



Hanoi, April 18, 2025

**RESOLUTION
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF VISICONS CONSTRUCTION AND INVESTMENT JOINT STOCK
COMPANY – VC6**

Foundations:

The Enterprise Law No. 59/2020/QH14 adopted by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020 and its guiding documents;

The Organizational and Operational Charter of Visicons Construction and Investment Joint Stock Company;

Minutes of the 2025 Annual General Meeting of Shareholders of Visicons Construction and Investment Joint Stock Company dated April 18, 2025

Status of shareholders:

- Total number of shareholders convened to attend the meeting: 777 shareholders, owning 9,679,686 shares, accounting for 100% of the issued shares.
- Total number of shareholders, shareholders' representatives attending the meeting is: 51 people
- Total number of shares owned and represented is: 8,875,147 shares
- The total number of shares with voting rights at the Meeting is: 8,875,147 shares, equivalent to: 8,875,147 votes, accounting for 91.69% of the total number of shares with voting rights to be convened.

The meeting discussed and voted to approve the following resolutions:

IT IS HEREBY RESOLVED

Article 1: Approval for the production and business results in 2024; Business and production plan in 2025 of the Supervisory Board, detailed key norms as follows:

1.1. Business and production results in 2024

Unit: Billion VND

No.	Norm	Plan in 2024	Implementation in 2024	Rate of implementation/ plan in 2024
1	Total output value	1,636.194	1,810.494	110.7%
2	Revenue (VAT included)	1,600.214	1,728.346	108.0%
3	Profit before taxes	26.599	30.170	113.4%
4	Profit after taxes	21.155	24.120	114.0%

Voting rate for approval: 100% agreement vote

1.2. Business and production plan in 2025

Unit: billion VND

No.	Norm	Implementation in 2024	Plan in 2025	Percentage of the plan in 2025 compared to the implementation in 2024
1	Total output value	1,810.494	2,324.973	128.4%
2	Revenue (VAT included)	1,728.346	2,246.414	130.0%
3	Profit before taxes	30.170	39.814	132.0%
4	Profit after taxes	24.120	31.850	132.0%
5	Dividend (%/year)	22%	20%	90,9

Voting rate for approval: 100% agreement vote

Article 2: Approval for the audited 2024 Financial Statements of Visicons Construction and Investment Joint Stock Company for the year ended 31/12/2024 by Ernst and Young Vietnam Co., Ltd.

Voting rate for approval: 100% agreement vote

Article 3: Approval for the Report on the 2020 - 2025 term and some key tasks for the 2025 - 2030 term of the Board of Directors.

Voting rate for approval: 100% agreement vote

Article 4: Approval for the Report on the 2020 - 2025 term of the Supervisory Board; Approval for selecting a Company to audit the Financial Statements in 2025 of the Company:

4.1. Approval for the Report on the 2020 - 2025 term of the Supervisory Board

Voting rate for approval: 100% agreement vote

4.2/ Approve the authorization to the Board of Directors of the Company to choose one of the following auditing companies to review and audit the financial statements in 2025 for the Company:

Ernst & Young Vietnam Company Limited (EY)

Deloitte Vietnam Company Limited (Deloitte)

KPMG Vietnam Company Limited (KPMG)

Voting rate for approval: 100% agreement vote

Article 5: Approval for the profit distribution plan for the financial year 2024:

No.	Content	Amount (VND)
1	Total profit before taxes in 2024	30,169,685,802
2	Corporate income tax in 2024	6,049,759,985
3	Distributed profit in 2024 = (1) - (2)	24,119,925,817
3.1	Dividend division according to contributed capital (96,796,860,000VND x 22 %)	21,295,309,200
3.2	Payment of remuneration to the Board of Directors and the Supervisory Board (not work concurrently)	60,000,000
3.3	Undistributed remaining profit	2,764,616,617

Voting rate for approval: 100% agreement vote

Article 6: Approval for the dividend payment rate in 2024; Plan of dividend payment in 2024 in cash and Plan of share issuance dividends to pay dividends in 2024 in shares, specifically as follows:

6.1. Adopt the dividend payment rate in 2024 of: 22%

In which:

- + Dividend payment rate in 2024 in cash: 10%
- + Dividend payment rate in 2023 in shares: 12%

Voting rate for approval: 100% agreement vote

6.2. Adopt the plan of dividend payment in 2024 in cash:

- Form of dividend payment: Dividend payment in cash
- Implementation rate: 10%/share (01 share will receive 1000.0 VND)
- Source of implementation: Distributed profits in 2024
- Implementation period: Within 6 months after the plan of dividend payment in 2024 in cash is adopted by the General Meeting of Shareholders.
- Authorize the Board of Directors to choose the appropriate time to carry out procedures for closing the list of shareholders and implement other related work to pay dividends in 2024 in cash to the Shareholders according to relevant provisions of the current law.

Voting rate for approval: 100% agreement vote

6.3. Adopt the plan of share issuance to pay dividends in 2024 in shares as follows:

Share name:	Visicons Construction and Investment Joint Stock Company Share
Share class:	Common share
Securities code:	VC6
Par value of shares:	10,000 VND/share
Charter capital of the Company:	96,796,860,000 VND
Total number of issued shares:	9,679,686 shares
Number of treasury shares:	0 share
Number of outstanding shares:	9,679,686 shares
Number of shares expected to be issued:	1,161,562 shares
Total value of shares issued at par value:	11,796,860,000 VND
Expected increase rate of charter capital:	
- Charter capital before issuance:	96,796,860,000 VND
- Charter capital after issuance:	108,412,480,000 VND
Form of issuance:	Issue shares to pay dividends
Rate of number of issued shares/Total number of outstanding shares	12%

Rate of right implementation	12% of outstanding shares (Shares issued to existing shareholders will be distributed according to the method of exercising rights at the rate of 100:12. Accordingly, on the date of closing the list of shareholders exercising rights, shareholders owning 01 share will enjoy 01 right, shareholders owning 100 rights will receive 12 new share).
Expected time of issuance	After receiving approval from the State Securities Commission (“SSC”) expected in 2025.
Subjects entitled to receive dividends in shares:	Existing shareholders are stated in the list of shareholders at the last registration date to exercise the right of receiving dividends in 2024 in shares.
Funding source for implementation:	Undistributed after-tax profits according to the Company's 2024 audited financial statements.
Principles for rounding and handling fractional shares:	<p>The number of issued shares will be rounded down to the unit position, the decimal fraction (if any) will be canceled.</p> <p>For example: Shareholder A owns 1256 shares, with the right exercise rate of: 100:12, the number of shares received by shareholder A is: $1256 \times 12 / 100 = 150.72$ shares. According to the rounding principle, the number of new shares received by shareholder A is 150 shares. The odd number of shares (0.72 shares) will be cancelled.</p>
Transfer restrictions:	Issued shares are not subject to transfer restrictions. Shareholders may not transfer their rights to a third party.
Distribution methods:	<p>For depository securities: securities owners carry out procedures to receive dividends in shares at depository members where securities depository accounts are opened.</p> <p>For non-depository securities: Securities owners carry out procedures to receive dividends in shares at the Head Office of Visicons Construction and Investment Joint Stock Company (Address: 5th Floor, 29T2 Building, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi City). When carrying out the procedures, it is required to present the Share Ownership Certificate and Citizen Identity Card/Identity Card.</p>
Purpose of issuance	Share issuance to pay dividends in 2024 to increase the size of charter capital to serve the Company's activities.

a. Adopt the change of Charter Capital in the Organizational and Operational Charter of Visicons Construction and Investment Joint Stock Company.

b. Adopt the implementation of procedures for registering the change of Charter Capital content in the Company's Business Registration Certificate at Business Registration and Corporate Finance Department, Hanoi Department of Finance after being approved by the State Securities Commission of Report on issuance results.

c. Adopt the registration of additional securities at Vietnam Securities Depository and Clearing Corporation (VSDC) and the listing of additional securities at Hanoi Stock Exchange (HNX).

