



**TÔNG CÔNG TY
XÂY DỰNG THỦY LỢI 4-CTCP
HYDRAULICS CONSTRUCTION
CORPORATION No.4 - JSC**

Số/No.: 031 /2026/CV/TCT-TGD

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập – Tự do – Hạnh phúc
SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness**

TP. Hồ Chí Minh, ngày 27 tháng 03 năm 2026
Ho Chi Minh City, March 27, 2026

Kính gửi/ *Respectfully to:*

- ỦY BAN CHỨNG KHOÁN NHÀ NƯỚC
STATE SECURITIES COMMISSION OF VIETNAM
- SỞ GIAO DỊCH CHỨNG KHOÁN HÀ NỘI
HANOI STOCK EXCHANGE

Chúng tôi là/ *We are:*

TÔNG CÔNG TY XÂY DỰNG THỦY LỢI 4-CTCP

Mã chứng khoán/ *Stock code:* TL4 - Upcom

Trụ sở chính/ *Address:* Số 205A Nguyễn Xí, Phường Bình Thạnh, TP. Hồ Chí Minh
205A Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City

Điện thoại/ *Tel:* 028 3899 3850

Người thực hiện Công bố thông tin: Bà **LÊ THỊ HOA**

Person in charge of information disclosure: Ms. **LE THI HOA**

Loại thông tin công bố: Bất thường 24h

Type of disclosed information: Extraordinary information disclosure (within 24 hours)

Nội dung thông tin công bố/ *Contents of disclosure:*

Tổng công ty Xây dựng Thủy Lợi 4-CTCP công bố các thông tin sau:

Hydraulics Construction Corporation No.4 – JSC hereby discloses the following information:

- Nghị quyết Hội đồng quản trị số 005/2026/NQ/TCT-HĐQT ngày 27/03/2026 về việc thông qua chương trình, tài liệu họp Đại hội đồng cổ đông thường niên năm 2026.
Resolution No. 005/2026/NQ/TCT-HĐQT of the Board of Directors dated March 27, 2026 on the approval of the agenda and meeting materials for the 2026 Annual General Meeting of Shareholders.

Thông tin này đã được công bố trên trang thông tin điện tử của công ty tại website/ *This information was disclosed on the company's website via:* <http://www.thuyloi4.com.vn/>

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.

Trân trọng/ *Respectfully.*

Nơi nhận/Recipients:

- Như trên/As above (để CBTT/for information disclosure);
- HĐQT/BOD, UBKT/Audit Committee (để báo cáo/ for reporting);
- Công bố Website TCT/Website disclosure;
- Lưu/Archived: VT, TK TCT/Office.


NGUYỄN XUÂN HÒA



RESOLUTION

*(Regarding the approval of the agenda and meeting materials of the
2026 Annual General Meeting of Shareholders)*

BOARD OF DIRECTORS OF HYDRAULICS CONSTRUCTION CORPORATION No.4 – JSC

Pursuant:

- *Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022, and the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17/06/2025, and its related guiding documents;*
- *Law on Securities No. 54/2019/QH14 dated 26/11/2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024, and its related guiding documents;*
- *Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government, detailing a number of articles of the Securities Law, as amended and supplemented by Decree No. 245/2025/ND-CP dated 11/09/2025;*
- *The 18th Amended and Supplemented Charter of Hydraulics Construction Corporation No.4 – JSC, as approved by the General Meeting of Shareholders;*
- *Minutes of the Board of Directors Meeting No. 005/2026/BBH/TCT-HĐQT dated 27/03/2026 of Hydraulics Construction Corporation No.4 – JSC (the “BOD”);*
- *Based on the requirements for management and administration and the actual circumstances.*

RESOLVES:

Article 1. Approval of the draft agenda and documents to be submitted to the 2026 Annual General Meeting of Shareholders, including the following key contents:

- (1) Report on the activities of the Board of Directors in 2025 and the operational plan for 2026;
- (2) Report on the activities of the Audit Committee in 2025 and the Independent Member of the Board of Directors serving on the Audit Committee;
- (3) Report on the 2025 business performance and the 2026 business plan presented by the Chief Executive Officer;
- (4) Audited financial statements for 2025;
- (5) Proposal on profit distribution for 2025 and the profit distribution plan for 2026;
- (6) Proposal on approval of remuneration and compensation for the Board of Directors in 2025 and the remuneration plan for 2026;
- (7) Proposal on the selection of an auditing firm for the 2026 financial year;
- (8) Other matters and proposals (if any);
- (9) Draft Resolution of the 2026 Annual General Meeting of Shareholders.

Article 2. Assigning the General Director to coordinate with the AGM Organizing Committee to implement all procedures for organizing the 2026 Annual General Meeting of Shareholders in compliance with applicable laws and the Corporation’s Charter.

Article 3. This Resolution shall take effect from the date of signing and shall be distributed to



Article 3. This Resolution shall take effect from the date of signing and shall be distributed to all members of the Board of Directors, the Audit Committee, and the Executive Board for acknowledgment, implementation, and information disclosure in accordance with applicable laws.

Recipients:

- As per Article 2,3 (for implementation);
- Audit Committee (for monitoring);
- Archived BOD, VT Office.

ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN



MR. NGUYEN DINH QUYEN





HYDRAULICS CONSTRUCTION CORPORATION No.4 - JSC

205A Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City

Phone: (028) 38993950

Fax: (028) 38993851;

Email: tctxdthuyloi4@gmail.com

Website: thuyloi4.com.vn

NOTICE OF THE 2026 ANNUAL GENERAL SHAREHOLDER MEETING

Pursuant:

- *The 18th Amended and Supplemented Charter of Hydraulics Construction Corporation No.4 - JSC;*
- *Pursuant to the Board of Directors' plan to convene the 2026 Annual General Meeting of Shareholders (the "AGM").*

The Board of Directors of Hydraulics Construction Corporation No.4 - JSC (the "BOD") cordially invites our valued shareholders to attend the 2026 Annual General Meeting of Shareholders (the "AGM") with the details as follows:

1. Time: From 8:00 a.m., 17 April 2026 (Friday)
2. Venue: 29 Nguyen Khac Nhu Street, Cau Ong Lanh Ward, Ho Chi Minh City, Vietnam
3. Meeting agenda and AGM materials:

Shareholders are kindly requested to access the Company's website at <http://www.thuyloi4.com.vn/> or contact the Company's office at 205A Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City, Vietnam to obtain the meeting materials and relevant forms.

4. Conditions for attendance and confirmation of participation:

- Shareholders registered in the Company's shareholder list based on the consolidated securities ownership list VNMEETVSDT013737/VSDTL4XX dated 23 March 2026 provided by the Vietnam Securities Depository and authorized representatives of shareholders are entitled to attend the AGM.
- For shareholders that are organizations/legal entities:
 - o If the legal representative attends the AGM in person, they must bring their original ID card / Citizen Identity Card / Passport and a certified copy of the Certificate of Business Registration / Establishment Decision or other valid documents proving that the attendee is the legal representative.
 - o If the legal representative authorizes another person to attend the AGM, the attendee must bring all the above documents plus the original proxy letter.
- To ensure the successful organization of the 2026 AGM, shareholders are kindly requested to confirm their attendance by completing the confirmation section in the Confirmation/Proxy Form for attending the AGM. In case a shareholder appoints a proxy, please complete the proxy section in the form and send it by mail, fax, or email to the Company's office no later than 4:00 p.m. on 14 April 2026, using the contact details provided at the beginning of this invitation.
- When attending the AGM, shareholders are kindly requested to bring valid identification documents (ID card / Citizen Identity Card / Passport, etc.) and the original proxy letter (if attending by proxy).



This notice shall serve as an invitation in case any shareholder entitled to attend the AGM has not yet received the official invitation letter.

The Company looks forward to welcoming our valued shareholders to attend the 2026 Annual General Meeting of Shareholders.

Ho Chi Minh City, March 27, 2026

ON BEHALF
OF THE BOARD OF DIRECTORS
CHAIRMAN



NGUYEN DINH QUYEN





HYDRAULICS CONSTRUCTION CORPORATION No.4 - JSC

205A Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City

Phone: (028) 38993950

Email: tctxdthuyloi4@gmail.com

Fax: (028) 38993851;

Website: thuyloi4.com.vn

INVITATION LETTER TO THE 2026 ANNUAL GENERAL SHAREHOLDER MEETING

To: Valued Shareholders of Hydraulics Construction Corporation No.4 - JSC

Pursuant:

- The 18th Amended and Supplemented Charter of Hydraulics Construction Corporation No.4 – JSC;
- Pursuant to the Board of Directors’ plan to convene the 2026 Annual General Meeting of Shareholders (the “AGM”).

The Board of Directors of Hydraulics Construction Corporation No.4 – JSC (the “BOD”) cordially invites our valued shareholders to attend the 2026 AGM, with details as follows:

1. Time: 08:00 a.m, 17 April 2026 (Friday)
2. Venue: 29 Nguyen Khac Nhu Street, Cau Ong Lanh Ward, Ho Chi Minh City
3. Meeting agenda and AGM materials:
Shareholders are kindly requested to access the Company’s website at <http://www.thuyloi4.com.vn/> to download the meeting materials and relevant forms, or contact the Company’s office at 205A Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City to obtain hard copies of the documents.

To ensure the successful organization of the 2026 AGM, shareholders are kindly requested to confirm their attendance by completing the confirmation section in the **Confirmation/Proxy Form for attending the AGM**. In case a shareholder appoints an authorized representative, please complete the proxy section in the **Confirmation/Proxy Form for attending the AGM** and send it by mail, fax or email to the Company’s Office **no later than 4:00 p.m. on 14 April 2026**, to the contact details provided at the beginning of this invitation letter.

When attending the AGM, shareholders are kindly requested to bring valid identification documents (**ID card / Citizen Identity Card / Passport, etc.**) and the original proxy letter (if attending by proxy).

HYDRAULICS CONSTRUCTION CORPORATION No.4 - JSC looks forward to welcoming our valued shareholders to attend the AGM 2026.

