designated by the Chairman of the Board) will be responsible for gathering evidence and information, preparing reports, and making proposals for the Board of Directors to vote on <u>. The dismissal will only be effective upon a written resolution of the Board of Directors.</u></p>	<p><b>Article 28. Cases of dismissal or removal of members of the Board of Directors</b></p> <p>1. Dismissal</p> <p>b. In the event that a member of the Board of Directors is deemed ineligible according to the law or lacks the necessary legal capacity, the remaining members of the Board of Directors (or a department designated by the Chairman of the Board) shall be responsible for gathering evidence and information, preparing reports and proposals, and submitting them to the Board of Directors for consideration and approval at the <b>General Meeting of Shareholders</b>. The Board member determined to be ineligible shall cease to</p>	<p>This needs to be revised because the dismissal of a board member must be approved by the General Meeting of Shareholders, and is not within the authority of the Board of Directors.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p><b><u>c. The dismissal is only effective upon a written resolution of the Board of Directors.</u></b></p>	<p>participate in the activities of the Board of Directors from this point onwards.</p>	<p>This needs to be revised because the dismissal of a board member must be approved by the General Meeting of Shareholders, and is not within the authority of the Board of Directors.</p>
<p><b>2. Dismissal:</b></p> <p>b. In cases where a member of the Board of Directors is prohibited by law from serving on the Board of Directors, <b><u>the Board of Directors will convene a meeting to issue a resolution;</u></b></p> <p>c. In cases where a Board member fails to fulfill their duties or acts dishonestly, the remaining Board members (or a department designated by the Chairman of the Board) will be responsible for gathering evidence and information, preparing reports and proposals, and submitting them to the Board <b><u>for a vote.</u></b></p>	<p><b>2. Dismissal:</b></p> <p>b. In cases where a Board of Directors member is legally prohibited from serving on the Board, the Board of Directors will convene a meeting to consider and approve the matter at the General Meeting of Shareholders. A Board of Directors member deemed prohibited from serving on the Board will automatically cease to participate in the Board's activities from that point onwards.</p> <p>c. In cases where a Board member fails to fulfill their duties or acts dishonestly, the remaining Board members (or a department designated by the Chairman of the Board) will be responsible for gathering evidence and information, preparing reports and proposals, and submitting them to the Board of Directors for consideration and approval at the General Meeting of Shareholders. A Board member is determined to have failed to fulfill their duties or acted dishonestly.</p>	<p>This needs to be revised because the removal of a board member must be approved by the General Meeting of Shareholders, and is not within the authority of the Board of Directors.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>Article 31. Notification and preparation of meeting agenda</p> <p>1. Board of Directors Meeting Notice</p> <p>...</p> <p>g. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to the General Director as with other members of the Board of Directors. The General Director has the right to attend Board of Directors meetings and to participate in discussions, but is not entitled to vote.</p>	<p>They will continue to participate in the activities of the Board of Directors from this point onwards.</p> <p>Article 31. Notification and preparation of meeting agenda</p> <p>1. Board of Directors Meeting Notice</p> <p>...</p> <p>g. The Chairman of the Board of Directors or the person convening the meeting shall send the notice of meeting and accompanying documents to the General Director as with other members of the Board of Directors. The General Director has the right to attend Board of Directors meetings and to participate in discussions, but is not entitled to vote, <b>except in cases where the General Director is also a member of the Board of Directors.</b></p>	<p>Amendments are needed to ensure compliance in cases where the CEO is also a member of the Board of Directors.</p>
<p>Article 33. Procedures for voting and adopting resolutions of the Board of Directors</p> <p>3. Board members are not permitted to vote on contracts, transactions, or proposals in which they or a person related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members are not <b>counted toward the minimum attendance requirement for holding a Board meeting regarding decisions on which they do not have the right to vote.</b></p> <p>A member of the Board of Directors who benefits from a contract as stipulated in Article 167 of the</p>	<p>Article 33. Procedures for voting and adopting resolutions of the Board of Directors</p> <p>3. Board members are not permitted to vote on contracts, transactions, or proposals in which they or a person related to them have an interest that conflicts with, or may conflict with, the interests of the Company. A member of the Board of Directors who benefits from a contract as stipulated in Article 167 of the Enterprise Law and points a and b of Clause 7, Article 42 of the Company's Charter is considered to have a significant interest in that contract.</p>	<p>Amendments are being made to standardize the content of the revised Charter.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>Enterprise Law and points a and b of Clause 7, Article 42 of the Company's Charter is considered to have a significant interest in that contract.</p>		
<p><u>5. The Board of Directors adopts resolutions and makes decisions based on a majority vote of the Board members present at the meeting. In the event of a tie vote, the vote of the Chairman of the Board of Directors shall be the deciding vote.</u></p>		<p>Remove this content as it duplicates Clause 1 of this Article.</p>
<p>Article 34. Minutes of the Board of Directors Meeting</p> <p><u>2. Meeting minutes will be completed immediately after each meeting and signed by all attendees confirming their attendance.</u> The official meeting minutes will be completed within 7 working days of the meeting's conclusion.</p>	<p>Article 34. Minutes of the Board of Directors Meeting</p> <p>2. The minutes recording the proceedings of the meeting will be completed immediately after each meeting and signed by the chairperson and the person recording the minutes. If the chairperson or the person recording the minutes refuses to sign the minutes, but all other members of the Board of Directors present and agree to sign the minutes, and the minutes contain all the content as stipulated in points a, b, c, d, e, g, and h of Clause 1, Article 158 of the Enterprise Law, then these minutes are valid. The minutes clearly state the refusal of the chairperson or the person recording the minutes to sign. The person signing the minutes is jointly responsible for the accuracy and truthfulness of the content of the Board of Directors' meeting minutes. The chairperson or the person recording the minutes is personally liable for any damages incurred by the enterprise due to their refusal to sign</p>	<p>According to Article 158 of the Enterprise Law, minutes of the Board of Directors meeting are not required to be signed by all members of the Board of Directors.</p> <p>Adjustments have been made to align with the amended Charter.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>CHAPTER V: BOARD OF SUPERVISORS AND THE SUPERVISORY BOARD</p> <p>Article 37. Procedures for shareholders and groups of shareholders to nominate or elect candidates for the position of Supervisory Board Member</p>	<p>the minutes, as stipulated in the Enterprise Law, the company's charter, and relevant laws . The official meeting minutes will be completed within 7 working days from the date the meeting concludes.</p> <p>CHAPTER V: BOARD OF SUPERVISORS AND THE SUPERVISORY BOARD</p> <p>Article 37. Procedures for shareholders and groups of shareholders to nominate or elect candidates for the position of Supervisory Board Member</p>	
<p>2. If the number of candidates for the Supervisory Board nominated through application is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations according to the mechanism stipulated in the company's charter and internal regulations on corporate governance. <u>The mechanism for the incumbent Supervisory Board to nominate candidates must be clearly announced and approved by the General Meeting of Shareholders before the nomination process begins.</u></p>	<p>2. If the number of candidates for the Supervisory Board nominated through election and candidacy is insufficient, the incumbent Supervisory Board may nominate additional candidates or organize nominations according to the mechanism stipulated in the company's charter and internal regulations on corporate governance. The incumbent Supervisory Board's nomination of candidates for the Supervisory Board must be clearly announced before the General Meeting of Shareholders votes to elect members of the Supervisory Board in accordance with the law.</p>	<p>Amendments have been made to align with the revised Charter.</p>
<p>CHAPTER VI: REGULATIONS ON THE ORDER AND PROCEDURES FOR SELECTING, APPOINTING, AND DISMISSING COMPANY MANAGERS</p> <p>Article 42. Appointment of company managers</p>	<p>CHAPTER VI: REGULATIONS ON THE ORDER AND PROCEDURES FOR SELECTING, APPOINTING, AND DISMISSING COMPANY MANAGERS</p> <p>Article 42. Appointment of company managers</p>	