After completing the issuance, the General Meeting of Shareholders shall adopt and authorize the Board of Directors to complete securities registration procedures and list additional securities for all additionally issued shares at Vietnam Securities Depository and Clearing Corporation (VSDC) and Hanoi Stock Exchange according to current legal regulations.

d. Adopt the authorization upon the Company's Board of Directors:

The General Meeting of Shareholders authorizes the Company's Board of Directors to carry out the work related to the share issuance to pay dividends in 2024 in shares as follows:

- Decide to amend, supplement, complete and detail the content of the above-mentioned share issuance plan and/or amend, supplement or change the above-mentioned issuance plan and/or amend, supplement and change the issuance plan when necessary or at the request of a competent State agency to ensure the success of the issuance;
- Choose the time of issuance, develop, complete, amend and supplement (if any) the share issuance dossiers to submit to the competent State agency;
- Decide the time of closing the List of shareholders to exercise rights, timelines related to the issuance and carry out procedures for closing the List of shareholders according to regulations;
- Implement amendments and supplements of relevant provisions in the Company's Organizational and Operational Charter to record the increase in Charter Capital;
- Adopt the increase in charter capital and implement the necessary work and legal procedures to change Charter Capital in the Business Registration Certificate corresponding to the actual total par value of shares arising after completion of the issuance;
- Carry out related procedures with the State Securities Commission, Vietnam Securities Depository and Clearing Corporation (VSDC), Hanoi Stock Exchange (HNX), Business Registration and Corporate Finance Department, Hanoi Department of Finance;
- Decide on other arising issues related to the process of share issuance to pay dividends.

Voting rate for approval: 100% agreement vote

Article 7: Approval for the remuneration plan in 2024 and remuneration plan in 2025 of the Board of Directors and the Supervisory Board

7.1. Payment of remuneration to the Board of Directors and the Supervisory Board in 2024:

N o.	Full name	Position	Remunerat ion/month	Numbe r of months	Amount (Including personal income tax)	Note
I	The Board of Directors					
1	Tran Van Khanh	Chairman	10,000,000	12	120,000,000	
2	Hoang Hoa Cuong	Member	5,000,000	12	60,000,000	
3	TODA KOJI	Member	5,000,000	04	20,000,000	Representatives of MAEDA CORPORATION refuses to receive remuneration paid to members of the Board of Directors
4	OTANI SHINGO	Member	5,000,000	08	40,000,000	
5	Nguyen Minh Tuan	Member	5,000,000	12	60,000,000	
6	Nguyen Phan Tuan	Member	5,000,000	12	60,000,000	
II	The Supervisory Board					
1	Đang Thanh Huan	Head of the Board	5,000,000	12	60,000,000	
2	Tran Tuan Khanh	Member	3,000,000	04	12,000,000	Representatives of MAEDA CORPORATION refuses to receive remuneration paid to members of the Supervisory Board
3	FUJIKAWA MARIKA	Member	3,000,000	08	24,000,000	
4	Nguyen Kien Trung	Member	3,000,000	12	36,000,000	
	Total:				396,000,000	

Voting rate for approval: 100% agreement vote

7.2. Plan of remuneration payment to the Board of Directors and the Supervisory Board in 2025

- + Chairman of the Board of Directors: VND 10,000,000/01 person/01 month
- + Member of the Board of Directors: VND 5,000,000/01 person/01 month
- + Head of the Supervisory Board: VND 5,000,000/01 person/01 month
- + Member of the Supervisory Board: VND 3,000,000/01 person/01 month

Voting rate for approval: 100% agreement vote

Article 8: Approval of the election results of members of the Board of Directors and Supervisory Board of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030.

8.1. Approval of the election results and the list of elected personnel as members of the Board of Directors of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030, including 05 members:

1. Mr. Tran Van Khanh
2. Mr. Hoang Hoa Cuong
3. Mr. OTANI SHINGO
4. Mr. Nguyen Minh Tuan
5. Mr. Nguyen Phan Tuan

Voting rate for approval: 100% agreement vote

8.2. Approval of the election results and the list of the list of candidates elected as members of the Board of Supervisors of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030 includes 03 members:

1. Mr. Dang Thanh Huan
2. Mrs. FUJIKAWA MARIKA
3. Mr. Nguyen Lai Tho

Voting rate for approval: 100% agreement vote

Article 9: Approving the conclusion of the first meeting of the Board of Directors, the Board of Supervisors of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030.

9.1. Approving the resolution of the Board of Directors on electing Mr. Tran Van Khanh to continue to hold the position of Chairman of the Board of Directors of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030.

9.2. Approving the resolution of the Board of Directors on appointing Mr. Hoang Hoa Cuong to continue to hold the position of General Director of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030.

9.3. Approving the resolution of the Board of Supervisors Review the election of Mr. Dang Thanh Huan to continue holding the position of Head of the Board of Supervisors of Visicons Construction and Investment Joint Stock Company for the term 2025 – 2030.

Voting rate for approval: 100% agreement vote

Article 10: Implementation provision:

The resolution of the 2025 Annual General Meeting of Shareholders of Visicons Construction and Investment Joint Stock Company takes effect from the date of the approval of the Company's 2025 Annual General Meeting of Shareholders on April 18, 2025.

The Annual General Meeting of Shareholders assigns the Board of Directors of the Company to organize the implementation of the contents approved at the Annual General Meeting on the basis of ensuring the best interests of the Company, the Shareholders, in accordance with the Charter of the Company and legal regulations.

The Resolution was approved by the Annual General Meeting of Shareholders in 2025 of Visicons Construction and Investment Joint Stock Company in full text at the meeting.