Ho Chi Minh City, March 27, 2026

ON BEHALF

OF THE BOARD OF DIRECTORS
CHAIRMAN



NGUYEN DINH QUYEN

DRAFT**HYCO 4 - JSC****HYDRAULICS CONSTRUCTION CORPORATION No.4 - JSC**

205A Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City

Phone:

(028) 38993950

Email:

tctxdthuyloi4@gmail.com

Fax: (028) 38993851;

Website: thuyloi4.com.vn

AGENDA OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- Time: From 08:00 a.m to 11:15, April 17, 2026
- Venue: 29 Nguyen Khac Nhu, Cau Ong Lanh Ward, Ho Chi Minh City
- Meeting Agenda: The details are as follows:

No.	TIME	CONTENTS
I	Opening the AGM	
1.	08:00 – 08:30	<ul style="list-style-type: none"> - Welcome and shareholder's registration; - Verification of shareholder eligibility and list of attendees; - Distribution of meeting documents, and voting cards.
2.	08:30 – 08:45	- Report of Shareholder Attendance
3.		<ul style="list-style-type: none"> - Introduction of the Presidium of the AGM and the AGM's Secretarial; - Introduction of delegates;
4.		- Approval of the Agenda of the AGM, the Regulation on organization of the Meeting and the Voting Rules;
5.	08:45	- Opening the AGM
II.	Agenda	
6.	08:45 – 10:00	The Board of Directors reports to the AGM as follows: <ul style="list-style-type: none"> - Report of the BOD on the 2025 activities and the plan for 2026
7.		- Report on the activities of the Audit Committee and Independent Board Members in the Audit Committee in 2025
8.		<ul style="list-style-type: none"> - Report on the 2025 business performance and the 2026 business plan of the General Director; - Audited Financial Statements for 2024.
9.		- Proposal on the profit distribution for 2025 and the profit distribution plan for 2026;
10.		- Proposal on the BOD's salary and remuneration for 2025 and the plan for 2026
11.		- Proposal on selection of an independent audit firm for the financial

		statements of for 2026. - Proposal on other issues (if any).
III.	Discussion and voting	
12.	10:00 – 10:30	- Discussion; and - Approval on the reports and proposals that were presented;
13.	10:30 – 10:45	- Break time.
IV.	Approval of the AGM meeting Minutes and Resolutions and Closing	
14.	10:45 - 11:15	- Approval of the AGM meeting Minutes and Resolutions.
15.	11:15	- Closing Statement.

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

NGUYEN DINH QUYEN

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HYDRAULIC CONSTRUCTION
CORPORATION NO. 4 – JSC



SOCIALIST REPUBLIC OF VIETNAM
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Ho Chi Minh City, April 17, 2026

REGULATIONS ON ORGANIZATION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 HYDRAULIC CONSTRUCTION CORPORATION NO. 4 – JSC

- Pursuant to the Law on Enterprises 2020 and relevant guiding documents;
- Pursuant to the Law on Securities 2019 and relevant guiding documents;
- Pursuant to the Charter on Organization and Operation of Hydraulic Construction Corporation No. 4 - JSC;
- Pursuant to the Internal Regulations on Corporate Governance of the Company.

The Board of Directors (the “**BOD**”) respectfully submits to the Annual General Meeting of Shareholders (the “**AGM**”), for approval, the regulations for the organization of the 2026 AGM as follows:

Article 1. General provisions

1. These regulations shall apply to the AGM 2026 of Hydraulic Construction Corporation No. 4 – JSC (hereinafter referred to as the “**Meeting**”), which shall be conducted in the form of a physical (in-person) meeting.
2. The regulations set forth in detail the rights and obligations of the participants in the Meeting, as well as the conditions and procedures for conducting the Meeting.
3. Shareholders and other participants shall be responsible for complying with the provisions of these regulations.

Article 2. Rights and Obligations of Shareholders Attending the Meeting

1. **Eligibility to attend:** Shareholders are legal entity representatives, individuals, or representatives of a shareholder/group of shareholders owning voting shares of the Company, who are listed in the List of Shareholders as of March 23, 2026 provided by the Vietnam Securities Depository and Clearing Corporation and who have registered to attend the Meeting.
2. **Rights and obligations of eligible shareholders:**
 - a. Each shareholder or representative must bring identification (ID card, Passport, etc.) and the Invitation to submit to the Organizing Committee for eligibility verification and to receive a voting card and meeting materials.
 - b. All shareholders attending the Meeting have the right to express opinions directly or through their representatives, but must register with the Meeting Secretariat.
 - c. Authorized representatives attending the Meeting are not allowed to sub-authorize another person to attend.
 - d. During the Meeting, shareholders must follow the instructions of the Presidium and behave in a civilized and polite manner without causing disorder.
 - e. Shareholders must maintain speech discipline and strictly follow regulations regarding the use and preservation of documents.
 - f. Shareholders and authorized representatives must strictly comply with the working regulations of the Meeting.

- g. Shareholders violating these regulations will, depending on the specific level of violation, be considered by the Presidium for handling in accordance with Point b, Clause 7, Article 146 of the Law on Enterprises.
- h. Shareholders arriving late have the right to register immediately and then participate and vote at the Meeting, but the Chairman
- i. is not responsible for stopping the Meeting to wait for late registrations, and the validity of previous voting rounds will not be affected.

Article 3. Rights and Obligations of the Presidium

- 1. The Presidium consists of 03 members who are members of the BOD and the General Director. The Chairman of the BOD shall serve as the Chairman of the Meeting.
- 2. Duties of the Presidium:
 - a. Preside over the AGM 2026.
 - b. Guide delegates and the Meeting in discussions.
 - c. Present drafts and conclude necessary issues for the Meeting to vote on.
 - d. Answer issues requested by the Meeting.
 - e. Work on the principle of collective democratic centralism, conducting the Meeting legally and orderly, reflecting the wishes of the majority of attending shareholders and authorized representatives.

