

**CÔNG TY CỔ PHẦN CIC39**  
**CIC39 CORPORATION**

Số: 15/2025-CBTT  
No: 15/2025-CBTT

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**  
**Độc lập - Tự do - Hạnh phúc**  
**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**  
Bình Dương, ngày 22 tháng 4 năm 2025  
Binh Duong, month 4 day 22 year 2025

**CÔNG BỐ THÔNG TIN ĐỊNH KỲ**  
**PERIODIC INFORMATION DISCLOSURE**

Kính gửi:

- Ủy ban Chứng khoán Nhà nước;
- Sở Giao dịch Chứng khoán TP HCM.

To:

- *The State Securities Commission;*
- *Hochiminh Stock Exchange.*

1. Tên tổ chức/*Name of organization*: Công ty Cổ phần CIC39/ **CIC39 CORPORATION**

- Mã chứng khoán/ *Stock code*: C32

- Địa chỉ/ *Address*: Số 45A, đường Nguyễn Văn Tiét, phường Lái Thiêu, thành phố Thuận An, tỉnh Bình Dương/ *45A Nguyen Van Tiet Street, Lai Thieu Ward, Thuan An City, Binh Duong Province.*

- Điện thoại liên hệ/ *Tel*: 0274.3759446

- Fax: 0274.3755605

- E-mail: cic39bd@gmail.com

2. Nội dung thông tin công bố/*Contents of disclosure*: (Đối với trường hợp đính chính hoặc thay thế thông tin đã công bố cần giải trình rõ nguyên nhân đính chính hoặc thay thế)/*In case of correction or replacement of previously disclosed information, explanation is needed*).

Nghị quyết và Biên bản cuộc họp ĐHĐCĐ thường niên năm 2025/ *Resolutions and Minutes of the 2025 Annual General Meeting of Shareholders.*

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 22/04/2025 tại đường dẫn: [www.cic39.vn](http://www.cic39.vn) - Quan hệ cổ đông – Đại hội đồng cổ đông – Năm 2025/ *This information was published on the company's website on April 22, 2025, at the following link: www.cic39.vn - Investor Relations – Shareholder Meeting – Year 2025.*

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/ *We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

**Người ủy quyền công bố thông tin/**  
***Person authorized to disclose information***

**Tài liệu đính kèm/ *Attached documents*:**

- Nghị quyết và Biên bản họp ĐHĐCĐ thường niên năm 2025/ *Resolutions and Minutes of the 2025 Annual General Meeting of Shareholders.*

**Lữ Minh Quân**  
***Lu Minh Quan***

**CIC39 CORPORATION**

No. 01/NQ-DHDCĐĐ

**THE SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

*Binh Duong, April 22, 2025*

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

**GENERAL MEETING OF SHAREHOLDERS OF CIC39 JOINT STOCK  
COMPANY**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly;*

*Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019 of the National Assembly;*

*Pursuant to the Government's Decree No. 155/2020/ND-CP dated 31/12/2020 detailing the implementation of a number of articles of the Law on Securities;*

*Pursuant to the Charter of organization and operation of CIC39 Corporation (CIC39);*

*Pursuant to the Regulation on financial management of the Company;*

*According to the Minutes of Meeting No. 01/BB-AGD dated April 22, 2025 of the 2025 Annual General Meeting of Shareholders (AGM) of CIC39.*

**RESOLUTION:**

**Article 1.** Through the following contents:

**Content 1:** The Company's consolidated financial statements for 2024 have been audited by AASC Auditing Firm Co., Ltd.

**Content 2:** Report on the Company's governance situation in 2024 (No. 06/BC-HDQT dated 27/01/2025).

**Content 3:** Annual report for 2024 (No. 207/BC-CTY dated 18/4/2025).

**Content 4:** Report on the operation of the Board of Directors in 2024 and orientation of the business plan in 2025 (No. 16/BC-HDQT dated 24/03/2025), enclosed with the main indicators of finance, investment and labor – income in 2024 and the plan for 2025 as follows:

1. Results of production and business activities in 2024: indicators of finance, investment and labor – income (*according to the data of the audited financial statements in 2024*):

STT	Target	Unit of measurement	2024 Plan	Implemented 2024	% Implementation/Plan	Implemented in 2023	+/- %
<b>I</b>	<b>Financial targets</b>						
1	Sales & Service Revenue	Million VND	650.000	626.850	96%	494.116	27%
2	Profit after corporate income tax	Million VND	16.000	5.662	35%	-18.753	130%
3	Basic earnings per share (EPS)	VND/share	1.065	377	35%	-1.248	130%
<b>II</b>	<b>Total investment value</b>	Million VND	51.193	6.148,7	12%	5.051	22%
1	Investment in capital construction	Million VND	911	1.708	187%	683	150%
2	Investment in machinery and equipment	Million VND	10.778	4.440,7	41%	4.368	2%
3	Financial investment	Million VND	15.000	0	0%	0	0%
4	Project investment	Million VND	24.504	0	0%	0	0%
<b>III</b>	<b>Labor and income</b>						
1	Total number of employees	Person	237	207	87%	222	-7%
2	Average salary/person/month	Million VND	15	13,8	92%	12,7	9%
3	Average income/person/month	Million VND	17	16	94%	14,6	7%