Attn:

- UBCKNN, HNX, VSDC;
- Website of the Company;
- Archived: HC, HSDH

**ON BEHALF OF THE ANNUAL
GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE MEETING
TRAN VAN KHANH
(Signed)**



MINUTES
OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF VISICONS CONSTRUCTION AND INVESTMENT
JOINT STOCK COMPANY
– Securities code: VC6

Name of organization: VISICONS CONSTRUCTION AND INVESTMENT JOINT STOCK COMPANY

Head office: Floor 5, Building 29T2, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi City

Certificate of Registration of Joint Stock Company No: 0100105503 registered for the first time by Hanoi Department of Planning and Investment on July 17, 2000, registered for the 13th change on August 23, 2024

Today, April 18, 2025, at the Head Office of Visicons Construction and Investment Joint Stock Company - Floor 5, Building 29T2, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi, the 2025 Annual General Meeting of Shareholders of the Company has been conducted with the following contents:

PART I – OPENING OF THE MEETING

1. Verification report for shareholder's status:

Shareholder and shareholders' representative attending the meeting:

The total number of shareholders and shareholders' representatives entitled to attend and vote at the 2025 Annual General Meeting of Shareholders of Visicons Construction and Investment Joint Stock Company is 777 organizations and individuals, owning 9,679,686 shares

(According to the Summary List of securities owners No. V270/2025-VC6/VSDC-DK dated March 20, 2025 of Vietnam Securities Depository and Clearing Corporation)

The meeting listened to Mr. Nguyen Van Quyen - Head of the Inspection Committee of shareholder' status announcing the results of verification of shareholders' status and shareholders' representatives attending as follows:

The actual total number of shareholders and shareholders' representatives attending the Annual General Meeting of Shareholders is: 51 delegates, owning and representing 8,875,147 shares, equivalent to: **91.69%** of the total number of shares with the right to attend the 2025 Annual General Meeting of Shareholders of Visicons Construction and Investment Joint Stock Company.

According to the provisions of the law and the Organizational and Operational Charter of the Company, the 2025 Annual General Meeting of Shareholders of VISICONS Joint Stock Company has met the conditions to be conducted. The shareholders and shareholders' representatives attending the meeting have the right to vote according to the number of owned and / or represented shares.

2. Opening of the meeting:

- Mr. Nguyen Minh Tuan on behalf of the Organizing Committee of the Meeting carried out the following procedures:

+ Salute the flag, sing the National Anthem

+ State the reason for organizing the meeting, introduce shareholders, shareholders' representatives and guests attending the meeting

- Mr. Nguyen Kien Trung approved the Working Regulations of the Meeting and List of Presidium, Secretary of the Meeting and Vote Counting Committee at the Meeting.

*** *The Presidium:***

1. Mr. Tran Van Khanh Chairman of the Board of Directors – Chairman of the Meeting

2. Mr. Hoang Hoa Cuong Members of the Board of Directors, General Director

3. Mr. Nguyen Minh Tuan Members of the Board of Directors

4. Mr. Nguyen Phan Tuan Members of the Board of Directors

* ***The Secretariat of the Meeting includes:*** Mr. Nguyen Van Cuong and Ms. Truong Thi Doan Trang

* ***The Vote Counting Board, the Election Board included:***

1. Mr. Nguyen Van Quyen

2. Mr. Vu Cong Huy

3. Mr. Dong Anh Tu

4. Mr. Phi Chi Kien

5. Ms. Ngo Phuong Lan

The meeting unanimously agreed to approve the working regulations, the list of the Presidium, the Secretariat of the Meeting, the Vote Counting Committee at the 2025 Annual General Meeting of Shareholders of VISICONS Joint Stock Company in the form of raising voting cards with 100% voting rate

3. Agenda of the Meeting:

Mr. Nguyen Phan Tuan - The Presidium reported to the Meeting to approve the Agenda of the 2025 Annual General Meeting of Shareholders of VISICONS Joint Stock Company. The Meeting unanimously approved the content of the Agenda of the Meeting by raising voting cards with 100% voting rate.

PART II: CONTENTS PRESENTED AT THE MEETING

1. Mr. Hoang Hoa Cuong - General Director of the Company presented to the Meeting the Report on business and production results in 2024, business and production plan in 2025, expected dividend rate in 2025 of the Company.
2. Mr. Tran Van Khanh - Chairman of the Board of Directors presented to the Congress the Report on the 2020 - 2025 term and some key tasks for the 2025 - 2030 term of the Board of Directors;
3. Ms. Mai Phuong Anh - Chief Accountant presented to the Meeting the Statement: Expected profit distribution plan to be implemented in 2024; Dividend payment rate in 2024, dividend payment plan in 2024 in cash, plan of share issuance to pay dividends in 2024 in shares; Payment of the remuneration of the Board of Directors and the Supervisory Board in 2024 and the remuneration plan for the Board of Directors and the Supervisory Board in 2025.
4. Mr. Dang Thanh Huan - Head of the Supervisory Board presented to the Congress the Report on the 2020 - 2025 term and the Statement of introducing the Auditor for the Financial Statements for 2025;

(The Reports and Statements presented at the Meeting are located in the Documents of the 2025 Annual General Meeting of Shareholders of the Company sent to each Shareholder attending the meeting and posted on the website of the Company at address: www.visicons.vn)

PART III: DISCUSSION OF SHAREHOLDERS AND OPINIONS OF SHAREHOLDERS AT THE MEETING

Shareholders attending the Meeting have high consensus with the contents presented at the Meeting.

PART IV: VOTING FOR ISSUES AT THE MEETING

Mr. Tran Van Khanh - Chairman of the Meeting in turn stated each content for the Meeting to vote for approval, as follows:

1. Adopt the production and business results in 2024; Business and production plan in 2025; Plan for the dividend rate in 2025 of the Company

1.1.Business and production results in 2024

Unit: Billion VND

No.	Norm	Plan in 2024	Implementation in 2024	Rate of implementation/ plan in 2024
1	Total output value	1,636.194	1,810.494	110.7%
2	Revenue (VAT included)	1,600.214	1,728.346	108.0%
3	Profit before taxes	26.599	30.170	113.4%
4	Profit after taxes	21.155	24.120	114.0%

- The total number of shares with agreement vote is 8,875,147, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

1.2.Business and production plan in 2025

Unit: billion VND

No.	Norm	Implementation in 2024	Plan in 2025	Percentage of the plan in 2025 compared to the implementation in 2024
1	Total output value	1,810.494	2,324.973	128.4%
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3. Approval for the Report on the 2020 - 2025 term and some key tasks for the 2025 - 2030 term of the Board of Directors.

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4. Approval for the Report on the 2020 - 2025 term of the Supervisory Board; Approval for selecting a Company to audit the Financial Statements in 2025 of the Company:

4.1. Approval for the Report on the 2020 - 2025 term of the Supervisory Board.

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Deloitte Vietnam Company Limited (Deloitte)

KPMG Vietnam Company Limited (KPMG)

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6. Approval for the dividend payment rate in 2024; Plan of dividend payment in 2024 in cash and Plan of share issuance dividends to pay dividends in 2024 in shares, specifically as follows:

6.1. Adopt the dividend payment rate in 2024 of: 22%

In which:

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- Form of dividend payment: Dividend payment in cash
- Implementation rate: 10%/share (01 share will receive 1000.0 VND)
- Source of implementation: Distributed profits in 2024
- Implementation period: Within 6 months after the plan of dividend payment in 2024 in cash is adopted by the General Meeting of Shareholders.
- Authorize the Board of Directors to choose the appropriate time to carry out procedures for closing the list of shareholders and implement other related work to pay dividends in 2024 in cash to the Shareholders according to relevant provisions of the current law.