Article 4. Rights and Obligations of the Meeting Secretariat

- 1. The Chairman shall appoint one or several people to serve as the Secretariat.
- 2. Duties of the Secretariat:
 - a. Fully and honestly record the contents discussed at the Meeting.
 - b. Support the Presidium in announcing draft Minutes and Resolutions of the Meeting and announcements from the Presidium to shareholders when requested.
 - c. Receive speech registration forms from shareholders, as well as letters and documents related to the Meeting.

Article 5: Conducting the Meeting

The AGM shall be conducted when attending shareholders represent over 50% of the total voting shares according to the List of Shareholders as of March 23, 2026 provided by the Vietnam Securities Depository and Clearing Corporation, as per Clause 1, Article 19 of the Company's Charter.

Article 6: Reporting, Discussion, and Approval Items at the Meeting

The matters to be reported, discussed, and approved at the Meeting are set out in the Meeting Agenda document.

Article 7: Expressing Opinions at the Meeting

Shareholders register their speech content with the Presidium (via the Secretariat). When speaking or debating, shareholders must raise their hands and only speak once agreed upon by the Presidium. Each shareholder may speak for no more than 05 minutes; content should be concise to avoid repetition.

Article 8: Voting Procedures

- 1. Shareholders and authorized representatives vote on issues at the Meeting using voting cards, approving each content by raising the voting card.

2. All shareholders and representatives have the right to vote on matters within the authority of the AGM, based on the number of shares owned and authorized.

Article 9: Approval of contents Voted on at the Meeting

1. The following issues are approved when shareholders representing at least 65% of the total votes of all attending and voting shareholders agree:
 - a. Types of shares and total number of shares of each type;
 - b. Changes in business lines and sectors;
 - c. Changes in the Company's management organizational structure;
 - d. Investment projects or sale of assets valued at 50% or more of the total asset value recorded in the Company's most recent financial statements;
 - e. Reorganization or dissolution of the Company;
 - f. Other cases as prescribed by current law.
2. The following issues are approved when shareholders representing over 50% of the total votes of all attending and voting shareholders agree:
 - a. Presidium, Secretariat, Vote Counting Committee, Meeting Program, Meeting Regulations;
 - b. Proposals: profit distribution, 2025, and 2026 plan;
 - c. Salaries and remuneration for the BOD and General Director; selection of the 2026 auditing firm;
 - d. 2025 activity reports of the BOD and General Director and the 2026 plan;
 - e. Minutes and Resolutions of the Meeting;
 - f. Other issues voted on in the Meeting Agenda.

Article 10: Meeting Minutes

All matters discussed at the Meeting must be recorded by the Meeting Secretary in the Meeting Minutes. The Meeting Minutes must be read and approved before the adjournment of the Meeting.

Article 11: Other Cases for Conducting the AGM

1. If the first meeting does not meet the conditions in Article 5, the second meeting must be convened within 30 days of the planned date of the first meeting. The second meeting is conducted when attending shareholders/representatives hold at least 33% of the total voting shares.
2. If the second meeting does not meet conditions, a third meeting is convened within 20 days of the planned date of the second meeting. In this case, the meeting proceeds regardless of the number of attending shareholders. (According to Article 145 of the Law on Enterprises).

Article 12: Implementation Provisions

1. Other related contents not mentioned here shall apply the provisions of the Charter and the Internal Regulations on Company Governance.
2. These Regulations consist of 12 Articles and take effect immediately upon approval by the AGM 2026.

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

NGUYEN DINH QUYEN

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HYDRAULICS CONSTRUCTION
CORPORATION No.4 - JSC

SOCIALIST REPUBLIC OF VIETNAM
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Ho Chi Minh City, 17 April 2026

**REPORT OF THE BOARD OF DIRECTORS
ON THE RESULTS OF ACTIVITIES FOR 2025
AND THE OPERATING ORIENTATION FOR 2026**

Dear Esteemed Delegates and Shareholders,

On behalf of the Board of Directors (the “**BOD**”) of Hydraulics Construction Corporation No. 4 – JSC (the “**TL4**” or “**Company**”), I am pleased to present to the AGM this report on the activities of the Board in 2025, as well as the business orientation and operational plan for 2026, as follows:

I. Activities of the BOD in 2025:

1. Ingredients of the BOD:

- Pursuant to Resolution No. 01/2025/NQ/TCT-ĐHĐCĐ dated April 28, 2025 of the General Meeting of Shareholders, and Resolution No. 007/2025/NQ-HĐQT dated April 28, 2026 of the BOD, the following 04 members were elected to the Board:

- | | |
|-------------------------|--|
| + Mr. Nguyen Dinh Quyen | - Chairman |
| + Mr. Chu Quang Tuan | - Vice Chairman |
| + Mr. Nguyen Xuan Hoa | - Board Member |
| + Mr. Vuong Duc Thuan | - Independent Member of the Board Member |

2. Activities of the BOD in 2025:

- In 2025, the BOD organized and carried out activities to implement the Resolution of the 2025 General Meeting of Shareholders in compliance with the Company Charter, the BOD’s Working Regulations, the Internal Corporate Governance Regulations, and applicable laws. Based on the business and production plan approved by the General Meeting of Shareholders under Resolution No. 01/2025/NQ/TCT-ĐHĐCĐ dated April 28, 2025, the BOD directed the Board of Management of the Company to implement the following key tasks:

- + Business development;
- + Optimization of operational activities;
- + Thorough remediation and resolution of existing issues;
- + Other related tasks.