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>3. The appointment of business managers (excluding the General Director), including the Deputy General Director, Chief Accountant, <u>Heads of Departments, and other managers, is approved by the Board of Directors based on the General Director's proposal</u>, and submitted to the Board of Directors for appointment in accordance with the following regulations :</p> <p>a. The General Director shall nominate in writing the appointment of members of the Management Board based on criteria, conditions, and standards consistent with the provisions of the company's charter and this regulation;</p> <p>b. <u>The Board of Directors</u> provides written feedback on nominations for members of the Management Team. The evaluation of potential candidates involves the participation of the General Director and other management levels within the Company.</p> <p>c. <u>The Board of Directors</u> issues resolutions/decisions appointing and the General Director signs employment contracts with members of the Company's management team;</p> <p>d. The term of office for a member of the Executive Board shall not exceed 05 (five) years and they may be reappointed.</p>	<p>3. The appointment of business managers (excluding the General Director), including Deputy General Directors, Chief Accountant, <b>Heads of branches, representative offices, and other subsidiary units (if any), is made by the Chairman of the Board of Directors</b> . Approved according to the General Director's proposal, as stipulated below :</p> <p>a. The General Director shall nominate in writing the appointment of members of the Management Board based on criteria, conditions, and standards consistent with the provisions of the company's charter and this regulation;</p> <p>b. <b>Chairman of the Board</b> Provide written feedback on nominations for members of the Management Board. Evaluate potential candidates with the participation of the General Director and other management levels within the Company;</p> <p>c. <b>Chairman of the Board</b> Making decisions on appointing and signing employment contracts with members of the Company's management team <b>in his/her capacity as the legal representative;</b></p> <p>d. The term of office for a member of the Executive Board shall not exceed 05 (five) years and they may be reappointed.</p>	<p>Adjustments have been made to standardize the content of the Charter after amendment .</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>5. Upon the recommendation of the General Director and with the approval of the Board of Directors, the Company may recruit other managers in a number and with qualifications consistent with the Company's management structure and regulations as stipulated by the Board of Directors .</p>	<p>5. Upon the recommendation of the General Director and with the approval of the <b>Chairman of the Board of Directors</b> , the Company may recruit other managers in a number and with qualifications consistent with the Company's management structure and regulations as stipulated by the Board of Directors .</p>	<p>Amendments to conform with the revised Charter.</p>
<p><b>Article 43. Signing employment contracts with company managers</b></p>	<p><b>Article 43. Signing employment contracts with company managers</b></p>	<p>Supplement to ensure consistency according to the revised appointment authority.</p>
<p>2. The Board of Directors may consider adding further terms and conditions to the employment contract for the General Director and members of the management team, if deemed necessary, including the following: ...</p>	<p>2. Board of Directors / <b>Chairman of the Board of Directors</b> Consideration may be given to including additional terms and conditions in the employment contract for the General Director and members of the management team, if deemed necessary, including the following: ...</p>	<p>The signing of employment contracts falls under the authority of the legal representative.</p>
<p>3. <u>The General Director of the Company will sign employment contracts with other managers after obtaining the approval of the Board of Directors.</u></p>	<p>3. The Company's legal representative will sign employment contracts with other managers after obtaining the approval of the Board of Directors /Chairman of the Board .</p>	<p>The signing of employment contracts falls under the authority of the legal representative.</p>
<p><b>Article 44. Salary, bonuses and other benefits for the management apparatus</b></p> <p>1. The Board of Directors decides on the salary and bonuses of the Company's General Director , and <u>approves the salaries and bonuses of the Deputy General Director and the Chief Accountant based on the General Director's</u></p>	<p><b>Article 44. Salary, bonuses and other benefits for the management apparatus</b></p> <p>1. The Board of Directors determines the salary and bonuses of the Company's General Director. The <b>Chairman of the Board of Directors</b> approves the salaries and bonuses of the Deputy General Director , Chief Accountant, and other management</p>	<p>Supplement to ensure consistency according to the revised appointment authority.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p><u>proposal</u>. The Board of Directors is responsible for issuing policies on salaries, bonuses, and other benefits through specialized internal management regulations.</p>	<p><b>personnel appointed by the Chairman of the Board of Directors based on the General Director's proposal</b>. The Board of Directors is responsible for issuing policies on salaries, bonuses, and other benefits through specialized internal management regulations.</p>	
<p><b>Article 45. Cases of dismissal or removal of company managers</b></p>	<p><b>Article 45. Cases of dismissal or removal of company managers</b></p>	
<p>2. Regarding the position of General Director: The Board of Directors may dismiss or remove the General Director <u>when a majority (over 50%)</u> of the Board members present at the meeting with voting rights approve and appoint a new General Director to replace him/her.</p>	<p>2. Regarding the position of General Director: The Board of Directors may dismiss or remove the General Director <b>when a majority vote (over 50%) is obtained</b>. Board members present at the meeting have the right to vote to approve and appoint a new CEO to replace the previous one.</p>	<p>Amendments have been made to align with the revised Charter.</p>
<p>5. For management positions in other companies: dismissal or removal is the responsibility of <u>the Board of Directors</u>. The decision was made based on the proposal of the General Director.</p>	<p>5. For positions of management in other companies: dismissal or removal from office is the responsibility of <b>the Chairman of the Board of Directors</b>. The decision was made based on the proposal of the General Director.</p>	<p>Amendments have been made to align with the revised Charter.</p>
<p><b>CHAPTER X – REPORTING AND DISCLOSURE</b></p>	<p><b>CHAPTER X – REPORTING AND DISCLOSURE</b></p>	
<p><b>Article 58. Principles of Implementation</b></p>	<p><b>Article 58. Principles of Implementation</b></p>	
<p>1. The Company only recognizes information provided by members of the Board of Directors, the General Management Board, and authorized persons for information disclosure in the form of</p>	<p>1. The Company only recognizes information provided by members of the Board of Directors, the General Management Board, and authorized persons for information disclosure in the form of interviews,</p>	<p>Amendments are being made in accordance with the roadmap for restructuring the stock market.</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>interviews, information and articles related to the Company's operations on the Company's website, the information page of the State Securities Commission, <u>the Hanoi Stock Exchange</u>, or other mass media outlets authorized by the Company to provide information as official information of the Company according to the following principle:</p> <p>...</p>	<p>information, and articles related to the Company's operations on the Company's website, the information page of the State Securities Commission, and <u>the Stock Exchange</u>. or media outlets authorized by the Company to provide information that is the Company's official information, in accordance with the following principles:</p> <p>...</p>	
<p><b>Article 61. Contents of information disclosure</b></p> <p>1. The information that must be disclosed is stipulated in the Securities Law, the guiding documents for the implementation of the Securities Law, and the regulations on information disclosure of <u>the Hanoi Stock Exchange</u>.</p> <p>2. The information disclosed includes: periodic information, extraordinary information, and information requested by <u>the Hanoi Stock Exchange</u> and the State Securities Commission.</p>	<p><b>Article 61. Contents of information disclosure</b></p> <p>1. The information that must be disclosed is stipulated in the Securities Law, the guiding documents for the implementation of the Securities Law, and the regulations on information disclosure of <u>the Stock Exchange</u>.</p> <p>2. The information disclosed includes: periodic information, extraordinary information, and information requested by <u>the Stock Exchange</u> and the State Securities Commission.</p>	<p>Amendments are being made in accordance with the roadmap for restructuring the stock market.</p>
<p><b>Article 62. Organization and management of information disclosure</b></p> <p>1. Information disclosure is organized and carried out by <u>the General Director</u>. <u>The General Director</u> may delegate the task of disclosing company information to another person, but must be responsible for the content of the information</p>	<p><b>Article 62. Organization and management of information disclosure</b></p> <p>1. The disclosure of information is organized and carried out by the company's <u>legal representative</u>. <u>The legal representative</u> The company may authorize another person to disclose company information, but must be responsible for the content of the information</p>	<p>Amended according to Clause 4, Article 4 of Circular 96/2020/TT-BTC</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>disclosed by that person . In the event of an event requiring information disclosure, if the legal representative or the authorized person is absent, the highest-ranking member of the Executive Board is responsible for disclosing the information in their place.</p> <p>2. The Board of Directors will appoint one (1) person to be responsible for disclosing information as required by the Securities Law, the State Securities Commission, <u>the Hanoi Stock Exchange</u>, and register the information (including full name, phone number, ID card/citizen identification number) of the Company's information disclosure officer with the State Securities Commission and the Hanoi Stock Exchange as prescribed. The company's information disclosure officer shall perform their duties and responsibilities as assigned.</p>	<p>disclosed by that person. If an event requiring information disclosure occurs and the legal representative or authorized person is absent, the highest-ranking member of the Board of Directors is responsible for disclosing the information in their place.</p> <p>2. The Board of Directors will appoint one (1) person to be responsible for disclosing information as required by the Securities Law, the State Securities Commission, the <b>Stock Exchange</b>, and to register the information (including full name, phone number, ID card/citizen identification number) of the Company's information disclosure officer with the State Securities Commission and the Stock Exchange as prescribed. The company's information disclosure officer shall perform their duties and responsibilities as assigned.</p>	<p>Amendments are being made in accordance with the roadmap for restructuring the stock market.</p>
<p>5. Management of Confidential and Internal Information: <u>The General Director</u> is ultimately responsible for developing and proposing criteria for classifying information and a system for managing internal and confidential information in accordance with current legal regulations. In principle, internal information should be managed centrally from top to bottom. Each department, depending on its specific work, should assess the sensitivity of the information generated within</p>	<p>5. Management of confidential and internal information: <b>Legal representative</b> This person is ultimately responsible for developing and proposing criteria for classifying information and a system for managing internal and confidential information in accordance with current legal regulations. In principle, internal information should be managed centrally from top to bottom. Each department, depending on its specific work, should assess the sensitivity of the information generated within that department to</p>	<p>Amended according to Clause 4, Article 4 of Circular 96/2020/TT-BTC</p>