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6.3. Adopt the plan of share issuance to pay dividends in 2024 in shares as follows:

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Share class:	Common share
Securities code:	VC6
Par value of shares:	10,000 VND/share
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Number of outstanding shares:	9,679,686 shares
Number of shares expected to be issued:	1,161,562 shares
Total value of shares issued at par value:	11,796,860,000 VND
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Form of issuance:	Issue shares to pay dividends
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Expected time of issuance	After receiving approval from the State Securities Commission ("SSC") expected in 2025.
Subjects entitled to receive dividends in shares:	Existing shareholders are stated in the list of shareholders at the last registration date to exercise the right of receiving dividends in 2024 in shares.
Funding source for implementation:	Undistributed after-tax profits according to the Company's 2024 audited financial statements.
Principles for rounding and handling fractional shares:	<p>The number of issued shares will be rounded down to the unit position, the decimal fraction (if any) will be canceled.</p> <p>For example: Shareholder A owns 1256 shares, with the right exercise rate of: 100:12, the number of shares received by shareholder A is: $1256 \times 12 / 100 = 150.72$ shares. According to the rounding principle, the number of new shares received by shareholder A is 150 shares. The odd number of shares (0.72 shares) will be cancelled.</p>
Transfer restrictions:	Issued shares are not subject to transfer restrictions. Shareholders may not transfer their rights to a third party.
Distribution methods:	<p>For depository securities: securities owners carry out procedures to receive dividends in shares at depository members where securities depository accounts are opened.</p> <p>For non-depository securities: Securities owners carry out procedures to receive dividends in shares at the Head Office of Visicons Construction and Investment Joint Stock Company (Address: 5th Floor, 29T2 Building, Hoang Dao Thuy Street, Trung Hoa Ward, Cau Giay District, Hanoi City). When carrying out the procedures, it is required to present the Share Ownership Certificate and Citizen Identity Card/Identity Card.</p>
Purpose of issuance	Share issuance to pay dividends in 2024 to increase the size of charter capital to serve the Company's activities.

a. Adopt the change of Charter Capital in the Organizational and Operational Charter of Visicons Construction and Investment Joint Stock Company.

b. Adopt the implementation of procedures for registering the change of Charter Capital content in the Company's Business Registration Certificate at Business Registration and Corporate Finance Department, Hanoi Department of Finance after being approved by the State Securities Commission of Report on issuance results.

c. Adopt the registration of additional securities at Vietnam Securities Depository and Clearing Corporation (VSDC) and the listing of additional securities at Hanoi Stock Exchange (HNX).

After completing the issuance, the General Meeting of Shareholders shall adopt and authorize the Board of Directors to complete securities registration procedures and list additional securities for all additionally issued shares at Vietnam Securities Depository and Clearing Corporation (VSDC) and Hanoi Stock Exchange according to current legal regulations.

d. Adopt the authorization upon the Company's Board of Directors:

The General Meeting of Shareholders authorizes the Company's Board of Directors to carry out the work related to the share issuance to pay dividends in 2024 in shares as follows:

- Decide to amend, supplement, complete and detail the content of the above-mentioned share issuance plan and/or amend, supplement or change the above-mentioned issuance plan and/or amend, supplement and change the issuance plan when necessary or at the request of a competent State agency to ensure the success of the issuance;
- Choose the time of issuance, develop, complete, amend and supplement (if any) the share issuance dossiers to submit to the competent State agency;
- Decide the time of closing the List of shareholders to exercise rights, timelines related to the issuance and carry out procedures for closing the List of shareholders according to regulations;
- Implement amendments and supplements of relevant provisions in the Company's Organizational and Operational Charter to record the increase in Charter Capital;
- Adopt the increase in charter capital and implement the necessary work and legal procedures to change Charter Capital in the Business Registration Certificate corresponding to the actual total par value of shares arising after completion of the issuance;
- Carry out related procedures with the State Securities Commission, Vietnam Securities Depository and Clearing Corporation (VSDC), Hanoi Stock Exchange (HNX), Business Registration and Corporate Finance Department, Hanoi Department of Finance;
- Decide on other arising issues related to the process of share issuance to pay dividends.

- The total number of shares with agreement vote is 8,875,147, equal to 100% of the total number of shares participating in the voting at the Meeting.

- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.

- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

7. Approval for the remuneration plan in 2024 and remuneration plan in 2025 of the Board of Directors and the Supervisory Board

7.1. Payment of remuneration to the Board of Directors and the Supervisory Board in 2024:

N o.	Full name	Position	Remunerat ion/month	Number of months	Amount (Including personal income tax)	Note
I	The Board of Directors					
1	Tran Van Khanh	Chairman	10,000,000	12	120,000,000	
2	Hoang Hoa Cuong	Member	5,000,000	12	60,000,000	
3	TODA KOJI	Member	5,000,000	04	20,000,000	Representatives of MAEDA CORPORATION refuses to receive remuneration paid to members of the Board of Directors
4	OTANI SHINGO	Member	5,000,000	08	40,000,000	
5	Nguyen Minh Tuan	Member	5,000,000	12	60,000,000	
6	Nguyen Phan Tuan	Member	5,000,000	12	60,000,000	
II	The Supervisory Board					
1	Đang Thanh Huan	Head of the Board	5,000,000	12	60,000,000	
2	Tran Tuan Khanh	Member	3,000,000	04	12,000,000	Representatives of MAEDA CORPORATION refuses to receive remuneration paid to members of the Supervisory Board
3	FUJIKAWA MARIKA	Member	3,000,000	08	24,000,000	
4	Nguyen Trung Kien	Member	3,000,000	12	36,000,000	
	Total:				396,000,000	

- The total number of shares with agreement vote is 8,875,147, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

7.2. Plan of remuneration payment to the Board of Directors and the Supervisory Board in 2025.

- + Chairman of the Board of Directors: VND 10,000,000/01 person/01 month
- + Member of the Board of Directors: VND 5,000,000/01 person/01 month
- + Head of the Supervisory Board: VND 5,000,000/01 person/01 month
- + Member of the Supervisory Board: VND 3,000,000/01 person/01 month

- *The total number of shares with agreement vote is 8,875,147, equal to 100% of the total number of shares participating in the voting at the Meeting.*
- *The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.*
- *The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.*

PART V: ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE COMPANY'S SUPERVISORY BOARD FOR THE TERM 2025 – 2030

8. Approval of the election results of members of the Board of Directors and Supervisory Board of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030.

