



AGENDA

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS (“AGM”) VIETNAM INDUSTRIAL CONSTRUCTION CORP. (“ The Corporation”)

Time: 8:00, May 30, 2025;

Venue: Conference hall in 6Fl. Vinaincon Building, 5 Lang Ha, Ba Dinh, Hanoi

Time	Proposal Agenda	Organizer
8:00-8:30	- Welcome Shareholder and check Shareholders' eligibility	<i>Organizing committee</i>
8:30-10:45	- Opening ceremony and introducing participants; - Report on checking Shareholder's eligibility and conditions of organizing the meeting; - Introduction and approval of Chairman, Secretary and Vote counting committee	<i>Organizing committee</i> <i>Shareholder Qualification Verification Committee</i> <i>Organizing committee</i>
	- Approval for the AGM's agenda	<i>Organizing committee</i>
	- Approval for the AGM's voting and electing regulations	<i>Mr. Tran Anh Tan,</i> <i>Chairman of B.O.M</i>
	- The report of the Board of Management of the Corporation on the business performance results for 2024 and the business plan for 2025 of the Corporation.	<i>Mr. Do Chi Nguyen,</i> <i>Member of B.O.M-</i> <i>General Director</i>
	- The financial report for 2024 of the Corporation has been audited.	<i>Mr. Dang Quang Cuong,</i> <i>Chief Accountant</i>
	- Report on the operational results of the Supervisory Board of the Corporation for the year 2024. - Proposal for the selection of the auditing company to conduct the audit of the Corporation's financial statements for the year 2025.	<i>Mrs. Nguyen Thi Thu Nga,</i> <i>Chief of Supervisory Board</i>
	- Shareholder feedback	
10:45-11:00	- Break	
11:00-11:45	- Vote on the following contents: + Business production results for 2024; + The audited financial report for 2024; + Profit distribution plan for 2024; + Report from the Board of Directors of the Corporation; + Report from the Supervisory Board of the Corporation; + Business production plan for 2025; + Settlement of salaries and remuneration for 2024; Salary and remuneration fund plan for 2025; + Selection of the auditing firm for the Corporation's financial statements for 2025;	<i>Mr. Tran Anh Tan,</i> <i>Chairman of B.O.M</i>
11:45-12:00	- Approval for AGM Minutes and AGM Resolution	<i>Secretary</i>
12:00	- Closing the Meeting	<i>Organizing committee</i>

Hanoi, May 30th 2025



WORKING REGULATIONS OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2025

Article 1: The Presidium consists of 03 members, with the Chairman of the Board of Management (B.O.M) of the Corporation serving as the Chairperson.

Article 2: The Presidium's tasks

- Conduct the activities of the Annual General Meeting of Shareholders ("Meeting") according to the program approved by the Meeting.
- Guide the delegates and the Meeting in discussions.
- Present drafts and conclude necessary issues for the Meeting to vote on.
- Respond to issues requested by the Meeting.

Article 3: The Presidium works on the principle of democratic centralism, making decisions by majority vote.

Article 4: The Secretariat of the Meeting (consisting of 02 members) is introduced by the Organizing Committee and approved by the Meeting. The Secretariat is responsible to the Presidium and the General Meeting of Shareholders for its duties, specifically:

- Accurately and fully record the contents and developments of the Meeting in the minutes.
- Assist the Presidium in verifying the eligibility of shareholders and their representatives attending the meeting (when necessary).
- Support the Presidium in announcing the draft documents, resolutions of the Meeting, and notifications from the Presidium to the shareholders when requested.
- Receive registration forms for speeches from shareholders.
- Receive congratulatory messages, letters, and documents related to the Meeting.

Article 5: The organizing committee of the congress will conduct a verification of shareholder eligibility and report the results to the Meeting.

Article 6: Shareholders attend the General Meeting of Shareholders.

Shareholders listed in the shareholder registry of the Corporation, established before the opening of the General Meeting of Shareholders as per regulations, have the right to attend the Annual General Meeting of Shareholders of Vietnam Industrial Construction Corporation in 2025.

Delegates, shareholders, and authorized representatives attending the meeting must arrive on time and complete registration with the Organizing Committee of the



Meeting. During the meeting, shareholders must comply with the guidance of the Presidium, behave civilly and politely, and not disrupt the order.

Authorized attendees are not allowed to delegate their authority to another person to attend the meeting.

Article 7: Express your opinions at the Meeting.