As stipulated in the current regulations	Proposed amendments	Reason for revision
<p>that department to determine appropriate handling, security, and management methods.</p> <p><b>Article 63. Reservation and Suspension of Information Disclosure</b></p>	<p>determine appropriate handling, security, and management methods.</p> <p><b>Article 63. Reservation and Suspension of Information Disclosure</b></p>	<p>Amendments are being made in accordance with the roadmap for restructuring the stock market.</p>
<p>1. In the event that information cannot be disclosed within the deadline due to force majeure, the authorized person responsible for information disclosure shall submit a written request to the <b>General Director</b> for approval and report to <b>the State Securities Commission</b> and <b>the Hanoi Stock Exchange</b> immediately upon the event occurring. Simultaneously, the reason for the temporary postponement of information disclosure must be published on the channels of <b>the State Securities Commission, the Hanoi Stock Exchange</b>, and the company's website.</p> <p><b>CHAPTER XI – IMPLEMENTATION PROVISIONS</b></p> <p><b>Article 65. Effectiveness</b></p>	<p>1. In the event that information cannot be disclosed within the prescribed timeframe due to force majeure, the authorized person responsible for information disclosure shall submit a written request to the <b>Chairman of the Board of Directors</b>. The company must sign off on and report to the <b>State Securities Commission (SSC)</b> and the stock exchange where the shares are listed immediately upon the event occurring. Simultaneously, the reason for the temporary postponement of information disclosure must be published on the <b>SSC's</b> and the stock exchange's channels and the company's website.</p> <p><b>CHAPTER XI – IMPLEMENTATION PROVISIONS</b></p> <p><b>Article 65. Effectiveness</b></p>	
<p>1. This regulation consists of 11 Chapter 65 This regulation was approved in full by the <b>2021 Annual General Meeting</b> of Shareholders of Investment and Construction Joint Stock Company No. 18 <b>on April 28, 2021</b>, and the full text of the regulation was accepted and is now in effect .</p>	<p>1. This regulation consists of 11 Chapter 65 This was decided at the <b>2026 Annual General Meeting</b> of Shareholders of Construction and Investment Joint Stock Company N°18 approved the full text on <b>April 28 , 2026</b> . and jointly agree to the full text of the regulations take effect.</p>	<p>Amend the date of issuance.</p>