8.1. Approval of the election results and the list of elected personnel as members of the Board of Directors of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030, including 05 members:

1. Mr. Tran Van Khanh
2. Mr. Hoang Hoa Cuong
3. Mr. OTANI SHINGO
4. Mr. Nguyen Minh Tuan
5. Mr. Nguyen Phan Tuan

- *The total number of shares with agreement vote is 8,875,147, equal to 100% of the total number of shares participating in the voting at the Meeting.*
- *The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.*
- *The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.*

8.2. Approval of the election results and the list of the list of candidates elected as members of the Board of Supervisors of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030 includes 03 members:

1. Mr. Dang Thanh Huan
2. Mrs. FUJIKAWA MARIKA
3. Mr. Nguyen Lai Tho

- The total number of shares with agreement vote is 8,875,147, equal to 100% of the total number of shares participating in the voting at the Meeting.

- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.

- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

9. Approving the conclusion of the first meeting of the Board of Directors, the Board of Supervisors of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030.

9.1. Approving the resolution of the Board of Directors on electing Mr. Tran Van Khanh to continue to hold the position of Chairman of the Board of Directors of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030.

9.2. Approving the resolution of the Board of Directors on appointing Mr. Hoang Hoa Cuong to continue to hold the position of General Director of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030.

9.3. Approving the resolution of the Board of Supervisors Review the election of Mr. Dang Thanh Huan to continue holding the position of Head of the Board of Supervisors of Visicons Construction and Investment Joint Stock Company for the term 2025 - 2030.

- The total number of shares with agreement vote is 8,875,147, equal to 100% of the total number of shares participating in the voting at the Meeting.

- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.

- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

PART VI: PROCEDURES FOR CLOSING OF THE MEETING

1. Mr. Nguyen Van Cuong on behalf of the Secretariat read the draft minutes and draft resolutions of the Meeting.
2. The Meeting voted to approve the full text of the Minutes and Resolutions of the Annual General Meeting of Shareholders in 2025.
3. This Minutes was fully and truthfully recorded by the Secretary of the Meeting, was read before the Meeting.
4. Mr. Nguyen Kien Trung, on behalf of the Organizing Committee, expressed his gratitude and announced the closing of the Meeting.

This minutes was completed at 11:00 a.m. on April 18, 2025 and was made into two copies with the same legal validity.

**On behalf of the Secretariat
of the Meeting**
Truong Thi Doan Trang
(Signed)

**ON BEHALF OF THE ANNUAL GENERAL
MEETING OF SHAREHOLDERS
CHAIRMAN OF THE MEETING**
TRAN VAN KHANH
(Signed)

Hanoi, March 27, 2025



**REPORT
ON BUSINESS AND PRODUCTION RESULTS IN 2024
BUSINESS AND PRODUCTION TASKS AND PLANS IN 2025**

Our Distinguished Delegates!

In 2024, with the dedication of all employees, the efforts of the Board of Directors, the General Directorate, the Departments, Boards, Executive Board, and the Company's Construction Command Board; and the trust and support of our valued Partners and Customers, all aspects of the Company's operations have been maintained stably, ensuring the sustainable development goals, the main norms have met and exceeded the plan with the specific results as follows:

**PART I.
BUSINESS AND PRODUCTION RESULTS IN 2024**

1.1 Main norms:

Unit: Billion VND

No.	Norm	Plan in 2024	Implementation in 2024	Rate of implementation/ plan in 2024
1	Total output value	1,636.194	1,810.494	110.7%
2	Revenue (VAT included)	1,600.214	1,728.346	108.0%
3	Profit before taxes	26.599	30.170	113.4%
4	Profit after taxes	21.155	24.120	114.0%

(Performance table of aggregated norms attached)

1. Bidding activity:

- Actively conduct marketing and bidding for domestic and foreign projects, the total winning value up to December 31, 2024 is: **2,280 billion VND**, reaching **152%** of the plan in 2024. Typical projects under construction are: Factory - Phase 3 of AMTRAN Vietnam

Technology Co., Ltd. - VSIP Industrial Park in Hai Phong, Factory F1 - Global Lighting Vietnam Project at Dong Van 3 Industrial Park, Makino Factory in Hung Yen, Expansion of Pepsi Factory in Bac Ninh, Factory E - Simplo Vietnam Co., Ltd. - Hoa Phu Industrial Park - Bac Giang, Factory at Phase 1 - Senao Vietnam Co., Ltd. - Thai Ha Industrial Park - Ha Nam, works under the Project of QMH Computer Co., Ltd. at My Thuan Industrial Park - Nam Dinh, ARGOSY Vietnam Technology Factory - Phase 1 at Industrial Park No. 05 - Hung Yen, Factory of Energy Systems Co., Ltd. in Vietnam (Phase 3) in Quang Minh Industrial Park - Hanoi; Low-rise Building Project - PALM MANOR New Urban Area Project in Viet Tri - Phu Tho; projects of Tam Anh General Hospital System in Ho Chi Minh City and Hanoi and other projects.

2. Site management activity:

- Organize the implementation of construction works to ensure quality, progress, and meet the requirements of the client.
- Internal supervision and acceptance to control the quality, safety and progress of construction in accordance with the internal regulations, rules and management procedures.

3. Financial activity:

- Pay dividends at the rate of 5% in 2023 in cash to VISICONS shareholders.
- Complete the issuance of shares to pay dividends in 2023 in shares at the rate of 10% to VISICONS Shareholders, increasing the Company's charter capital to: 96,796,860,000 VND.
- Pay social insurance and taxes to the State on time.
- Pay salaries on time, pay suppliers and subcontractors promptly.

4. Human resource activity:

- Additionally appoint 01 Deputy Head of the Bidding - Contract Management Division, 01 Deputy Head of the Construction - Quality - Safety Management Division and 01 Deputy Head of the Finance and Accounting Division.
- Attract and recruit to meet the personnel requirements for positions in functional divisions and indirect construction management forces on site. Gradually build and improve the capacity of the employees performing design work and synchronously deploying Bim solutions for design and construction management.

5. Investment activity:

- Additionally invest in Ringlock scaffolding system and 02 wheel excavators to promptly meet construction requirements, improving the construction equipment capacity of the Company.
- Additionally invest in 01 07-seat car to serve the Company's work.

6. System management activity:

- Continue reviewing, amending, supplementing, and perfecting the Company's regulations, policies, and management procedures.

- Adjust task assignments for departments and divisions within the Company's Office Block in accordance with the Organizational and Operational Regulations approved by the Board of Directors.
- Continue investing in and applying technology software to support design and construction management.

PART II. BUSINESS AND PRODUCTION TASKS AND PLANS IN 2025

II.1/ Business and production norms and plan in 2025

Unit: billion VND

No.	Norm	Implementation in 2024	Plan in 2025	Percentage of the plan in 2025 compared to the implementation in 2024
1	Total output value	1,810.494	2,324.973	128.4%
2	Revenue (VAT included)	1,728.346	2,246.414	130.0%
3	Profit before taxes	30.170	39.814	132.0%
4	Profit after taxes	24.120	31.850	132.0%

II.2/ Key tasks in 2025:

1. Bidding and market development activity:

- Actively implement bidding marketing, strive to reach the winning bid value of **1,800** billion VND in 2025.