Shareholders must register to speak with the Presidium (through the Secretary). When speaking or needing to debate, they should raise their hand or raise a voting card. They may only speak if approved by the Presidium. The content of the speech should be concise, focused, and not repetitive.

Article 8: Voting:

8.1. Shareholders and their authorized representatives vote on issues at the Meeting by ballot.

8.2. Shareholders representing a group of shareholders who have the right to attend the General Shareholders' Meeting are entitled to vote on matters within the authority of the General Shareholders' Meeting, with voting rights corresponding to the number of shares owned and the number of shares authorized.

8.3. The issues voted on at the Meeting are approved in accordance with Article 21 of the Charter on organization and operation of the Corporation.

Article 9: Shareholders and authorized representatives attending the Meeting must strictly comply with the working regulations of the General Shareholders' Meeting. Shareholders who violate these regulations will be subject to disciplinary action based on the specific severity, as determined by the Presidium in accordance with point b, clause 7, article 146 of the Enterprise Law.

The above is the working regulations for the Annual General Shareholders' Meeting in 2025 of Vietnam Industrial Construction Corporation.

These regulations take effect immediately after being approved by the General Shareholders' Meeting.

We respectfully submit this for the General Shareholders' Meeting of the Corporation to consider and approve, ensuring that the organization of the Annual General Shareholders' Meeting in 2025 is conducted smoothly and in compliance with legal regulations and the corporation's charter.

THE GENERAL SHAREHOLDERS' MEETING

MINISTRY OF INDUSTRY
AND TRADE
**VIETNAM INDUSTRIAL CONSTRUCTION
CORPORATION**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: /TTr-VINAINCON-BKS

Hanoi, April, ...th 2025



PROPOSAL

**Regarding selection of an auditing company to audit the 2025 Financial
Statements – Vietnam Industrial Construction Corporation**

To: General Meeting of Shareholders - Vietnam Industrial
Construction Corporation

*Pursuant to Law on Enterprises No. 59/2020/QH14 dated June 17th,
2020;*

*Pursuant to Circular No. 200/2014/TT-BTC dated December 22th, 2014 of
the Ministry of Finance guiding the accounting regime for Enterprises;*

*Pursuant to Circular No. 96/2020/TT-BTC dated November 16th, 2020 of
the Ministry of Finance regulating information disclosure on the stock market;*

*Pursuant to the Charter of organization and operation of Vietnam
Industrial Construction Corporation;*

*Pursuant to the Regulations on organization and operation of the Board
of Supervisors of Vietnam Industrial Construction Corporation.*

To fulfill its obligations under the provisions of the Law and the
Corporation's Charter, the Corporation's Board of Supervisors respectfully
submits to the General Meeting of Shareholders for consideration and approval
of the selection of an independent auditing company to audit the Corporation's
2025 Financial Statements as follows:

I. Criteria for selecting an independent Auditing unit :

1. Be an auditing company approved by the Ministry of Finance and the
State Securities Commission to audit public interest entities in the securities
sector in 2025;
2. Have experience auditing for large companies and corporations in
Vietnam;
3. Have reasonable audit fees, consistent with the quality and scope of the
required audit;
4. List of Auditing units attached to the submission.

II. Form of selecting an auditing unit:



1. Propose that the General Meeting of Shareholders authorize the Board of Directors of the Corporation to select an auditing unit according to the attached list approved by the General Meeting of Shareholders.

2. Assign the General Director to organize the signing of the audit contract for the 2025 Financial Report of the Corporation in accordance with the provisions of the Law. After signing, 01 copy of the audit contract shall be sent to the Board of Supervisors for inspection and supervision of implementation.

III. Some issues to consider when signing an Audit Contract:

1. The signing of the 2025 financial statement audit contract must be carried out in June 2025 so that the Auditing Company can promptly issue the 2025 6-month audited financial statements as prescribed.

2. Regarding the content of the audit contract: The Auditing Company is required to arrange human resources and have a specific plan to carry out the following contents, ensuring the issuance of the Financial Report according to the schedule in the contract:

- Participate in witnessing the inventory of assets, capital, receivables, payables, ... at the time of preparing the Financial Statement;

- Specifically and accurately determine the cost of unfinished production and business at the end of the period at the time of preparing the Financial Statement;

- The semi- annual audited financial statements and the 2025 audited financial statements must be issued by the Auditor on schedule, honestly, objectively, and accurately reflect the 2025 production and business results of the Corporation;

- Issue Management Letter with Financial Report;

- Consider and possibly issue the Financial Report (English version) to serve the bidding work (if needed).