2. Production and business activity plan in 2025: indicators of finance, investment and labor – income:

STT	Target	Unit of measurement	Implemented 2024	2025 Plan	+/- %
<b>I</b>	<b>Financial targets</b>				

STT	Target	Unit of measurement	Implemented 2024	2025 Plan	+/- %
1	Sales & Service Revenue	Million VND	626.850	584.640	-7%
2	Profit after corporate income tax	Million VND	5.662	14.000	147%
3	Basic earnings per share (EPS)	VND/share	377	931	147%
<b>II</b>	<b>Total investment value</b>	Million VND	6.148,7	49.711	708%
1	Investment in capital construction	Million VND	1.708	1.087	-36%
2	Investment in machinery and equipment	Million VND	4.440,7	3.050	-31%
3	Financial investment	Million VND	0	0	0%
4	Project investment	Million VND	0	45.574	100%
<b>III</b>	<b>Labor and income</b>				
1	Total number of employees	Person	207	234	13%
2	Average salary/person/month	Million VND	13,8	14,3	4%
3	Average income/person/month	Million VND	16	17,1	7%

**Content 5:** Report of independent members of the Board of Directors in the Audit Committee in 2024 (No. 17/BC-UBKT dated 24/03/2025).

**Content 6:** Profit distribution plan, appropriation of funds, remuneration and dividend payment plan in 2024 and 2025:

**1. Plan for setting up funds, remuneration and dividend payment in 2024:**  
(according to audited separate financial statements in 2024)

Unit: VND

STT	Target	2024 Plan	Implemented 2024
1	Profit after tax (LNST)	16.000.000.000	5.662.092.664
2	Appropriation for development investment fund (15%)	2.400.000.000	849.313.900
3	Appropriation for the establishment of reward and welfare funds (5%)	800.000.000	283.104.633



STT	Target	2024 Plan	Implemented 2024
4	Deduction from the reward fund of the Board of Directors (2.5%)	400.000.000	141.552.317
5	Board of Directors, Audit Committee & Corporate Governance Officer Compensation	360.000.000	360.000.000
6	Cash dividend (6%/VND)	9.018.087.000	0
7	Retained earnings after tax and distribution	3.021.913.000	4.028.121.815
8	Retained Earnings	158.928.832.723	158.928.832.723
9	Retained Earnings	161.950.745.723	162.956.954.538

- The 2025 Annual General Meeting of Shareholders agreed not to pay the company's cash dividend in 2024 due to low business results compared to the plan.

## 2. Profit distribution plan on setting up funds, remuneration and dividend payment in 2025:

Unit: VND

STT	Target	Implemented 2024	2025 Plan
1	Profit after tax (LNST)	5.662.092.664	14.000.000.000
2	Appropriation for development investment fund (15%)	849.313.900	2.100.000.000
3	Appropriation for the establishment of reward and welfare funds (5%)	283.104.633	700.000.000
4	Deduction from the reward fund of the Board of Directors (2.5%)	141.552.317	350.000.000
5	Board of Directors, Audit Committee & Corporate Governance Officer Compensation	360.000.000	360.000.000
6	Cash dividend (6%/VND)	0	9.018.087.000
7	Retained earnings after tax and distribution	4.028.121.815	1.471.913.000
8	Retained Earnings	158.928.832.723	162.956.954.538
9	Retained Earnings	162.956.954.538	164.428.867.538

- The 2025 Annual General Meeting of Shareholders approved the plan to pay a cash dividend for 2025 at a rate of 6% of the charter capital.

**Incentive Policy:** Annually, in addition to fixed remuneration, if production and business results meet or exceed the plan, the Board of Directors will submit to the General Meeting of Shareholders for consideration and approval the specific bonus amounts for individuals and teams, including the Board of Directors, the Executive Management Board, managers, staff, and employees.

**Content 7:** To approve the list of independent audit firms and authorize the Board of Directors to select an audit unit for the fiscal year 2025 as follows:

- AASC Auditing Firm Co., Ltd.
- A&C Auditing and Consulting Co., Ltd.
- RSM Vietnam Auditing & Consulting Co., Ltd.