APPENDIX

PROPOSED AMENDMENTS AND ADDITIONS  
REGULATIONS ON THE OPERATION OF THE BOARD OF DIRECTORS OF CONSTRUCTION AND  
INVESTMENT JOINT STOCK COMPANY N°18

(Attached to Report No. ... of ... dated ...)

Note:

- Provisions not detailed in this appendix remain unchanged.
- The proposed changes in the "Regulations in the Current Regulations" section are shown in **bold or underlined text**.
- The content requiring amendment or supplementation in the "Proposed amendments" section is **highlighted in bold**, (excluding the article title)
- The Law on Enterprises is Law No. 59/2020/QH14, passed by the National Assembly on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15, passed by the National Assembly on January 11, 2022, Law No. 76/2025/QH15, passed by the National Assembly on June 17, 2025, and guiding documents for its implementation;
- The Law on Securities is Law No. 54/2019/QH14, passed by the National Assembly on November 26, 2019; amended and supplemented by Law No. 56/2024/QH15, passed by the National Assembly on November 29, 2024, and its implementing guidelines.
- Decree 155/2020/ND-CP is Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of a number of Articles of the Securities Law; amended and supplemented by Decree No. 245/ND-CP dated September 11, 2025, of the Government amending and supplementing a number of Articles of Decree No. 155/2020/ND-CP;
- The company charter is the charter governing the organization and operation of Construction and Investment Joint Stock Company N°18;
- Some formal adjustments, including changes in the numbering of items due to additions or deletions of content, are not detailed in the revised comparative appendix to these Regulations.

As stipulated in the current regulations.	Proposed amendments	Reason for revision
<p><b>LEGAL BASIS:</b></p> <ul style="list-style-type: none"><li>- Law on Securities No. 54/2019/QH14 dated November 26, 2019;</li><li>- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;</li><li>- Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government providing detailed regulations for the</li></ul>	<p><b>LEGAL BASIS:</b></p> <ul style="list-style-type: none"><li>- Law on Securities No. 54/2019/QH14 dated November 26, 2019 <b>and amendments and supplements;</b></li><li>- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 <b>and amendments and supplements;</b></li></ul>	<p>Update current legal documents.</p>

As stipulated in the current regulations.	Proposed amendments	Reason for revision
<p>implementation of a number of articles of the Securities Law;</p> <ul style="list-style-type: none"> <li>- Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, provides guidance on certain provisions regarding corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;</li> <li>- Charter of Construction and Investment Joint Stock Company N°18;</li> <li>- Resolution of the Annual General Meeting of Shareholders dated April 28, 2021.</li> </ul>	<ul style="list-style-type: none"> <li>- Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government providing detailed regulations for the implementation of a number of articles of the Securities Law <b>and amendments and supplements</b>;</li> <li>- Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, provides guidance on certain provisions regarding corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;</li> <li>- Charter of Construction and Investment Joint Stock Company N°18;</li> <li>- Resolution of the Annual General Meeting of Shareholders 2026 dated ... 2026.</li> </ul>	
<p><b>Chapter II. MEMBERS OF THE BOARD OF DIRECTORS</b></p> <p><b>Article 5. Term of office and number of members of the Board of Directors</b></p> <p>1. The number of Board of Directors members is at least <u>three (03)</u> people and at most eleven (11) people.</p>	<p><b>Chapter II. MEMBERS OF THE BOARD OF DIRECTORS</b></p> <p><b>Article 5. Term of office and number of members of the Board of Directors</b></p> <p>1. The number of Board members is at least <b>five (05)</b> people and at most eleven (11) people</p>	<p>Amendments have been made to standardize the regulations in the company's charter.</p>
<p><b>Article 6. Standards and conditions for membership of the Board of Directors</b></p> <p>c. A member of the company's board of directors may also be a member of the board of directors</p>	<p><b>Article 6. Standards and conditions for membership of the Board of Directors</b></p> <p>c. A member of the company's Board of Directors may simultaneously be a member of the Board of</p>	<p>Amendments have been made to align with the revised Charter.</p>

As stipulated in the current regulations. <u>of other companies, but not more than 5 companies.</u>	Proposed amendments Directors or the Board of Members, or the Chairman of the Board of Members, of another company, but not more than five other companies.	Reason for revision
Article 7. Chairman of the Board of Directors	Article 7. Chairman of the Board of Directors g. Deciding on investment or sale options for assets valued at less than 5 % of the total asset value recorded in the company's most recent financial statement, excluding transactions arising from the company's daily business operations or transactions that have been delegated or authorized to the General Director or other executives in accordance with internal regulations or written authorization from the legal representative. h. Through purchase, sale, loan, lending contracts and other contracts and transactions with a value of less than 35% or more of the total asset value recorded in the Company's most recent audited financial statements, excluding contracts and transactions under the authority of the General Meeting of Shareholders and the Board of Directors as stipulated in this Charter.	Amendments have been made to align with the revised Charter.
Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors	Article 8. Dismissal, removal, replacement, and appointment of members of the Board of Directors	
b. The number of Board of Directors members is reduced by more than one-third <u>compared to the number stipulated in the company's</u>	b. The number of Board of Directors members is reduced by more than one-third compared to the number of Board of Directors members approved	Amendments have been made to align with the revised Charter.