Respectfully request the General Meeting of Shareholders to consider and decide.

Best regards!

Recipients:

- As above;
- Board of Directors, General Director of the Corporation;
- Archived: Board of Supervisors.

BOARD OF SUPERVISORS
Head of the Board

Nguyen Thi Thu Nga



**LIST OF AUDITING COMPANIES AND AUDITORS ACCEPTED TO
AUDIT PUBLIC INTEREST ENTITIES IN THE SECURITIES SECTOR
IN 2025**

STT	COMPANY NAME
1	KPMG Limited (KPMG)
2	Ernst & Young Vietnam Co., Ltd. (E&Y)
3	Deloitte Vietnam Company Limited (Deloitte)
4	PWC (Vietnam) Company Limited (PWC)
5	AASC Auditing Firm Company Limited (AASC)
6	Grant Thornton (Vietnam) Company Limited (GT)
7	A&C Auditing and Consulting Company Limited (A&C)
8	Ecovis AFA Vietnam Auditing - Valuation and Consulting Company Limited (Ecovis AFA)
9	CPA VIETNAM Auditing Company Limited (CPA VIETNAM)
10	Chuan Viet Auditing and Consulting Company Limited (Chuan Viet)
11	Southern Accounting and Auditing Financial Consulting Services Company Limited (AASCS)
12	An Viet Auditing Company Limited (An Viet CPA)
13	Vaco Auditing Company Limited (Vaco)
14	Sao Viet Auditing Company Limited (Sao Viet)
15	RSM Vietnam Auditing & Consulting Company Limited (RSM)
16	AFC Vietnam Auditing Company Limited (AFC)
17	AAC Auditing and Accounting Company Limited (AAC)
18	NVA Auditing Company Limited (NVA)
19	Moore AISC Auditing and Informatics Services LLC (Moore AISC)
20	UHY Auditing and Consulting Services Company Limited (UHY)
21	Nhan Tam Viet Auditing Company Limited (NTV)
22	Vietnam Auditing and Valuation Company Limited (VAE)
23	International Auditing Company Limited (ICPA)
24	BDO Auditing Company Limited (BDO)
25	FAC Auditing Company Limited (FAC)
26	Vietnam Auditing and Valuation Company Limited (AVA)
27	International Auditing and Valuation Company Limited (IAV)



Hanoi, May 30th, 2025

Ref. No.: /2025/NQ-ĐHĐCĐ

Draft

RESOLUTION

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VIETNAM INDUSTRIAL CONSTRUCTION CORPORATION**

Pursuant to Law on Enterprises No. 59/2020/QH14, dated June 17th, 2020;

Pursuant to the Charter of organization and operation of Vietnam Industrial Construction Corporation (VINAINCON);

The 2025 Annual General Meeting of Shareholders of Vietnam Industrial Construction Corporation begins at 08:30, May 30th, 2025 at the 6th floor Hall, VINAINCON Building, No. 5 Lang Ha, Ba Dinh District, Ha Noi City, with the presence of shareholders, representing shares with voting rights, accounting for% of the total shares of Vietnam Industrial Construction Corporation, eligible to hold the meeting according to the law.

Pursuant to the Minutes of the General Meeting and the results of the vote counting at the 2025 Annual General Meeting of Shareholders of Vietnam Industrial Construction Corporation on May 30th, 2025,

RESOLUTION:

Article 1. Approval of VINAINCON's 2024 business production results with the following main targets:

1. Some financial indicators of the whole Corporation:

Unit: Million VND

No	INDICATORS	Resolution 2024	Implementation 2024	%Implementation/R esolution
1	Total revenue and other income			
	<i>Of which:</i>			
	<i>- Total revenue and other income from production and business activities, excluding Quang Son Cement Co., Ltd.</i>			

No	INDICATORS	Resolution 2024	Implementation 2024	%Implementation/R esolution
	- Total revenue and other income of Quang Son Cement Co., Ltd.			
2	Consolidated profit after tax			
	<i>In there:</i>			
	- Profit after tax from production and business activities of the Companies, excluding Quang Son Cement Co., Ltd.			
	- Loss of Quang Son Cement Co., Ltd.			
3	Average mobilized labor (people)			
4	Total actual salary fund			
	<i>In which, the salary fund managed at the Parent Company and of specialized management staff (not including the salary fund of dependent economic accounting units and staff and employees of the Project Management Board).</i>			
5	Average income (VND/person/month)			

2. Some financial indicators of the parent company:

Unit: Million VND

No	INDICATORS	Resolution 2024	Implementation 2024	%Implementation/R esolution
1	Total revenue and other income			
2	Profit after tax after provisioning			

Article 2: Approval of the Consolidated Financial Statements and the 2024 Consolidated Financial Statements of the Corporation audited by CPA Vietnam Auditing Company Limited.