**Content 8:** Approval of the policy of changing the Company's name:

- Vietnamese name: 3-2 Joint Stock Company
- English name: C32 Corporation
- Abbreviation: C32.

In case the procedures for registration of the change of the name of the new company are not approved by the competent management agency of the State, the Board of Directors shall be authorized to decide on the new replacement name of the company.

**Content 9: Approving and promulgating the Company's Charter amended and supplemented for the XVI time on April 22, 2025** due to the change of the Company's name and change in the organization of the management apparatus and adjustment of a number of words and contents to complete the Charter in accordance with the provisions of law and the actual conditions of the Company's operation. This Charter replaces the Company's Charter issued earlier.

**Content 10:** Approving and promulgating the Internal Regulation on Corporate Governance amended and supplemented for the fifth time.

**Content 11:** Regarding the transfer of the Welfare Fund to the grassroots Trade Union for management and use. Based on the Audit Committee's proposal dated March 26, 2025, which was reviewed by the Board of Directors and submitted to the General Meeting of Shareholders:

The General Meeting of Shareholders did not approve the transfer of the Company's Welfare Fund to the grassroots Trade Union for management and use.

**Article 2.** This Resolution takes effect from the date of approval by the 2025 Annual General Meeting of Shareholders.

**Article 3.** The Board of Directors, the General Director, members of the Audit Committee and relevant units and individuals shall be responsible for organizing the implementation of this Resolution in accordance with their assigned functions and tasks, in accordance with current laws and the Charter of CIC39 Joint Stock Company.

***Recipient:***

- As in Article 3;
- 24-hour disclosure;
- Luu VT, TK.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS**



**MINUTE**  
**Annual General Meeting of Shareholders 2025**

**I. COMPANY INFORMATION**

Company Name: CIC39 Joint Stock Company

Abbreviation: CIC39

Stock Code: C32

Head Office Address: No. 45A, Nguyen Van Tiet Street, Lai Thieu Ward, Thuan An City, Binh Duong Province.

Business license: No. 3700146225 was first issued by the Department of Planning and Investment of Binh Duong province on 24/12/2008 and changed for the 13th time on 04/12/2024.

**II. TIME, PLACE AND FORM OF ORGANIZATION:**

- Start time: 08:40 a.m., April 22, 2025

- Location: CIC39 Joint Stock Company Hall, No. 45A Nguyen Van Tiet Street, Lai Thieu Ward, Thuan An City, Binh Duong Province.

- The 2025 Annual General Meeting of Shareholders of CIC39 (hereinafter referred to as the "Meeting"/"General Meeting") is held under the convening of the Board of Directors, ensuring compliance with the provisions of the Law on Enterprises and the Company's Charter.

**III. CHECK SHAREHOLDER STATUS AND PARTICIPATION RATE**

- Mr. Nguyen Van Sang – Head of the Shareholder Qualification Inspection Committee read the Shareholder Qualification Inspection Report and announced the attendance rate.

- The total number of shares according to charter capital is: 15,030,145 shares, of which 1,536 shareholders own ordinary shares.

- The total number of voting shares is 15,029,145 shares

- By the opening time, there are 17 shareholders and authorized representatives, corresponding to: 9,591,967 shares, accounting for: 63.80%, compared to voting shares

- Number of shareholders participating via remote voting: None.



With the above attendance rate, the 2025 Annual General Meeting of Shareholders of CIC39 Joint Stock Company is eligible to proceed according to regulations.

#### **IV. PARTICIPANTS AND ESTABLISHMENT OF COMMITTEES**

1. **Participants:** Board of Directors, Board of Directors, Chief Accountant and authorized shareholders/representatives.

2. **Presiding Board:**

(1) Mr. Tu Vinh Trung – Chairman of the Board of Directors – Chairman of the meeting

(2) Mr. Nguyen Viet Duc – Independent Member of the Board of Directors – Chairman of the Audit Committee

And invited Mr. Dinh Van Trong – General Director of the Company to participate in supporting the Chairman in the presentation and professional explanation.

3. **Appointment of the Secretariat:**

(1) Mr. Lu Minh Quan – Head of Department

(2) Ms. Vo Thi Mai Huyen – Member

4. **Election of the Vote Counting Committee:**

(1) Mr. Phan Huy Thuan – Head of the Board

(2) Mr. Do Duc Hoang – Member

(3) Ms. Do Thi Ngoc Huyen – Member

The congress voted to approve the list with a 100% approval rate.

#### **V. APPROVING THE REGULATIONS AND PROGRAM OF THE CONGRESS:**

1. The General Meeting voted to approve the Working Regulations of the 2025 Annual General Meeting of Shareholders with an approval rate: 100%.