As stipulated in the current regulations.	Proposed amendments	Reason for revision
<p><u>charter.</u> In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third (1/3).</p> <p><b>Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors</b></p> <p>3. If the number of candidates for the Board of Directors, through nominations and candidacies, is still insufficient (the number of candidates must equal or exceed the number of Board members approved by the General Meeting of Shareholders for election at the meeting), the incumbent Board of Directors may nominate additional candidates within 3 days before the General Meeting of Shareholders. Candidates nominated by the Board of Directors must be approved by a majority vote of the Board members. The procedure for the incumbent Board of Directors to nominate candidates for the Board of Directors must be clearly announced before the <u>nomination process, in accordance with the law. The list of candidates for the Board of Directors will be approved by the General Meeting of Shareholders before the election takes place.</u></p>	<p>by the General Meeting of Shareholders that is currently in effect. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third (1/3);</p> <p><b>Article 9. Procedures for electing, dismissing, and removing members of the Board of Directors</b></p> <p>3. If the number of candidates for the Board of Directors, through nominations and candidacies, is still insufficient (the number of candidates must equal or exceed the number of Board members approved by the General Meeting of Shareholders for election at the meeting), the incumbent Board of Directors may nominate additional candidates within 3 days before the General Meeting of Shareholders. Candidates nominated by the Board of Directors must be approved by a majority vote of the Board members. The incumbent Board of Directors' nomination of candidates for the Board of Directors must be clearly announced before the General Meeting of Shareholders votes to elect the Board members, in accordance with the law.</p>	<p>Amendments have been made to align with the revised Charter.</p>

As stipulated in the current regulations.	Proposed amendments	Reason for revision
<p><b>Chapter III. BOARD OF DIRECTORS</b></p> <p><b>Article 11. Rights and obligations of the Board of Directors</b></p> <p>f. Deciding on investment options <u>and investment projects within the authority and limits prescribed by law ;</u></p>	<p><b>Chapter III. BOARD OF DIRECTORS</b></p> <p><b>Article 11. Rights and obligations of the Board of Directors</b></p> <p>f. Deciding on investment options <u>or the sale of assets valued from 5% to less than 35% of the total asset value recorded in the company's latest financial statement ;</u></p>	<p>Amendments have been made to align with the revised Charter.</p>
<p>i. Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with <u>the Director and other key managers</u> as stipulated in the company's charter; deciding on the salaries, remuneration, bonuses, and other benefits of those managers; appointing authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;</p>	<p>i. Electing, dismissing, and removing the Chairman of the Board of Directors; appointing, dismissing, signing contracts with, and terminating contracts with <u>the General Director; deciding on the salaries, remuneration, bonuses, and other benefits of those managers ;</u> appointing authorized representatives to participate in the Board of Members or the General Meeting of Shareholders in other companies, and deciding on the remuneration and other benefits of those representatives;</p>	<p>Amendments have been made to align with the revised Charter.</p>
<p>q. Decisions to issue the Regulations on the operation of the Board of Directors, the internal regulations on corporate governance after approval by the General Meeting of Shareholders; <u>decisions to issue the Regulations on the operation of the Audit Committee under the Board of Directors (if the company has an Audit Committee under</u></p>	<p>q. Decision to issue the Regulations on the operation of the Board of Directors, the Internal Regulations on corporate governance after approval by the General Meeting of Shareholders; Regulations on the disclosure of company information;</p>	<p>Amendments have been made to align with the revised Charter.</p>

As stipulated in the current regulations. <u>the Board of Directors</u> , and the Regulations on information disclosure of the company;	Proposed amendments	Reason for revision
<p><b>Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.</b></p> <p>1. The Board of Directors approves investment decisions and the sale of assets with a value <u>equal to or less than 35%</u> of the total asset value recorded in the latest financial statements of company</p>	<p><b>Article 12. Duties and powers of the Board of Directors in approving and signing transaction contracts.</b></p> <p>1. The Board of Directors approves investment decisions and the sale of assets valued <b>between 5% and less than 35%</b> of the total asset value recorded in the latest financial statements of company</p>	<p>Amendments have been made to align with the revised Charter.</p>
<p><b>Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.</b></p> <p>1. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:</p>	<p><b>Article 13. Responsibilities of the Board of Directors in convening extraordinary general meetings of shareholders.</b></p> <p>1. The Board of Directors must convene an extraordinary general meeting of shareholders in the following cases:</p>	<p>Amendments have been made to align with the revised Charter.</p>
<p>c. The number of members of the Board of Directors, independent members of the Board of Directors, and Supervisory Board members is less than the number of members prescribed by law, or the number of members of the Board of Directors is reduced by more than one-third (1/3) <u>compared to the number of members stipulated in this Charter.</u></p>	<p>c. The number of Board of Directors members, independent Board of Directors members, and Supervisory Board members is less than the number of members stipulated by law, or the number of Board of Directors members is reduced by more than one-third (1/3) <b>compared to the number of Board of Directors members approved by the General Meeting of Shareholders that is currently in effect.</b></p>	<p>Amendments have been made to align with the revised Charter.</p>
<p>d. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of the Company's Charter may request the convening</p>	<p>d. Shareholders or groups of shareholders as stipulated in Clause 3, Article 12 of the Company's Charter may request the convening of a General</p>	<p>Amendments have been made to align with the revised Charter.</p>

As stipulated in the current regulations.	Proposed amendments	Reason for revision
<p>of a General Meeting of Shareholders by submitting a written proposal. The proposal must clearly state the reason and purpose of the meeting and be signed by the relevant shareholders (the proposal may be prepared in multiple copies to obtain the signatures of all relevant shareholders).</p>	<p>Meeting of Shareholders by submitting a written request. The written request must clearly state the reason and purpose of the meeting and be signed by the relevant shareholders (the request may be prepared in multiple copies to ensure sufficient signatures from all relevant shareholders). The written request shall include the following information: full name, contact address, nationality, and legal document number of individual shareholders; name, business registration number or legal document number of organizational shareholders, and head office address of organizational shareholders; the number of shares and registration date of each shareholder, the total number of shares of the entire group of shareholders, and their ownership percentage in the total number of shares of the company; and the basis and reason for requesting the convening of the General Meeting of Shareholders. The request to convene a meeting must be accompanied by documents and evidence regarding violations by the Board of Directors, the extent of the violations, or decisions exceeding their authority. Shareholders or groups of shareholders are fully responsible before the law for the accuracy and truthfulness of the documents and evidence provided to the competent authority when requesting the convening of a General Meeting of Shareholders.</p>	