2. Site management activity:

- Strengthen internal supervision and acceptance to control the quality, safety and progress of construction in accordance with the internal regulations, rules and management procedures issued by the Company.
- Apply solutions to enhance and promote management efficiency and work quality of staff of Departments, Boards, Executive Boards/Construction Command Boards.
- Reporting work needs to continue to be improved, implemented fully, accurately, and on time according to the Company's regulations.
- Decisions on handling work must be timely, clear, reasonable, and not cause delays in production management.

3. Financial activity:

- Resolutely resolve capital recovery for projects with delayed settlement and outstanding payments.
- Focus on promoting the completion of documents to ensure payment progress, settlement, and debt collection of ongoing projects.
- Continue to research and implement solutions to reduce production costs, reduce financial costs, and further improve economic efficiency in production and business activities.



4. Human resource activity:

- Continue strengthening internal training to disseminate instructions on applying the Company's internal regulations, rules and procedures, and providing professional training for the Company's personnel in charge of construction volume management and cost management.
- Focus on promoting and improving the work efficiency and quality of the human resources throughout the Company.
- Continue to supplement and reduce staff, perfecting the high-quality staff.

5. Investment activity:

- Invest in enhancing the capacity of advanced construction equipment to support project execution.
- Continue implementing the Investment Cooperation Contracts for the Company's real estate projects.

6. System management activity:

Continue reviewing, amending, supplementing, and perfecting the Company's regulations, rules, and management procedures.

- Effectively utilize the application of modern information technology and apply software solutions to help employees maximize their individual capabilities, enhance productivity, work quality, and efficiency, meeting the increasingly high demands of the market.

The foregoing is the report on the Company's business and production results in 2024 and the business and production plan in 2025, the Executive Board respectfully submits to the General Meeting of Shareholders.

Our Distinguished Delegates and Honored Shareholders,

Recognizing the increasing competition in the construction market, under the guidance of the Board of Directors, the Company's General Directorate remains fully aware of the need to make even greater efforts in management and operations; together with all employees, uniting to build and develop the Company further, enhancing its reputation and brand in Vietnamese construction market.

Wish all Distinguished Delegates and Honored Shareholders good health, happiness, and success!

Sincerely thank!

Attn:

- The General Meeting of Shareholders
- Saved in the General Meeting's documents.

GENERAL DIRECTOR

HOÀNG HOA CƯỜNG

Signed

VISICONS CONSTRUCTION AND INVESTMENT JOINT STOCK COMPANY

SUMMARY OF TARGETS EXPECTED TO BE IMPLEMENTED IN 2024 AND PLAN IN 2025

	Unit	Plan in 2024	Implementation in 2024	The rate of implementation of the plan for 2024	Plan in 2025	The rate of implementation in 2024
I - OUTPUT VALUE	Million VND	1,636,194	1,810,494	110.7%	2,324,973	128.4%
1. Value of production, construction and installation	As above	1,634,594	1,808,448	110.6%	2,323,692	128.5%
2. Value of real estate production and business	As above	1,000	1,148	114.8%	1,045	91.0%
3. Other production and business value	As above	600	898	149.7%	236	26.3%
II - TOTAL REVENUE (INCLUDING VAT)	Million VND	1,600,214	1,728,346	108.0%	2,246,414	130.0%
1. Construction and installation revenue	As above	1,598,614	1,726,300	108.0%	2,245,133	130.1%
2. Real estate business revenue	As above	1,000	1,148	114.8%	1,045	91.0%
3. Other production and business revenue	As above	600	898	149.7%	236	26.3%
III - PROFIT BEFORE TAXES	Million VND	26,599	30,170	113.4%	39,814	132.0%
1. Construction and installation profit	As above	25,652	28,529	111.2%	38,754	135.8%
2. Real estate business profit	As above	792	824	104.0%	824	100.0%
3. Other production and business revenue	As above	155	817	527.1%	236	28.9%
IV - PROFIT AFTER TAXES	Million VND	21,155	24,120	114.0%	31,850	132.0%
V - DIVIDEND RATE (Proposed)	%	15.0%	22.0%	146.7%	20.0%	90.9%
VI - DEPRECIATION OF FIXED ASSETS	Million VND					
1. Payable amount	As above	5,200	11,145	214.3%	11,700	105.0%
previous year	As above	4,000	4,145	103.6%	4,700	113.4%
- Current year	As above	1,200	7,000	583.3%	7,000	100.0%
2. Already paid amount	As above	5,200	7,682	147.7%	8,200	106.7%
Divided into: - Transferred from the previous year	As above	4,000	4,145	103.6%	4,700	113.4%
- Current year	As above	1,200	3,537	294.8%	3,500	99.0%
VII - INVESTMENT AND DEVELOPMENT	Million VND	35,000	22,255	63.6%	19,342	86.9%
1. Investment in real estate	As above	25,000	9,790	39.2%	7,342	75.0%
1. In-depth investment in machines and equipment	As above	10,000	12,465	124.7%	12,000	96.3%



Hanoi, March 27, 2025

**REPORT OF THE BOARD OF DIRECTORS
FOR THE TERM 2020 – 2025
DEVELOPMENT ORIENTATION FOR THE PERIOD 2025 – 2030 OF
VISICONS CONSTRUCTION AND INVESTMENT JOINT STOCK COMPANY**

I. BOARD OF DIRECTORS PERSONNEL FOR THE TERM 2020 – 2025:

The Board of Directors for the term 2020 – 2025 consists of 5 members, with a tenure of 5 years, elected by the 2020 Annual General Meeting of Shareholders as members of the Board of Directors of the Company, specifically as follows:

No.	Full name	Position	Time of appointment	Dismissal/resignation time
1	Tran Van Khanh	Chairman of the Board of Directors	09/06/2020	
2	Hoang Hoa Cuong	Member of the Board of Directors	09/06/2020	
3	Nguyen Minh Tuan	Member of the Board of Directors	09/06/2020	
4	Nguyen Phan Tuan	Member of the Board of Directors	09/06/2020	
5	TODA KOJI	Member of the Board of Directors	09/06/2020	17/04/2024
6	OTANI SHINGO	Member of the Board of Directors	26/04/2024	

II. EVALUATION OF THE COMPANY'S OPERATIONS FOR THE TERM 2020 – 2025:

The construction market is increasingly competitive and has many potential difficulties and challenges; The Board of Directors for the 2020 - 2025 term has set a goal of sustainable development and strived with the Executive Board to focus on key directions to fulfill the annual production and business tasks approved by the Annual General Meeting of Shareholders:

- + Correctly assess the construction investment market situation, adjust the appropriate operating strategy for each stage.
- + Improve competitiveness.
- + Proactively seek and expand sources of work.
- + Strengthen risk control.

Thereby achieving specific results:

- + The Company's production and business activities are maintained stably and develop sustainably;
- + Ensure jobs and income for employees;
- + Harmonize shareholder interests and fully fulfill obligations to pay the State budget.