Article 3. Approval of profit distribution in 2024:



The parent company's after-tax profit in 2024 is million VND, distributed as follows:

- Dividend payment : No dividend payment.
- Deduction from the reward and welfare fund is: million VND .
- The Executive Board's bonus fund is: million VND.
- The remaining after-tax profit in 2024 transferred to 2025 is: million VND.

Article 4. Approval of the Final Report 2024 business performance results , 2025 business production plan of the Board of Directors of the Corporation.

Article 5. Approval of the 2024 Report of the General Corporation's Board of Supervisors .

Article 6. Approval of the basic targets of the 2025 plan:

1. The Company-wide plan:

TT	Target	Unit of measure	Plan 2025
1	Total revenue and other income. <i>Of which:</i>	Million VND	
	- <i>Total revenue and other income from production and business activities, excluding public Quang Son Cement Co., Ltd.</i>	Million VND	
	- <i>Revenue of Quang Son Cement Co., Ltd.</i>	Million VND	
2	Consolidated profit after tax. <i>Of which:</i>	Million VND	
	- <i>Profit from production and business activities , excluding public Quang Son Cement Co., Ltd.</i>	Million VND	
	- <i>Loss at Quang Son Cement Co., Ltd.</i>	Million VND	
3	Average mobilized labor of the whole Corporation	Person	
4	Total salary fund of the whole Corporation	Million VND	
	<i>Including: Salary fund managed at the Parent Company and salary fund of specialized management staff (excluding dependent economic accounting units and staff and employees of the Project Management Board)</i>	Million VND	
5	Average income of the whole company	VND/person/month	

2. Plan at Parent Company:

TT	Target	Unit of measure	Plan 2025
1	Total revenue and other income	Million VND	

TT	Target	Unit of measure	Plan 2025
2	Profit after tax	Million VND	
3	Distribution of profit after tax	<i>Based on 2025 production and business results, the Board of Directors submits to the 2026 General Meeting of Shareholders for consideration and decision.</i>	

Article 7. Approval of the salary fund settlement (*Salary fund managed at the Parent Company and of specialized management staff, excluding salary funds of dependent economic accounting units and staff and employees of the Project Management Board*), remuneration for 2024 and salary fund plan (*Salary fund managed at the Parent Company and of specialized management staff, excluding salary funds of dependent economic accounting units and staff and employees of the Project Management Board*), remuneration for 2025:

1. Finalization of salary and remuneration fund in 2024

1.1. Salary of specialized managers and salary of employees of the Corporation's agencies in 2024 is million VND.

1.2 . Remuneration of the Board of Directors, Board of Supervisors and Secretary of the Corporation in 2024 is million VND, specifically:

TT	Object	Number	Salary level (VND)	Number of Months	Total (VND)
1	Board Member				
2	Board Member				
3	Member of Supervisory Board				
4	General Secretary				
Total					

2. Salary and remuneration plan for 2025

2.1. The salary plan for specialized managers and employees of the Corporation's agencies in 2025 is million VND .

2.2 . Salary plan for the Board of Directors , Board of Supervisors and Secretary of the Corporation in 2025 is million VND.

Other expenses for the operations of the Board of Directors and the Board of Supervisors shall be implemented in accordance with the provisions of law and the Corporation's Charter.

Article 8 : Approving the authorization for the Board of Directors of the Corporation to select an auditor for the 2025 Financial Statements of the Corporation according to the content of Submission No./TTr-VINAINCON-BKS dated April 2025 of the Corporation's Board of Supervisors.

Article 9: The 2025 Annual General Meeting of Shareholders of the Corporation assigns the Board of Directors of the Corporation to complete documents of the General Meeting and organize the implementation of the Resolution approved by the General Meeting.

Recipient:

- State Securities Commission (for reporting);
- Hanoi Stock Exchange (for reporting);
- Luu VT , Board of Directors;
- Website: <http://www.vinaincon.com.vn>.

**ON BEHALF OF
THE PRESIDENTIAL BOARD
Preside**

Tran Anh Tan

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