As stipulated in the current regulations.	Proposed amendments	Reason for revision
<p>2. Convening an Extraordinary General Meeting of Shareholders: The Board of Directors must convene an Extraordinary General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Supervisory Board is less than the minimum number of members stipulated in the company's charter, or upon receiving a request as stipulated in points c and d of Clause 1 of this Article.</p>	<p>2. Convening an Extraordinary General Meeting of Shareholders: The Board of Directors must convene an Extraordinary General Meeting of Shareholders within 30 days from the date the number of remaining members of the Board of Directors, independent members of the Board of Directors, or members of the Supervisory Board is less than the minimum number of members stipulated in the company's charter, or upon receiving a request as stipulated in points d and e of Clause 1 of this Article; The Board of Directors must convene a General Meeting of Shareholders within sixty (60) days from the date the number of Board of Directors members is reduced by more than one-third (1/3) compared to the number of members approved by the General Meeting of Shareholders that is in effect.</p>	<p>Amendments have been made to align with the revised Charter.</p>
<p><b>Chapter IV: Board Meetings</b></p> <p><b>Article 14. Meetings of the Board of Directors</b></p> <p>2. The Chairman of the Board of Directors must convene regular Board of Directors meetings at least once every quarter. The Chairman of the Board of Directors shall prepare the agenda, time and place of the meeting at least <u>three (03)</u> working days before the scheduled meeting date. The Board of Directors shall meet at the company's head office or elsewhere.</p>	<p><b>Chapter IV: Board Meetings</b></p> <p><b>Article 14. Meetings of the Board of Directors</b></p> <p>2. The Chairman of the Board of Directors must convene regular meetings of the Board of Directors at least once every quarter. The Chairman of the Board of Directors shall prepare the agenda, time and place of the meeting at least <u>seven (07) days before</u> the scheduled meeting date. The Board of Directors shall meet at the company's head office or elsewhere.</p>	<p>The amendment is consistent with Clause 1, Article 30 of the company's charter.</p>

As stipulated in the current regulations.	Proposed amendments	Reason for revision
<p>3. The Chairman of the Board of Directors may convene extraordinary meetings when deemed necessary . or an extraordinary meeting of the Board of Directors must be convened in the event of any of the following circumstances:</p> <p><u>a. Upon the recommendation of the Supervisory Board or an independent member of the Board of Directors;</u></p> <p><u>b. With the recommendation of the Director or at least five (05) other managers;</u></p> <p><u>c. There is a proposal from at least two (02) members of the Board of Directors;</u></p> <p><u>d. Other cases (if any).</u></p> <p>The proposal must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors to make a decision.</p>	<p>3. The Chairman of the Board of Directors may convene extraordinary meetings when deemed necessary . or an extraordinary meeting of the Board of Directors must be convened in the event of any of the following circumstances:</p> <p><u>a. Upon the recommendation of a majority of the members of the Supervisory Board or an independent member of the Board of Directors;</u></p> <p><u>b. With the recommendation of the CEO or at least five (05) other managers;</u></p> <p><u>c. There is a proposal from at least two (02) members of the Board of Directors;</u></p> <p><u>d. Other cases (if any).</u></p> <p>Proposals must be in writing, clearly stating the purpose, the issues to be discussed, and the authority of the Board of Directors to make decisions.</p>	<p>The amendment is consistent with Clause 4, Article 30 of the company's charter.</p>
<p><b>Article 15. Minutes of the Board of Directors Meeting</b></p> <p>6. If the chairperson or the person recording the minutes refuses to sign the meeting minutes, but all other members of the Board of Directors present at <u>the meeting sign and the minutes contain all the information as stipulated in point a, clause 9 of this Article</u> , then these minutes shall be valid. In this case, the minutes of the Board of Directors meeting must clearly</p>	<p><b>Article 15. Minutes of the Board of Directors Meeting</b></p> <p>6. In the event that the chairperson or the person recording the minutes refuses to sign the meeting minutes, but all other members of the Board of Directors are present and agree to the signing of the meeting minutes, which must contain all the provisions as stipulated in points a, b, c, d, e, g, and h of Clause 1 of this Article. Then this minutes is valid. In this case, the minutes of the Board of</p>	<p>Amendments have been made to align with the amended Statutes .</p>

As stipulated in the current regulations.	Proposed amendments	Reason for revision
<p>state that the chairperson or the person recording the minutes refused to sign. The content approved by a majority of the members present at the meeting in the minutes of the Board of Directors meeting must be adopted as a Resolution.</p>	<p>Directors meeting must clearly state that the chairperson and the person recording the minutes refused to sign the minutes. The content approved by the majority of the members present at the meeting in the minutes of the Board of Directors meeting must be adopted as a Resolution .</p>	
<p><b>Chapter V: REPORTING AND DISCLOSING BENEFITS</b></p>	<p><b>Chapter V: REPORTING AND DISCLOSING BENEFITS</b></p>	
<p><b>Article 16. Annual Reporting</b></p> <p>1. The Board of Directors' activity report submitted to the Annual General Meeting of Shareholders must comply with the provisions of point c, clause 3, Article 139 of the Enterprise Law and the company's charter, and must include the following contents:</p> <ul style="list-style-type: none"> <li>- Performance of independent board members and the results of <u>independent board member evaluations</u> of performance. of the Board of Directors.</li> </ul>	<p><b>Article 16. Annual Reporting</b></p> <p>1. The Board of Directors' activity report submitted to the Annual General Meeting of Shareholders must comply with the provisions of point c, clause 3, Article 139 of the Enterprise Law and the company's charter, and must include the following contents:</p> <ul style="list-style-type: none"> <li>- The performance of independent board members and the results of <b>each independent member's evaluation</b> of the board's performance.</li> </ul>	<p>Amendments have been made to align with the amended Statutes .</p>
<p><b>Chapter VII: IMPLEMENTATION PROVISIONS</b></p> <p><b>Article 22. Effective Date</b></p>	<p><b>Chapter VII: IMPLEMENTATION PROVISIONS</b></p> <p><b>Article 22. Effective Date</b></p>	
<p>1. The operating regulations of the Board of Directors of Construction and Investment Joint Stock Company No. 18 consist of 7 chapters and</p>	<p>1. The operating regulations of the Board of Directors of Construction and Investment Joint Stock Company No. 18 consist of 7 chapters and 22 articles, approved</p>	

As stipulated in the current regulations.	Proposed amendments	Reason for revision
<p>22 articles, which were approved in full by <u>the Annual General Meeting of Shareholders on April 28, 2021</u>, and the full text of the regulations was also accepted by all shareholders.</p>	<p>in fill by the Annual General Meeting of Shareholders in 2026 . on ... 2026 and the full text of the regulations was also accepted by all shareholders.</p>	



**CONSTRUCTION AND INVESTMENT J.S. COMPANY NO.18**

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## VOTING SLIP

### THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Full Name of Shareholder ..... Code: .....

ID Number .....