1. Implementation results of the Resolutions of the Annual General Meeting of Shareholders:

The Board of Directors has directed the full implementation of all contents of the Resolutions adopted by the General Meeting of Shareholders, including:

- + Focus on directing the work of amending, supplementing and perfecting the Company Charter to submit to the General Meeting of Shareholders for approval and promulgation and application. Complete and promulgate the system of Internal Regulations on Corporate Governance in accordance with the provisions of the Enterprise Law and the current Securities Law.
- + Directing the timely and full distribution of annual dividends to shareholders in both cash and shares.
- + Select Ernst & Young Vietnam Limited (EY) as the auditor for the Company's financial statements for each fiscal year in accordance with the content authorized by the General Meeting of Shareholders.
- + The Board of Directors has implemented a regular meeting regime with the participation of the Head of the Supervisory Board and organized the collection of written votes from each member of the Board of Directors to promptly orient and direct the Executive Board to implement and have achieved the following specific targets:

No	Main norm	Unit	Implementation					Plan in 2025
			2020	2021	2022	2023	2024	
1	Total output value	Billion VND	852.136	979.600	906.385	1,517.500	1,810.494	2,324.973
2	Revenue (including VAT)	Billion VND	948.106	1,024.037	859.927	1,362.949	1,728.346	2,246.414
3	Profit before taxes	Billion VND	6.254	11.108	11.909	19.735	30.170	39.814
4	Profit after taxes	Billion VND	4.992	8.884	8.910	15.780	24.120	31.850
5	Dividends	%/year	6%	10%	10%	15%	Proposed 22%	Expected 20%

2. The Company's operations for the term 2020 – 2025:

2.1. Marketing, bidding, and construction execution activity:

The Company has maintained and maintained relationships with traditional investors while strengthening market development, focusing on bidding for investment projects using ODA and FDI capital. Since then, it has established cooperative relationships with many foreign investors from Japan, Singapore, Taiwan, China, Europe, etc.

- Building resources for design and market development; investing in implementing solutions, applications, and BIM software in design and construction, improving bidding capacity, and being granted a Grade 1 Construction Capacity Certificate by the Ministry of Construction for Design and Construction Design Review activities.

- Promoting the role of General Design - Construction Contractor, the Company has accompanied the Investor from the stage of preparing procedures for applying for a project investment license; organizing the management and construction of the entire project; handing over and putting into use to the Investor on time. Visicons has been trusted by the Investor to be the General Contractor for the design and construction of many large projects, typically the QMH Computer Company Limited Project in Nam Dinh with a total contract value of over 1,000 billion VND.

2.2. Internal management activity:

- Amending, supplementing, perfecting and promulgating many internal regulations and procedures. The internal management document system has been gradually standardized; promoting and improving the efficiency of the Company's production and business activities.
- Strengthening management, focusing on internal training to improve productivity and quality of work for Departments/Divisions, and units of the Company.

2.3. Financial activity:

- Strengthen the payment and final settlement, debt collection, reducing outstanding bank loans, reducing financial costs, ensuring cash flow to meet the Company's production and business requirements.
- Issue shares to pay dividends in 2021 to Shareholders, increasing the Company's Charter Capital to: VND 87,998,820,000 in August 2022 and Issue shares to pay dividends in 2023 to Shareholders, increasing the Company's Charter Capital to: VND 96,796,860,000 in August 2024.
- The Company's financial situation is transparent, salaries are paid on time, and payments are made promptly to suppliers and subcontractors.
- Pay social insurance and taxes to the State in accordance with regulations.

2.4. Real estate investment and business activity:

- Sign a cooperation contract for investment in the construction of technical infrastructure for the Ngoc My - Thach Than Craft Village Industrial Cluster Project - Quoc Oai District - Hanoi City with DSG Invest Infrastructure Joint Stock Company to be divided the Project products corresponding to the capital contribution ratio.
- Continue to research and expand investment cooperation to develop real estate investment and business activities, promoting investment in suitable real estate projects.
- Continue the business of leasing office space at H10 Thanh Xuan Nam building - Hanoi.

2.5. Investment and business of construction equipment activity:

- Effectively use available resources that have been invested in previous years and invest in purchasing new modern construction equipment, improve competitiveness in bidding and construction, promptly meet the requirements of production and business activities and the increasingly high demands of the construction market.
- Organize standard design, synchronous production and supply of tools, equipment, and temporary systems for the Company's construction projects.

- Strengthen maintenance work, ensuring that tools, machines and equipment are always ready and qualified for use.

2.6. Capital investment activity:

- Continue to divest all capital contributions at Viet Nam Interior Decoration Joint Stock Company.
- In 2022, the Company invested the capital of VND 19,500,000,000, equivalent to 1,950,000 shares, accounting for 65% of the Charter Capital of Visiland Investment and Construction Joint Stock Company. The Company was established to prepare for the implementation of investment in real estate projects.

2.7. Information disclosure activity:

- Fully implement the responsibility of information disclosure in accordance with the regulations on information disclosure applicable to large-scale listed public companies.
- All decisions of the Board of Directors: Shareholders are kindly requested to see details in the 6-month and annual Corporate Governance Report of Visicons Construction and Investment Joint Stock Company which has disclosed information on the electronic information page of the State Securities Commission, Hanoi Stock Exchange and posted on the Company's Website, at: Visicons.com.vn

III. OPERATION ORIENTATION OF THE COMPANY IN THE TERM 2025 - 2030:

Implement the goal of sustainable production and business development, achieving an average annual growth rate of 5% to 10% in revenue and profit norms. Specific directions for the Company's operations in the term 2025 - 2030 are as follows:

1. Complete the production and business plan norms and resolutions approved by the Annual General Meeting of Shareholders.
2. Focus on the core market segment of projects of reputable investors with financial capacity and projects with foreign investment capital.
3. Continue to build and perfect the system of regulations, rules, and processes in internal management. Step by step, deploy and apply appropriate solutions and application software in the management and operation of the Company's production and business activities.
4. Continue to improve the capacity of Design and Construction, invest in applying Building Information Modeling (BIM) in design work and move towards applying BIM in construction management.
5. Invest in modern construction technology and equipment to improve construction and installation capacity and increase revenue from the Company's construction equipment business.

6. Make timely payments, settlements, and debt collection; reduce financial costs, control cash flow plans; increase charter capital, and ensure capital sources meet the Company's production and business requirements.

7. Continue to implement and research to invest in suitable real estate projects.

8. Direct the strengthening of human resource training and development, building and training a quality human resource system, complying with the discipline and working culture of the Enterprise.

9. Persistently pursue the goal of sustainable development, enhance the reputation of the VISICONS brand in the Vietnamese Construction market.

IV. CONCLUSION:

The Board of Directors for the 2020 - 2025 term would like to thank shareholders for their trust and support and respectfully acknowledge the efforts and contributions along with the spirit of solidarity and unity of all employees of the Company in the past term.