- The BOD ensured that the number of Board meetings, attendance of members, and meeting procedures were in full compliance with the Company’s Charter and legal regulations. All resolutions and decisions of the BOD were aligned with the Company’s business strategy and safeguarded the interests of shareholders.

2.1. Business Performance in 2025:

(Unit: VND)

No.	Asspect	Target	Performance
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1	Revenue from business operations	50.478.691.711	45.829.601.253
2	Financial income	0	569.914.326
3	Other income	0	7.426.491.414
4	Profit before tax	3.533.562.800	1.531.531.911
5	Profit after tax	2.826.850.240	1.132.178.340

2.2. Investment Results:

No.	Details	Implementation Status
1	Divestment of the Company's capital in Somo Vietnam Group Joint Stock Company	On May 28, 2025, the Company completed the transfer of its entire equity investment in accordance with Resolution No. 011/2025/NQ-HĐQT-TCT dated May 27, 2025.
2	Investment in listed stocks	In accordance with Resolution No. 015/2025/NQ-HĐQT-TCT dated May 30, 2025 of the BOD regarding stock market investments, as of December 31, 2025: <ul style="list-style-type: none"> - The Company is holding 4,338,200 shares of Ho Chi Minh City Food Joint Stock Company; and - Other short-term stock investments with a total value of VND 2,047,045,000.
3	Investment in the residential project in Phuoc Long A Ward, District 9 (now Phuoc Long Ward, Ho Chi Minh City)	Pursuant to Resolution No. 01/2025/NQ/TCT-ĐHĐCĐ, the BOD is actively coordinating with relevant parties to finalize the project documentation.
4	Investment, business operation, exploitation, transfer, and other rights related to assets being office buildings owned by the Company	In accordance with Resolution No. 01/2025/NQ/TCT-ĐHĐCĐ dated April 28, 2025, the BOD has decisively directed the Board of Management to implement and complete the following tasks: <ul style="list-style-type: none"> - Finalize legal procedures and update on-land assets into ownership records for the project at 102 Nguyen Xi Building; - Implement synchronized solutions to maximize leasing occupancy across the office building system, optimize asset utilization efficiency, and enhance stable cash flow for the Company; and - Continue carrying out other necessary tasks in preparation for investment plans for the 2024–2029 term.

2.3. Other Tasks

- Members of the BOD possess strong professional qualifications and extensive experience in corporate governance and financial management. The Board assigns responsibilities to its members in alignment with their respective areas of expertise, thereby enabling them to maximize their strengths while closely supporting the Board of Management across all aspects of the Company's operations.

- In 2025, the BOD performed its duties in accordance with the direction of the AGM and in full compliance with applicable laws, the Company Charter, and the BOD's Operating Regulations; while respecting and safeguarding the interests of the Company, its shareholders, and employees.
- Members of the Board demonstrated a high sense of responsibility, actively participating in all meetings and effectively fulfilling their roles in direction, management, and supervision in accordance with regulations. The Board maintained a high level of consensus in adopting resolutions and meeting minutes, and promptly addressed challenges arising in the Company's business and operational activities.
- The BOD also maintained close coordination with the Supervisory Board (SB)/Audit Committee (AC), actively considered their feedback, and created all necessary conditions to ensure the independence of the SB/AC in performing their functions.
- In 2025, the BOD convened meetings and issued a total of 29 Resolutions/Decisions to implement the Company's activities. Meeting invitations and materials were duly circulated to Board members and the Supervisory Board/Audit Committee in accordance with regulations. At these meetings, Board members attended fully and exercised their voting rights with a high sense of responsibility, unity, and cooperation, carrying out their duties with integrity and prudence for the benefit of shareholders and the sustainable development of the Company.

3. Supervision Results for the General Director and Members of the Board of Management:

- In 2025, the BOD dismissed one Chief Executive Officer and three Deputy Chief Executive Officers (including one Deputy CEO who retired in accordance with regulations), and appointed a new Chief Executive Officer and one Standing Deputy Chief Executive Officer.
- Members of the Board of Management possess strong qualifications, capabilities, and ethical standards. They are well-trained professionally and have a thorough understanding of their respective areas of responsibility. The Board of Management has consistently demonstrated a high sense of responsibility, dynamism, creativity, and strong teamwork in overcoming challenges and fulfilling assigned tasks.
- The BOD highly appreciates the role of the Board of Management in implementing the Board's resolutions as well as meeting conclusions, and in complying with the Company's regulations throughout 2025. All unusual matters arising during business and operational management were promptly reported by the Chief Executive Officer to the BOD, enabling the Board to stay fully informed and provide timely direction and guidance.

4. Activities of the Independent Member of the BOD and Evaluation Results of the Board's Performance

In 2025, the Independent Member of the BOD, serving on the Audit Committee, maintained regular operations and actively participated in all meetings of the BOD, the Audit Committee, as well as meetings of the Board of Management, performing the following key functions and duties:

- Monitoring the implementation of resolutions of the AGM and the BOD;
- Reviewing periodic financial statements and discussing key audit-related matters with the Board of Management and the independent auditing firm;
- Supervising related-party transactions and ensuring compliance with applicable laws, the Company Charter, internal regulations, and governance policies of the Company;
- Performing other relevant duties.