Total number of voting shares: ..... shares

*Shareholders vote by selecting ONE of the following options for each voting item: Approve, Disapprove, or Abstain*

CONTENTS	Approve	Disapprove	Abstain
Content 1. Approval of fully Annual Reports.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 2. Approval of the full text of the separate and consolidated financial statements of the Company for 2025, which have been audited	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 3. Approval of the distribution plan for LICOGI 18's 2025 profit after tax.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 4. Approval of the consolidated and LICOGI 18 Business Plan for the year of 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 5. Approval of the list of the audit firms and authorised for BOD to select a listed audit firms to review the semi-annual and annual financial statements of the Company for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 6. Approval of the remuneration for the Board of Directors and the Supervisory Board for 2026	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 7. Approval of Plan for Issuance of Shares to Increase Charter Capital from Owner's Equity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Content 8. Approval of the Supplements List of the Company's Business Lines			
Content 9. Approval of for Amendment of the company's Charter.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Notes:**

- A valid voting slip is one that contains a specific response corresponding to the issues listed above.
- An invalid voting slip is one that does not have any corresponding selection or has two or more corresponding selections.

Hà nội, date of 28 April 2026  
**SHAREHOLDER/REPRESENTATIVE**

No...../2026/NQ-ĐHĐCĐ-L18

Hanoi, April 28, 2026

DRAFT

## RESOLUTION

### THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS CONSTRUCTION AND INVESTMENT JOINT STOCK COMPANY NO. 18

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17/06/2020.
- Law on Securities No. 54/2019/QH14 dated 26/11/2019.
- Charter of organization and operation of Construction and Investment Joint Stock Company No. 18;
- Minutes of the 2026 Annual General Meeting of Shareholders of Construction and Investment Joint Stock Company No. 18 dated 28/04/2026.

The 2026 Annual General Meeting of Shareholders of Construction and Investment Joint Stock Company No. 18 was solemnly held at Meeting Room 249, National Convention Center with the presence of shareholders and authorized representatives attending the meeting, representing the ... shares, equivalent to ...% of the total number of shares with voting rights. The General Meeting participants discussed and commented and reached a consensus on the following contents:

## RESOLUTION

**Article 1:** Approve the full text of the Annual Reports of: Board of Directors, General Director and Supervisory Board on the company's activities in 2025.

*The rate of approving is ...% of the total number of valid shares voting at the Meeting*

**Article 2:** Approve the full text of the Separate Financial Statements and Consolidated Financial Statements for 2025 audited by CPA Vietnam Auditing Co., Ltd.

*The rate of approving is ...% of the total number of valid shares voting at the Meeting*

**Article 3:** Approve the after-tax profit distribution plan in 2025 with the following details:

No	Description	Value (VND)	
		LICOGI 18	Consolidation
1.	The 2025 Before-Tax Profit	195,249,459,920	230,988,914,472
2.	The After-Tax Profit:	262,349,668,622	290,805,859,460
	- The 2025 After-Tax Profit	162,086,334,772	166,786,835,892
	- Undistributed after-tax profit of last term to be transferred	100,263,333,850	124,019,023,568
3.	Allocation of funds from after-tax profit	15,000,000,000	
	- Reward Fund	2,000,000,000	
	- Fund for Executive Board reward	5,000,000,000	
	- Welfare Fund	3,000,000,000	

No	Description	Value (VND)	
		LICOGI 18	Consolidation
	- Development and Investment Fund	5,000,000,000	
4.	The plan to issue bonus shares to increase charter capital for shareholders with a payment rate of 25% from Owner's Equity ( <i>Detailed report attached</i> ).	114,349,482,500	
5.	Undistributed after-tax profit	133,000,183,122	

The rate of approving is .....% of the total number of valid shares voting at the Meeting

**Article 4:** Approve the Company's 2026 production and business plan with the following details:

No	Indicators	Unit	Consolidated Plan	LICOGI 18 Plan
1	Total Output Value	Billion VND	5,519.9	2,500.0
	- Construction output value	Billion VND	5,442.5	2,482.0
	- Other production and business	Billion VND	77.4	18.0
2	Total revenue:	Billion VND	5,210.8	2,380.0
	- Construction revenue	Billion VND	4,471.4	1,715.0
	- Real estate transfer revenue	Billion VND	69.4	15.0
	- Other revenue	Billion VND	670.0	650.0
3	Total capital collection	Billion VND	5,239.5	2,280.0
4	Total investment:	Billion VND	1,114.5	775.4
	- Construction investment	Billion VND	1,011.5	684.0
	- Equipment investment	Billion VND	103.0	91.4
5	Total profit before tax	Billion VND	275.5	230.0
6	Expected Dividend Payout Ratio	%	Fr10%-20%	20%

The rate of approving is 100% of the total number of valid shares voting at the Meeting

**Article 5:** Approve the auditing firm with the following details:

1.1. Approve the List of auditing firms to be selected as auditing firm and review the Company's financial statements in 2026 as follows.

- CPA Vietnam Auditing Co., Ltd. (CPA Vietnam)
- An Viet Auditing Co., Ltd. (An Viet)
- International Auditing Company Limited (ICPA).
- International Auditing and Valuation Co., Ltd.
- Moore AISC Auditing Co., Ltd. Hanoi Branch

1.2. Authorization for the Board of Directors: The General Meeting unanimously authorized the Board of Directors to decide on the selection of one of the auditing firms on the list and assigned the General Director to sign a contract to provide audit services with the

selected independent auditing firm to audit and review the Company's 2026 financial statements.