2. Congress Program:

(1) Audited Consolidated Financial Statements 2024

(2) Governance Report 2024

(3) Annual Report 2024

(4) Report on the activities of the Board of Directors in 2024 and orientation of the business plan in 2025

(5) Report on independent members of the Board of Directors in the Audit Committee in 2024

(6) The Board of Directors' report on:



- Profit distribution, fund allocation, remuneration, dividends in 2024 & Plan for 2025
- Selection of auditors for FY 2025
- Change of Company Name
- Amending and supplementing the Company's Charter (the XVI)
- Amendments and supplements to the Internal Regulations on Corporate Governance (the fifth time)
- Give opinions on the Company's transfer of the Welfare Fund to the grassroots Trade Union for management and use according to the proposal of the Audit Committee.

(7) Other contents (if any)

(8) Discussion and Voting

(9) Approval of the Minutes of the Meeting

(10) Closing of the Congress

Mr. Lanh comments on the congress program in section 6.6. Consult the Congress on the transfer of the welfare fund to the Trade Union for management. This is the amount of money approved by the General Meeting of Shareholders in previous years after the profit accumulated from the date of establishment of the Company to 2020 is no longer subject to the approval of the General Meeting of Shareholders, based on Article 138 of the Law on Enterprises 2020 does not belong to shareholders and Article 46 of the Company's Charter does not have transfer content. The Board of Directors does not violate Article 38 of the Regulation on financial management of the Company, spends for the right purpose for employees, the Trade Union is the representative, so it does not violate Article 38 of the Regulation on financial management of the Company. The welfare fund according to the annual financial statements approved by the General Meeting of Shareholders is a payable, not an asset of the Company. I propose not to include this content in the content program of the congress because there is no basis for voting.

Chairman: The agenda of the General Meeting has been publicly announced, the voting contents are under the jurisdiction of the General Meeting of Shareholders according to the Charter and the Law on Enterprises. Shareholders are asked to vote.

Shareholders approve: 7,751,877 shares, accounting for 81.2%

Shareholders disapprove: 1,840,090 shares, accounting for 18.8%

Shareholders have no opinion: 0 shares, accounting for 0%

The General Meeting voted to approve the entire Program of the 2025 Annual General Meeting of Shareholders with an approval rate: 81.20%.

## **VI. PRESENTATION OF REPORTS AND SUBMISSIONS:**

1. Audit opinion on the Consolidated Financial Statements 2024 - Ms. Nguyen Thi Cam Van presented
2. Report on the operation of the Board of Directors in 2024 and orientation of the business plan in 2025 - Mr. Nguyen Viet Duc presented
3. Report on the activities of independent members of the Board of Directors in the Audit Committee - Mr. Nguyen Viet Duc presented
4. Report to the Board of Directors on the contents - Mr. Nguyen Van Sang presented.

## **VII. DISCUSSION AND RECORDING OF SHAREHOLDERS' OPINIONS**

The Chairman invited Shareholders to discuss and have opinions on the reports and submissions just presented.

### **❖ Shareholders' comments:**

➤ Opinion of shareholders with code CIC.1299: Regarding the company's audited consolidated financial statements, currently associated companies such as Thu Duc Centrifugal Concrete Joint Stock Company – Long An have not issued financial statements, the financial debt is long, so I do not recognize the formality of the current financial statements of CIC39.

The majority of members of the Board of Directors for the term 2024-2029 are representatives of current shareholders during the term. So what is the legal basis for the Audit Committee to audit all documents from the date of establishment of the Company in 2008 to now? The members of the Board of Directors also did not represent the previous sessions, when the majority of shareholders were the Party budget, of the Binh Duong Provincial Party Committee. Even for example, finding errors in the Board of Directors and the Executive Board of the previous keys was criminalized, in order to destroy the previous Executive Boards, right?

Disagreeing with the implementation of the project on an area of more than 3,800m<sup>2</sup> of the Company's Office land, of which only 300m<sup>2</sup> of office for lease is ineffective, causing waste of the remaining area.

➤ Opinion of shareholders with code CIC.0460: Suggestions The General Meeting should focus on building a spirit of cooperation between old and new senior leaders to accompany the development of the company instead of fierce debate. The right/wrong debate between the Presidium and shareholders at the General Meeting is unnecessary, affecting the atmosphere and general construction spirit. Shareholders want the General Meeting to be clear, transparent, and the information must be easy to understand so that all shareholders, including those who are not specialized in finance and accounting, can grasp the company's operating situation. Shareholders need to know what the Company is doing? What are the revenues and profits? Why has there been no digital transformation? Why is there still a debt of 157 billion VND and more than 60 billion VND in advance? Request the Chairman



to clearly explain that the receivables until July 2024 are VND 124 billion of sales debts; Does the real estate investment advance have a trust contract? What is the possibility of recovering these amounts? It is recommended that the Company needs to divest ineffective financial investments and stocks at a favorable market time, in order to focus resources on main production and business activities.