Evaluation of the BOD's performance in 2025:

- The BOD operated effectively, with key matters being openly discussed and reaching a high level

of consensus in the decision-making process;

- The Board of Management strictly complied with resolutions of the AGM and the BOD; regular coordination and periodic meetings enabled timely management and resolution of arising issues;
- Close coordination among the Audit Committee, the BOD, the Board of Management, and shareholders ensured transparent information flow and effective support for supervisory activities.

5. **Remuneration and Compensation of the BOD in 2025:**

Salary and bonuses of the BOD in 2025: Salaries and bonuses for the BOD in 2025 were applied in accordance with the remuneration policies for the Chairman and members of the Board who are directly involved in business operations, as stipulated in the Company's annual salary, bonus, and payroll fund regulations.

Remuneration of the BOD: The AGM 2025 approved a total remuneration for the BOD of up to 5% of the after-tax profit based on the Company's audited consolidated financial statements for 2025. The BOD is authorized to determine the specific allocation ratio, timing, and method of distributing remuneration and bonuses to each Board member.

II. **Operational Plan and Direction of the BOD for 2026:**

In 2026, the key focus of the BOD is to direct and support the Board of Management in business development, operational optimization, and the thorough resolution of outstanding issues.

1. **Business Development – Enhancing Building Utilization Efficiency**

The operation and leasing of the four office buildings will continue to serve as the Company's primary revenue source. The targets for 2026 are as follows:

- 205A Nguyen Xi Building: approximately 98% occupancy rate;
- Remaining buildings: approximately 95% occupancy rate.

Total revenue from building operations is expected to reach approximately VND 50.19 billion.

2. **Optimization of Management and Operations:**

Key solutions include:

- Standardizing the finance, accounting, and reporting systems;
- Continuing the application of technology and digital transformation;
- Streamlining the organizational structure and enhancing management efficiency;
- Strengthening strict control over operating costs.

3. **Completion of Outstanding Legacy Issues**

The Company will continue to focus on:

- Finalizing the settlement of outstanding projects such as Tan My, Ban Mong, and Canh Tang;
- Accelerating the collection of receivables;
- Completing the liquidation of assigned contracts.

This is a key priority aimed at improving the Company's cash flow and overall financial position.

4. **Resolution of Outstanding Issues in Projects and Related Entities**

- Identifying solutions to restart the 34 Thuy Loi Project in Phuoc Long Ward;
- Addressing outstanding issues at Thuy Loi 4A Real Estate Investment Joint Stock Company;
- Studying restructuring plans for Thuy Loi 414 Real Estate Company;
- Reviewing the suspension or termination of operations of branches that are no longer active.

5. Financial Targets for 2026:

- Revenue	:	VND 55.119.525.125
- Profit before tax	:	VND 8.000.000.000
- Profit after tax	:	VND 6.400.000.000

The BOD respectfully submits this Report to the AGM for consideration and approval.

We wish the AGM great success.

Respectfully submitted.

Ho Chi Minh City, April 17, 2026

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

NGUYEN DINH QUYEN

DRAFT

**HYDRAULICS CONSTRUCTION
CORPORATION No.4 – JSC
AUDIT COMMITTEE**

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

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Ho Chi Minh City, April 17, 2026

REPORT ON THE 2025 ACTIVITIES OF THE AUDIT COMMITTEE AND INDEPENDENT MEMBERS OF THE BOD

To: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

The Audit Committee and the Independent Members of the Board of Directors (the “BOD”) respectfully submit their report on activities in 2025 as follows:

1. General Information

1.1. Establishment

The Audit Committee (the “AC”) was established pursuant to Resolution No. 008/2025/NQ-BOD dated April 28, 2025 of the BOD, following the AGM’s approval for the Company to operate under the Audit Committee model directly under the BOD pursuant to Resolution No. 01/2025/NQ-AGM dated April 28, 2025.

1.2. Structure of the Audit Committee

The organizational structure of the AC in 2025 was as follows:

Members	Position	Term
Mr. Vuong Duc Thuan	Independent Member of the BOD – Chairman of the AC	2025 - 2029
Mr. Nguyen Dinh Quyen	Chairman of the BOD – AC Member	2025 - 2029

1.3. Operational Mechanism of the AC

The AC operates in accordance with its functions, duties, and powers as stipulated in the AC Charter issued by the BOD under Resolution No. 013/2025/NQ-BOD dated May 29, 2025, in compliance with the Company’s Charter, internal governance regulations, and applicable laws.

2. Remuneration, Operating Expenses, and Other Benefits of the AC

In 2025, AC Members did not receive any remuneration or other related benefits. The operating expenses of the AC for 2025: none, and no other related benefits were incurred.

3. Meetings of the AC

In 2025, the AC held two meetings in person, as follows:

N o.	Member	Number off Meetings attended	Attendance & Voting Rate	Key Conclusions / Recommendations
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1	Vuong Duc Thuan	02	100%	<ul style="list-style-type: none"> • Meeting on May 25, 2025: Considered the AC Charter and proposed the selection of an independent auditing firm to review the interim financial statements for 6 months and audit the 2025 annual financial statements (“FS”). • Meeting on December 15, 2025: Assessed the BOD and Board of Management’s compliance with AGM resolutions and legal regulations; reviewed FS; monitored Related Party transactions of the Company.
2	Nguyen Dinh Quyen	02	100%	

4. Supervisory Results on the Financial Statements, Operations, and Financial Status

4.1. Supervisory Results on the Preparation of FS and Independent Audit Services

The recording and archiving of documents, the accounting information system, and the preparation of accounting books and FS of the Company comply with accounting standards, current regulations, and internal rules, reflecting faithfully the financial situation of the Company.