*The rate of approving is .....% of the total number of valid shares voting at the Meeting*

**Article 6:** Approve the salary and remuneration of the Board of Directors and the Supervisory Board in 2025 as follows:

No	Position	Units	Salary, remuneration/ month/person	Notes
1	Chairman of the Board of Directors	VND	100,000,000	
2	Member of the Board of Directors	VND	25,000,000	
3	Full-time Head of the Supervisory Board	VND	35,000,000	
4	Full-time member of the Supervisory Board	VND	20,000,000	
5	Part-time member of the Supervisory Board	VND	15,000,000	
6	Corporate Governance Officer	VND	6,000,000	

*The rate of approving is 100% of the total number of valid shares voting at the Meeting*

**Article 7:** Approve the plan to issue bonus shares to existing shareholders to increase charter capital from the Company's owners' equity with the following major details (detailed contents are stated in the attached Report No...../TTr-HDQT)

7.1. Issuance plan:

Securities name	:	Shares of Investment and Construction Joint Stock Company No. 18
Type of securities	:	L18
Par value	:	Common shares
Number of outstanding shares	:	VND 10,000 per shares
Number of shares expected to be issued	:	45,739,793 shares
The total value of shares expected to be issued (at par value)	:	11.434.948 shares
Purpose of issuance	:	VND 114.349.480.000 ( <i>In words: One hundred fourteen billion three hundred forty nine million four hundred eighty thousand Vietnamese dong</i> )
Issuance method	:	Issuing shares to increase charter capital from owners' equity.
Eligible recipients	:	Rights exercise method.
Issuance ratio ( <i>Number of shares expected to be issued/Number of outstanding shares</i> )	:	Existing shareholders of Investment and Construction Joint Stock Company No. 18 whose names appear on the list of shareholders on the record date (final registration date) for exercising the right to receive shares issued to increase charter

		capital from owners' equity as provided by the Vietnam Securities Depository and Clearing Corporation (VSDC).
Rights execution ratio	:	25% of charter capital.
Total number of outstanding shares after issuance	:	100:25 ( <i>On the record date for determining shareholders entitled to receive shares issued to increase charter capital from owners' equity, each shareholder holding 01 share will be granted 01 right, and every 100 rights will entitle the shareholder to receive 25 new shares.</i> )
Expected charter capital after successful issuance	:	57.174.741 shares
Plan for handling fractional shares	:	VND 571.747.410.000 ( <i>In words: Five hundred seventy one billion seven hundred forty seven million four hundred ten thousand dong.</i> )
Capital source for share issuance to increase charter capital from owners' equity	:	When allocated to shareholders, the number of additional shares issued to increase charter capital from owners' equity will be rounded down to the nearest whole number. Any fractional shares arising from rounding down (if any) will be canceled.
Transfer restriction	:	The undistributed after-tax profit as of December 31 <sup>st</sup> , 2025, based on the Company's audited financial statements for 2025.
Implementation timeline	:	+/ The right to receive shares issued to increase charter capital from owners' equity is non-transferable. +/ Shares issued to increase charter capital from owners' equity are not subject to transfer restrictions.
		Expected to be executed in 2026, with the specific timing determined by the Board of Directors after receiving written notification from the State Securities Commission confirming the receipt of all required issuance report documents from the Company.

## 7.2. Authorization for the Board of Directors to implement:

- Proactively prepare, finalize, and explain the share issuance report dossier to increase charter capital from owners' equity as required by competent authorities, including making adjustments to the issuance plan, except for the number of shares to be issued and the execution ratio;
- Selecting the specific timing for implementing the share issuance to increase charter capital from owners' equity after receiving a written notification from the State Securities Commission confirming the receipt of all required issuance report documents from the

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Company, determining the record date for shareholders to exercise their rights, ensuring compliance with applicable regulations.

- Deciding on and carrying out all necessary tasks and procedures related to: (i) Amending and issuing the revised Charter reflecting the updated charter capital after the issuance; (ii) Registering the amendment of the Company's Enterprise Registration Certificate; (iii) Adjustment of registered securities quantity with the Vietnam Securities Depository and Clearing Corporation; (iv) Register the additional listing of the Company's shares on the Stock Exchange and report to the General Meeting of Shareholders at the nearest meeting.
- Performing other tasks related to the issuance, registration of amendments to the Securities Registration Certificate, and additional listing of newly issued shares.
- Depending on specific circumstances, the Board of Directors may delegate/authorize the Chairman of the Board of Directors and/or the General Director to carry out one or more of the aforementioned tasks.

*The rate of approving is ...% of the total number of valid shares voting at the Meeting*

**Article 8:** Approve the list of addition business lines for the Company's Business Registration (detailed contents are stated in the attached Proposal No...../TTr-HDQT).

*The rate of approving is ...% of the total number of valid shares voting at the Meeting*

**Article 9:** Approve Amendment and Supplementation of the Company Charter as follows:

Approve all content of Amendment and Supplementation of the Charter on Organization and Operation of Construction and Investment Joint Stock Company No.18 and authorize the Board of Directors and the Legal Representative of the Company to finalize, amend, supplement, and issue the Charter based on the contents approved by the 2026 AGM.

*The rate of approving is ...% of the total number of valid shares voting at the Meeting*

**Article 10:** Approve the amendment and Supplementation of the Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Directors as:

Approve all content of Amendment and Supplementation of the Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Directors and authorize the Board of Directors to finalize, amend, supplement, and issue the Charter based on the contents approved by the 2026 AGM.

*The rate of approving is 100% of the total number of valid shares voting at the Meeting*

**Article 11:** Approve the election of Board of Directors and Supervisory Board 2026-2031 term as follows:

11.1. Approve the term and number of members of the Board of Directors and the Supervisory Board:

- Number of members of the Board of Directors: 05 (five) members
- Number of members of the Supervisory Board: 04 (four) members
- The term of the Board of Directors and the Supervisory Board shall be five (05) years, from 2026 to 2031.
- The term of members of the Board of Directors and the Board of Supervisory shall be aligned with the term of the Board of Directors and the Supervisory Board.

11.2. Approval of the election results of members of the Board of Directors and the Board of Supervisors as follows::

a. The list of elected members of the Board of Directors for the 2026–2031 term is as follows (listed in alphabetical order):

- .....

b. The list of elected members of the Board of Supervisory for the 2026-2031 term is as follows (listed in alphabetical order):

- .....

**Article 12: Enforcement Terms.**

This Resolution was unanimously approved by the 2026 Annual General Meeting of Shareholders of Construction and Investment Joint Stock Company No.18 at the meeting and took effect from April 28, 2026.

Members of the Board of Directors, the Supervisory Board and the Board of Management shall be responsible for implementing this Resolution and organizing the implementation according to their functions, tasks and authority, in accordance with the law, the Charter of organization and operation of the Company.

The Board of Directors is responsible for reporting the implementation results to the General Meeting of Shareholders at the annual meeting in 2027.

**ON BEHALF OF 2026 AGMS  
CONSTRUCTION AND INVESTMENT JOINT  
STOCK COMPANY NO. 18  
Chairman of the Presidium**

**Recipient:**

- SSC;
- HNX;
- L18 shareholders (via Company Website);
- Saved at the BOD.

**Nguyen Xuan Hung**