➤ Opinion of shareholders with code CIC.1603: Concerned that the Internal Affairs Committee bringing internal issues to the General Meeting may lead to unnecessary criminalization. Agreeing with Mr. Lanh's opinion, suggesting that the Board of Directors should handle the past shortcomings, the Audit Committee should not bring it to the General Meeting. Encourage internal sit-down to discuss and unify for the long-term development of the company.

➤ Opinion of shareholders with code CIC.1472: Assessing the current situation of the company with development potential, it is necessary to focus on effective exploitation of assets and investment restructuring. It is proposed to liquidate ineffective long-term investments to supplement cash flow for business activities.

Proposal to take advantage of new planning opportunities: The company's office headquarters (more than 3,000m<sup>2</sup>), according to the new plan, is built from 40-60 floors, currently the plan to build 300m<sup>2</sup> is not proportionate. The Nguyen Van Tiet land area (about 5,000m<sup>2</sup>) should be combined to build high-rise apartments instead of building houses for sale in fragments and low efficiency. The Brick Factory should establish a subsidiary, the land of the Brick Factory can be replanned as a high-rise residential area according to the new regulations. The land of Xn Cong (more than 5 hectares) is urban land, it is necessary to have a relocation plan after the depreciation is exhausted to move to Tan My – Phu Giao area. Propose the Board of Directors to develop a 5-year company development plan, publicly announce it for shareholders to monitor and comment.

#### ❖ **The answer of the Presiding Board:**

➤ The Chairman replied to the shareholder with the code CIC.1299: Regarding the financial statements related to Thu Duc – Long An Centrifugal Concrete Joint Stock Company (TDCLA): Acknowledging the opinion, if there are signs of concealing revenue and profit, we will coordinate with the General Director to clarify. The representative at TDCLA will be required to report.

➤ The Audit Committee replied to the shareholder with the code CIC.1299: The Audit Committee performs according to its functions, in consultation with legal agencies. The evaluation of previous activities was to propose the construction and protection of shareholders' interests. Not intended for criminalization. The Audit Committee is a department elected by the Board of Directors, responsible for detecting, warning and proposing to the General Meeting issues related to internal control and supervision of corporate governance activities.

➤ The Chairman replied to the shareholder with the code CIC.0460: Acknowledging comments and explanations on debts and ineffective investment divestment, the Board of Directors has switched to collecting money first, recovering debts with results from the end of 2024. Agree that the General Meeting needs to aim to build a spirit of solidarity between old and new shareholders.

➤ General Director: Committed to operating the company according to the principle of "following the law", towards sustainable development. In case it is necessary to investigate the responsibility of the predecessor to protect the interests of shareholders and the Company, the General Director is ready to do so.

Presenting the results of handling financial difficulties since the time of receiving the task in December 2024, specifically: receivables from the sale of construction steel to TDCLA, Dai Dong Ho... receivables at the beginning of 2024 are VND 160 billion, by the end of November 2024 it is VND 140 billion to December 31, 2024 receivables are VND 110 billion. But by March 31, 2025, the receivables have decreased to VND 69.8 billion. This is a great effort of the General Director from the day he took over the operation.

The transitional work of 2024 to 2025 is very small, so the Board of Directors has proactively brought back the source of work for the company to maintain production and business activities in the main industry, in order to achieve the goals set out in the 2025 plan, besides the orientation not to process stone due to poor efficiency, limit steel business, restructure the company's apparatus, effectively exploit the land of 49 units of the Nguyen Van Tiet residential project, build new offices for the company, take advantage of office leasing with a height of about 5 floors and an area of about 1,500m<sup>2</sup>; established C32 Land Company to prepare for investment in the land at the Brick Enterprise, Thuan Giao Ward; set up a project to change the land use purpose of 12 hectares to relocate production enterprises to the Company's industrial park, and at the same time take advantage of the land fund that can be leased for factory space.

- Answer to the shareholder with the code CIC.1299: According to the latest planning in December 2024. the land of the Company's Office is cross-sectioned from 3,800m<sup>2</sup> to 1,200m<sup>2</sup>. This problem, Mr. Lanh – former General Director – certainly knows. So have you reported to shareholders? In addition, the construction plan as proposed by Mr. Lanh is not feasible, does not bring investment efficiency with the remaining land area. Therefore, I propose to build an office for about 5 years, then wait for the new planning (after merging into Ho Chi Minh City) to decide on long-term investment. Particularly, the land of the Sewer Enterprise (more than 4 hectares) has been planned from 2023, the entire surrounding area is production land, but each plot of land of the Company is planned as green land? Has Mr. Lanh reported this issue to the General Meeting of Shareholders last year? How specific is the responsibility? Currently, I am working with the government to apply for planning adjustments. If not resolved, the Company risks losing the right to exploit this land.