The Company has prepared and published periodic FS on time, in accordance with regulations applicable to large public companies.

The selected auditing firm (AVA) is one of the firms approved by the State Securities Commission to audit public companies, ensuring reliability, objectivity, compliance with deadlines and professional standards, and independence in issuing audit opinions, in accordance with AGM approval and fully performing its obligations under the audit engagement with the Company.

4.2. Supervisory Results on Operations and Financial Status

Under the guidance and close supervision of the BOD and the Board of Management in 2025, the Company endeavored to implement the business plan approved by the AGM (achieving 91% of the plan). In 2025, the Company’s net revenue increased compared to 2024 (VND 45,830 billion / VND 34,037 billion).

All resolutions and decisions issued in 2025 complied with the Charter, internal regulations, and applicable laws.

5. Transactions with Insiders and Related Parties

Transactions between the Company and insiders, or related parties of insiders with the Company, subsidiaries, or companies controlled by the Company with over 50% of charter capital, were carried out in accordance with the approval authority of the BOD or AGM and in compliance with regulations.

The Company has complied with, monitored, and disclosed transactions with insiders or Related Parties as required. All such transactions complied with the disclosure regulations.

6. Assessment of Internal Control and Risk Management System

The Board of Management regularly reviews, adjusts, updates, and issues regulations and policies to ensure operational compliance and efficiency of functional units, while enhancing monitoring and self-monitoring mechanisms to optimize operational efficiency in line with the Company's business direction.

Based on regular monitoring and assessment, the Company's internal control and risk management system have operated appropriately according to the scale and nature of its business.

7. Supervisory Results on the BOD, General Director, and Other Executives

All important matters were openly discussed and resolved at BOD meetings with 100% consensus.

The BOD's activities closely adhered to AGM resolutions of 2025, the Charter, internal regulations, and disclosure requirements.

The General Director and other executives strictly followed the resolutions issued by the AGM and the BOD.

Monthly, the BOD participates in meetings with the Board of Management to evaluate and update the business and financial status, and accordingly discuss and make timely and appropriate decisions.

8. Assessment of Coordination between the AC, the BOD, the General Director, and Shareholders

During its activities, the AC closely coordinated with the BOD, General Director, and shareholders. The AC was provided access to documents regarding the Corporation's operations and consulted with BOD members, the General Director, and Chief Accountant to gather information for its work. All arising issues were discussed and addressed promptly.

Nơi nhận:

- *As above;*
- *BOD;*
- *Board of Management;*
- *Archived: TK.*

**ON BEHALF
OF THE AUDIT COMMITTEE
CHAIRMAN**

Mr. VUONG DUC THUAN
Independent Members of the BOD

DRAFT

**HYDRAULICS CONSTRUCTION
CORPORATION No.4 – JSC**

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Ho Chi Minh City, April 17, 2026

REPORT ON BUSINESS PERFORMANCE FOR 2025 AND PLAN FOR 2026

The Board of Management hereby reports on the business performance of the Company for 2025 and the plan for 2026 as follows:

I. BUSINESS PERFORMANCE FOR 2025

1. Business Results

In 2025, the Company operated in a challenging market environment, with prior construction projects still in the process of finalization and resolution of outstanding issues. Under these circumstances, the Board of Management focused on maintaining stable operations and efficiently managing the existing office buildings for lease.

Key highlights in 2025 include:

- Operating Revenue for 2025: VND 45.83 billion, achieving 91% of the plan.
- Profit before tax: VND 1.53 billion, achieving 43% of the plan.
- Profit after tax: VND 1.13 billion, achieving 40% of the plan.

Overall, office leasing remained the Company's core business activity, contributing to cash flow stability and operational continuity throughout 2025.

2. Resolution of Outstanding Issues and Project Finalization

In 2025, the Board of Management directed efforts to resolve financial and legal issues and accelerate the finalization of completed projects.

Key projects, including Hai Phong, Ban Mong, Tan My, Canh Tang, and Bui Huu Nghia, have completed or are in the process of finalizing acceptance dossiers, settlement, and contract liquidation in accordance with the Investors' schedules.

Additionally, internal settlement of contract assignments at branches was carried out synchronously. The Northern Branch has substantially completed settlements and is reconciling payables; the Central and Southern Branches continue to address outstanding financial and legal issues.

In general, most of the 2025 key tasks have been successfully implemented, while the remaining issues will continue to be addressed in 2026.

3. Operation and Business of Office Buildings

Currently, the Company operates four office buildings, namely:

- 205A Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City
- 102 Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City
- 286–288 Nguyen Xi, Binh Loi Trung Ward, Ho Chi Minh City
- 29 Nguyen Khac Nhu, Cau Ong Lanh Ward, Ho Chi Minh City

The total leasable area in 2025 reached approximately 10,898 m² out of 11,846 m², equivalent to 92% of the plan.

During the year, the Company has:

- Optimized additional leasable areas in 205A Nguyen Xi;
- Maintained operations, maintenance, and technical safety effectively;
- Enhanced customer care and sought new tenants.