In order to carry out strategic tasks in the 2025 - 2030 term, the Board of Directors of Visicons Construction and Investment Joint Stock Company hopes to continue to receive the trust and support of Shareholders, along with the spirit of solidarity, unity and solidarity of the Company's employees, determined to build a stable and sustainable development Company, gradually affirming the position and brand of VISICONS in the Vietnamese construction market.

Wish you good health! Wish the General Meeting great success!

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN
TRAN VAN KHANH
Signed



Hanoi, March 27, 2025

REPORT OF THE SUPERVISORY BOARD
At the 2025 Annual General Meeting of Shareholders

To: The Annual General Meeting of Shareholders

Based on the functions and duties of the Supervisory Board specified in the organizational and operational Charter of Visicons Construction and Investment Joint Stock Company (hereinafter referred to as the Company);

The Supervisory Board would like to report to the Annual General Meeting of Shareholders the inspection and supervision results of activities for the term 2020-2025 of Visicons Construction and Investment Joint Stock Company as follows:

I. Activities of the Supervisory Board

1. The Supervisory Board's personnel

The Supervisory Board's personnel as approved by the General Meeting of Shareholders for the term 2020 - 2025 are:

N o.	The Supervisory Board's personnel	Position	Time of appointment	Dismissal/ resignation time
1	Mr. Dang Thanh Huan	Head of the Supervisory Board	09/06/2020	
2	Mr. Nguyen Kien Trung	Member of the Supervisory Board	09/06/2020	
3	Mr. Tran Tuan Khanh	Member of the Supervisory Board	09/06/2020	17/04/2024
4	Ms. FUJIKAWA MARIKA	Member of the Supervisory Board	26/04/2024	

The members of the Supervisory Board possess the necessary qualifications, competencies, and qualities to meet the standards required for members of the Supervisory Board as stipulated in the Company's Charter.

All members of the Supervisory Board perform their duties in accordance with their designated functions and responsibilities, ensuring honesty, objectivity, and compliance

with legal regulations, the Company's organizational and operational charter, and governance regulations.

2. Activities of the Supervisory Board

During the past term, the Supervisory Board has fully performed its functions and duties in accordance with the Company's Charter and relevant legal regulations, specifically:

- Representatives of the Supervisory Board have attended the meetings of the Board of Directors. The Supervisory Board has commented with the Board of Directors and the Executive Board on issues related to the Company's operations.
- Submit to and propose the Annual General Meeting of Shareholders to decide the independent audit firm to audit and review the Company's Financial Statements;
- The Supervisory Board has inspected and supervised the compliance with the provisions of law and the Corporation in the management and operation of business activities of the Board of Directors and the General Directorate;
- Verify quarterly and annual financial statements to assess the truthfulness and reasonableness of financial data in the financial statements, compliance with Vietnamese corporate accounting standards and regimes, and current legal regulations;
- Control compliance with regulations on information disclosure of the company in accordance with the provisions of law;
- Perform other tasks in accordance with the functions and duties.

I. Supervision results for activities of the Board of Directors

- The Board of Directors has held regular (and irregular) meetings in accordance with the Company's organizational and operational Charter. The Board of Directors has also adopted many decisions in the form of seeking written opinions
- The Board of Directors has issued resolutions and decisions related to the Company's operations within its responsibilities and authority, ensuring the Company's effective business production management and operations. These resolutions and decisions of the Board of Directors have been issued following proper procedures, within the scope of authority, and in compliance with legal regulations and the Company's Charter. During the past term, the Board of Directors has decided and proposed the General Meeting of Shareholders to decide on the following key issues:
 - Set the strategic direction for the Company's construction and install activities, focusing on projects with foreign investment.
 - Cooperate with Japanese partner, Maeda Vietnam Company as a shareholder contributing capital to the company; Maeda Vietnam Company sends staff to participate in the Board of Directors and the Supervisory Board of the Company.
 - Decide on the organizational structure and key personnel of the Company to meet the actual production and business situation of the Company;



- Amend and supplement internal governance regulations to ensure that the Company operates transparently and effectively in accordance with the Company's Charter and legal regulations.
 - Implement and direct the Executive Board to successfully organize annual general meetings of shareholders.
 - Select an independent auditing firm to review and audit the Company's semi-annual and annual financial statements.
 - Implement and supervise the Executive Board to periodically and irregularly disclose information in accordance with legal regulations for listed companies.
 - Carry out other tasks in accordance with the Board of Directors' functions and duties.
- The Supervisory Board has monitored the Board of Directors in managing the Company's operations, ensuring compliance with the resolutions of the General Meeting of Shareholders, the Company's Charter, the Enterprise Law, and other applicable regulations.
 - Monitor the Executive Board's operations in implementation of the resolutions from the General Meeting of Shareholders and the Board of Directors. During the past term, the Company has consistently achieved growth and met its annual targets in terms of output, revenue, profit, and dividend, as per the resolutions of the annual General Meeting of Shareholders.

II. Supervision results for activities of the Executive Board

1. General assessment

During the term 2020-2025, the Executive Board has made significant efforts to ensure the Company's stable operations and steady growth; the Company has consistently generated profits and distributed dividends to shareholders at the levels approved by the Annual General Meeting of Shareholders;

The Executive Board has implemented solutions to enhance capabilities in human resources, management, and equipment to meet the competitive demands of the market. As a result, the company's reputation and brand have been increasingly strengthened.

Financial and accounting operations are transparent; the preparation, auditing, and disclosure of quarterly and annual financial statements comply with legal regulations on information disclosure.

2. Implementation of Annual General Meetings of Shareholders' Resolutions

The company has complied with the contents adopted by the General Meetings of Shareholders over the past term. Specifically:

- Implement the profit distribution plan and pay dividends to shareholders annually;
- Sign an audit contract with an independent auditing firm to audit semi-annual and annual financial statements;

- Allocate and pay remuneration for the Board of Directors and the Supervisory Board in accordance with resolutions of the Annual General Meeting of Shareholders;
- Implement economic norms as stated in the Resolutions of the Annual General Meetings of Shareholders, as follows:

No.	Main norm	Unit	Implementation				
			2020	2021	2022	2023	2024
1	Total output value	Billion VND	852.136	979.600	906.385	1,517.500	1,810.494
2	Revenue (including VAT)	Billion VND	948.106	1,024.037	859.927	1,362.949	1,728.346
3	Profit before taxes	Billion VND	6.254	11.108	11.909	19.735	30.170
4	Profit after taxes	Billion VND	4.992	8.884	8.910	15.780	24.120
5	Dividends	%/year	6%	10%	10%	15%	Proposed 22%

The foregoing is the Supervisory Board's Report for the term 2020–2025, respectfully submitted to the General Meeting of Shareholders for review and approval. The Supervisory Board sincerely appreciates the cooperation, support, and favorable conditions provided by the honored shareholders, the Board of Directors, and the Executive Board throughout the past term.

The members of the Supervisory Board hereby submit their resignation, effective upon the election of the new Supervisory Board.

Respectfully!

ON BEHALF OF THE SUPERVISORY BOARD

HEAD

ĐANG THANH HUAN

Signed