- Answer to shareholders with CIC.1472 code: Thank you for your comments. The General Director knows very well and in detail the planning situation of the land plots owned by the Company. The Executive Board has worked directly with the authorities on planning, construction density and population (with a presentation of the official letter of the Urban Management Department to CIC39 on the current status of the land lot). On that basis, the Executive Board will build an appropriate investment model for each land plot and submit it to the General Meeting for consideration.

➤ The Chairman thanked the shareholders for their comments and suggestions and will consider optimizing the land fund according to the plan.

### **VIII. VOTING AND RESULTS**

Mr. Nguyen Van Sang - Head of the Shareholder Qualification Inspection Committee read the Report on the results of shareholders registering to attend and receive votes at the meeting as follows:

At 11:30 a.m. on April 22, 2025, voting begins, the number of shareholders registering to attend and receive voting votes at the meeting is 19 shareholders, representing 9,771,114 shares, accounting for 65.11% of the total number of voting shares.

Method of voting, voting Closed voting of all contents submitted to the General Meeting of Shareholders: Each voting vote of shareholders consists of 11 contents and shareholders vote once.

Shareholders cast their votes in the ballot box. The Vote Counting Committee conducts the vote counting.

**The Vote Counting Committee announces the results of the vote counting as follows:**

- The total number of shares of the Company according to charter capital is: 15,030,145 shares.

- + The total number of voting shares is: 15,029,145 shares

- + The total number of non-voting shares is: 1,000 treasury shares

- The total number of shareholders directly attending the meeting is 19 shareholders, representing 9,771,114 shares, accounting for 65.01% of the voting shares.

- The total number of votes issued at the meeting was 19 votes representing 9,771,114 shares, accounting for 100% of the shares attending the meeting.

- The total number of votes retracted was 18 votes, representing 9,771,014 shares, accounting for 99.99%, of shares attending the meeting.

- The total number of valid votes is 18 votes, representing 9,771,014 shares, accounting for: 100% of the shares attending the meeting.



- The total number of invalid votes is 0 votes, representing 0 shares, accounting for: 0% of the shares attending the meeting.

The voting to approve the contents of the report and proposal is based on the principle of "01 share with voting rights equivalent to 01 voting vote".

*(Enclosed with an appendix to the list of registered shareholders and representatives of shareholders attending the meeting with the corresponding number of shares)*

**Voting results of the contents submitted at the congress:**

S T T	Voting content				Total number of approve d shares	Rate (%)	Total number of disapprovi ng shares	Total numbe r of shares with no opinion
1	2024 Audited Consolidated Financial Statements				7.929.75 1	81,16 %	1.839.990	1.273
2	Report on Corporate Governance in 2024				9.769.74 1	99,99 %	0	1.273
3	Annual Report 2024				9.608.44 1	98,34 %	161.300	1.273
4	Report on the Board of Directors' activities in 2024 and business plan orientation for 2025, including the following production and business performance indicators for 2024 and the plan for 2025:				7.929.75 1	81,16 %	1.839.990	1.273
	LIST OF PRODUCTION AND BUSINESS RESULTS IN 2024							
	ST T	Target	Unit of measure ment	2024 Plan	Impleme nted 2024	% Implementati on/Plan	Impleme nted in 2023	+/- %
	I	Financial targets						
	1	Sales & Service Revenue	Million VND	650. 000	626.850	96%	494.116	27 %

S T T	Voting content				Total number of approve d shares	Rate (%)	Total number of disapprovi ng shares	Total numbe r of shares with no opinion
	2	Profit after corporate income tax	Million VND	16.000	5.662	35%	-18.753	130%
	3	Basic earnings per share (EPS)	VND/share	1.065	377	35%	-1.248	130%
	II	Total investment value	Million VND	51.193	6.148,7	12%	5.051	22%
	1	Investment in capital construction	Million VND	911	1.708	187%	683	150%
	2	Investment in machinery and equipment	Million VND	10.778	4.440,7	41%	4.368	2%
	3	Financial investment	Million VND	15.000	0	0%	0	0%
	4	Project investment	Million VND	24.504	0	0%	0	0%
	III	Labor and income						
	1	Total number of employees	Person	237	207	87%	222	-7%
	2	Average salary/person/month	Million VND	15	13,8	92%	12,7	9%
	3	Average income/person/month	Million VND	17	16	94%	14,6	7%
	2025 PLAN							

S T T	Voting content			Total number of approve d shares	Rate (%)	Total number of disapprovi ng shares	Total numbe r of shares with no opinion
	STT	Target	Unit of measurement	Implemented 2024	2025 Plan	+/- %	
	I	Financial targets					
	1	Sales & Service Revenue	Million VND	626.850	584.640	-7%	
	2	Profit after corporate income tax	Million VND	5.662	14.000	147%	
	3	Basic earnings per share (EPS)	VND/share	377	931	147%	
	II	Total investment value	Million VND	6.148,7	49.711	708%	
	1	Investment in capital construction	Million VND	1.708	1.087	-36%	
	2	Investment in machinery and equipment	Million VND	4.440,7	3.050	-31%	
	3	Financial investment	Million VND	0	0	0%	
	4	Project investment	Million VND	0	45.574	100%	
	III	Labor and income					
	1	Total number of employees	Person	207	234	13%	
	2	Average salary/person/month	Million VND	13,8	14,3	4%	
	3	Average income/person/month	Million VND	16	17,1	7%	
	5	Report of independent members of the Board of Directors in the Audit Committee in 2024		7.929.75 1	81,16 %	1.839.990	1.273
	6	2024 Profit Distribution Plan & 2025 Profit Distribution Plan		9.769.74 1	99,99 %	0	1.273
	PROFIT DISTRIBUTION PLAN IN 2024						

S T T	Voting content		Total number of approve d shares	Rate (%)	Total number of disapprovi ng shares	Total numbe r of shares with no opinion
	STT	Target	2024 Plan		Implemented 2024	
	1	Profit after tax (LNST)	16.000.000.000		5.662.092.664	
	2	Appropriation for development investment fund (15%)	2.400.000.000		849.313.900	
	3	Appropriation for the establishment of reward and welfare funds (5%)	800.000.000		283.104.633	
	4	Deduction from the reward fund of the Board of Directors (2.5%)	400.000.000		141.552.317	
	5	Board of Directors, Audit Committee & Corporate Governance Officer Compensation	360.000.000		360.000.000	
	6	Cash dividend (6%/VND)	9.018.087.000		0	
	7	Retained earnings after tax and distribution	3.021.913.000		4.028.121.815	
	8	Retained Earnings	158.928.832.723		158.928.832.723	
	9	Retained Earnings	161.950.745.723		162.956.954.538	
	- The 2025 Annual General Meeting of Shareholders agreed not to pay the company's cash dividend in 2024 due to low business results compared to the plan.					
	PROFIT DISTRIBUTION PLAN IN 2025					
STT	Target	Implemented 2024		2025 Plan		
1	Profit after tax (LNST)	5.662.092.664		14.000.000.000		
2	Appropriation for development investment fund (15%)	849.313.900		2.100.000.000		
3	Appropriation for the establishment of reward and welfare funds (5%)	283.104.633		700.000.000		



S T T	Voting content		Total number of approve d shares	Rate (%)	Total number of disapprovi ng shares	Total numbe r of shares with no opinion
	4	Deduction from the reward fund of the Board of Directors (2.5%)		141.552.317		350.000.000
	5	Board of Directors, Audit Committee & Corporate Governance Officer Compensation		360.000.000		360.000.000
	6	Cash dividend (6%/VND)		0		9.018.087.000
	7	Retained earnings after tax and distribution		4.028.121.815		1.471.913.000
	8	Retained Earnings		158.928.832.723		162.956.954.538
	9	Retained Earnings		162.956.954.538		164.428.867.538
<p>- The 2025 Annual General Meeting of Shareholders approved the plan to pay a cash dividend for 2025 at a rate of 6% of the charter capital.</p> <p><b>Incentive Policy:</b> Annually, in addition to fixed remuneration, if production and business results meet or exceed the plan, the Board of Directors will submit to the General Meeting of Shareholders for consideration and approval the specific bonus amounts for individuals and teams, including the Board of Directors, the Executive Management Board, managers, staff, and employees.</p>						
7	<b>Selection of auditors for FY 2025</b>		9.769.741	99,99 %	0	1.273
	<p>- AASC Auditing Firm Co., Ltd.</p> <p>- A&amp;C Auditing and Consulting Co., Ltd.</p> <p>- RSM Vietnam Auditing &amp; Consulting Co., Ltd.</p>					
8	<b>Policy on changing the Company's name</b>		7.929.751	81,16 %	1.839.990	1.273
	<p>- Vietnamese name: 3-2 Joint Stock Company</p> <p>- English name: C32 Corporation</p> <p>- Abbreviation: C32.</p> <p>In case the procedures for registration of the change of the name of the new company are not approved by the competent management agency of the State, the Board of Directors shall be authorized to decide on the new replacement name of the company.</p>					



S T T	Voting content	Total number of approve d shares	Rate (%)	Total number of disapprovi ng shares	Total numbe r of shares with no opinion
9	<b>Approving and promulgating the Company's Charter amended and supplemented for the XVI time on April 22, 2025</b> due to the change of the Company's name and change in the organization of the management apparatus and adjustment of a number of words and contents to complete the Charter in accordance with the provisions of law and the actual conditions of the Company's operation. This Charter replaces the Company's Charter issued earlier.	7.929.75 1	81,16 %	1.839.990	1.273
10	<b>Approving and promulgating the Internal Regulation on Corporate Governance amended and supplemented for the fifth time</b>	7.929.75 1	81,16 %	1.839.990	1.273
11	<b>Regarding the transfer of the Welfare Fund to the grassroots Trade Union for management and use. Based on the proposal of the Audit Committee dated March 26, 2025, the Board of Directors has considered and submitted to the General Meeting of Shareholders:</b>  The General Meeting of Shareholders approves the transfer of the Company's Welfare Fund to the grassroots Trade Union for management and use.	9.765.69 1	99,94 %	1.273	4.050

Mr. Duc – Chairman of the Audit Committee and some shareholders disagreed with the voting results related to the transfer of the welfare fund to the Trade Union for management and use. Mr. Duc and some shareholders proposed to clarify the content of the report and organize a re-vote in accordance with the spirit of the Audit Committee's report.

The Chairman asks shareholders to cancel the voting results and re-vote on content 11 on the transfer of the Welfare Fund to the grassroots Trade Union for management and use according to the proposal of the Audit Committee, which is considered by the Board of Directors and submitted to the General Meeting of Shareholders. approval rate: 82.09%.

Results of the 2nd vote count content 11: Regarding the transfer of the Welfare Fund to the Trade Union for management and use as follows:

The General Meeting of Shareholders did not approve the transfer of the Company's welfare fund to the grassroots Trade Union for management and use.

Shareholders approve: 8,021,065 shares, accounting for 82.09%

Shareholders disapprove: 1,745,635 shares, accounting for 17.87%

Shareholders have no opinion: 4,314 shares, accounting for 0.04%

#### **IX. ISSUES PASSED AND PERCENTAGE OF VOTES:**

Pursuant to the Law on Enterprises, the Company's Charter and voting results, the contents approved by the General Meeting of Shareholders are as follows:

<b>STT</b>	<b>Contents approved by the Congress</b>	<b>Percentage of Approval Shares</b>
1	Audited Consolidated Financial Statements 2024	81,16%
2	Governance Report 2024	99,99%
3	Annual Report 2024	98,34%
4	Report of the Board of Directors in 2024 and orientation of the production and business plan in 2025	81,16%
5	Report of independent members of the Board of Directors in the Audit Committee in 2024	81,16%
6	Profit distribution plan in 2024 and profit distribution plan in 2025	99,99%
7	List of auditing units and authorizing the Board of Directors to select auditing units in 2025	99,99%
8	Policy on changing the Company's name	81,16%
9	Charter amended and supplemented for the XVI time	81,16%
10	Internal Regulations on Corporate Governance No. V	81,16%

STT	Contents approved by the Congress	Percentage of Approval Shares
11	Refusing to approve the transfer of the Company's Welfare Fund to the grassroots Trade Union for management and use.	82,09%

Based on the above voting results, the 2025 Annual General Meeting of Shareholders approved the above contents in accordance with the current Law on Enterprises and the Company's Charter.

#### **X. APPROVING THE MINUTES AND CLOSING THE MEETING**

On behalf of the Secretariat, Mr. Lu Minh Quan presented the full text of the Minutes of the 2025 Annual General Meeting of Shareholders.

The Chairman presiding over the General Meeting invited all shareholders to vote to approve the Minutes of the meeting:

Shareholders approve: 8,021,065 shares, accounting for 82.09%

Shareholders disapprove: 1,745,635 shares, accounting for 17.87%

Shareholders have no opinion: 4,314 shares, accounting for 0.04%

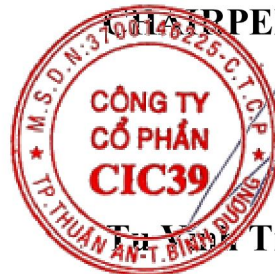
Thus, the Minutes of the meeting have been approved by the Annual General Meeting of Shareholders in 2025 with an approval rate of 82.09%.

The meeting ended at 13:15 on the same day, the Chairman and the Head of the Secretariat signed the following.

**ON BEHALF OF, CONGRESS  
SECRETARIAT  
HEAD OF DEPARTMENT**

**Lu Minh Quan**

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRPERSON**



**Trần Văn Trung**