As a result, the average occupancy rate remained around 92%, ensuring stable revenue for the Company.

4. Corporate Governance and Operations

In 2025, the Company implemented multiple measures to enhance management efficiency and optimize operating costs, including:

- Standardizing financial, accounting, and management reporting;
- Implementing MISA accounting software from the beginning of 2025;
- Completing the finalization procedures for 102 Nguyen Xi building;
- Reviewing and streamlining the organizational structure;
- Strengthening control of operating costs;
- Minimizing administrative and office expenses.

As of 2025, the Company employed 46 staff, mostly concentrated at the Company's head office.

5. General Assessment of 2025 Business Performance

Overall, the Company achieved positive results in 2025:

- Office leasing activities remained stable;
- Significant progress was made in finalizing outstanding projects;
- The management system was gradually standardized and streamlined.

However, some challenges remain:

- Certain outstanding receivables have not been fully resolved;
- Occupancy rates in some buildings have not reached full capacity;
- Some projects still face legal obstacles that require resolution.

II. BUSINESS PLAN FOR 2026

1. Key Planned Targets

In 2026, the Company aims for strong growth compared to 2025. Key targets include:

- **2026 Planned Revenue:** VND 55.12 billion (a 20% increase compared to 2025 actuals)
 - + *Office Leasing Revenue:* VND 50.12 billion
 - + *Construction Revenue:* VND 5 billion
- **Profit Before Tax (PBT):** VND 8 billion
- **Profit After Tax (PAT):** VND 6.4 billion

Achieving the 2026 profit target will be a major challenge for the Board of Management.

2. Key Tasks for 2026

(1) Enhancing Building Operation Efficiency

Leasing activities of the four office buildings will remain the main revenue source. Targets for 2026:

- 205A Nguyen Xi: 98% occupancy

- Remaining buildings: approximately 95% occupancy

Revenue from building operations is expected to reach approximately VND 50.19 billion.

(2) Optimizing Corporate Governance and Operations

Key measures include:

- Standardizing finance, accounting, and reporting systems;
- Continuing digital transformation and technology application;
- Streamlining the organizational structure and improving governance efficiency;
- Strictly controlling operating costs.

(3) Resolving Outstanding Issues

The Company will continue to focus on:

- Finalizing settlements of pending projects such as Tan My, Ban Mong, and Canh Tang;
- Accelerating debt recovery;
- Completing liquidation of contract assignments.

These tasks are essential to improve cash flow and the Company's financial situation.

(4) Resolving Project and Subsidiary Issues

In 2026, the Company will continue to:

- Seek solutions to restart the 34 Thuy Loi Project;
- Resolve outstanding issues at Thuy Loi 4A Real Estate JSC;
- Consider restructuring Thuy Loi 414 Real Estate JSC;
- Review suspension or termination of inactive or non-performing branches.

III. DEVELOPMENT ORIENTATION

To improve resource utilization and generate long-term revenue, the Company will explore suitable investment options, including:

- Construction of new office buildings;
- Acquisition of existing leased office buildings;
- Expansion of real estate operations;
- Investment in safe and highly liquid financial assets.

IV. CONCLUSION

In 2026, the Board of Management commits to enhancing governance efficiency, optimizing the utilization of existing assets, resolving outstanding issues, and laying the foundation for sustainable development to create long-term value for shareholders.

This report is submitted by the General Director on the Company's business performance for 2025 and business plan for 2026 at the 2026 AGM of Hydraulic Construction Company No. 4 – JSC.

BOARD OF MANAGEMENT

DRAFT

HYDRAULICS CONSTRUCTION
CORPORATION No.4 - JSC

Số: 01/2026/TTr/TCT-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 17, 2026

PROPOSAL

(V/v Approval of the audited Financial Statements for 2025)

TO: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022, and the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17/06/2025, and its related guiding documents;
- Law on Securities No. 54/2019/QH14 dated 26/11/2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024, and its related guiding documents;
- The 18th Amended and Supplemented Charter of Hydraulics Construction Corporation No.4 – JSC, as approved by the General Meeting of Shareholders
- The aggregated and consolidated financial statements for 2025 were audited by Vietnam Auditing and Valuation Co., Ltd. (AVA).

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders (the “AGM”) the audited Financial Statements for 2025 of Hydraulic Construction Corporation No. 4 – JSC (the “Company”), audited by Vietnam Auditing and Valuation Co., Ltd. (AVA), comprising:

1. Independent Auditor’s Report: Qualified opinion.
2. Balance Sheet as at December 31, 2025.
3. Income Statement for 2025.
4. Cash Flow Statement for 2025.
5. Notes to the Financial Statements.

Key financial indicators in the audited consolidated financial statements and audited separate financial statements for 2025 are summarized as follows:

No.	Key indicators	Unit	Consolidated FS	Separate FS
1	Total assets	VND	511,992,485,679	494,663,768,342
2	Net revenue	VND	45,829,601,253	45,829,601,253
3	Profit before tax	VND	1,455,036,122	1,531,531,911
4	Profit after tax	VND	1,032,559,911	1,132,178,340

Detailed contents are set out in the **audited Financial Statements for 2025** of Hydraulic Construction Corporation No. 4 – JSC, published on the Company’s website at: <http://www.thuyloi4.com.vn/>.

The BOD respectfully submits to the 2026 AGM for consideration and approval.

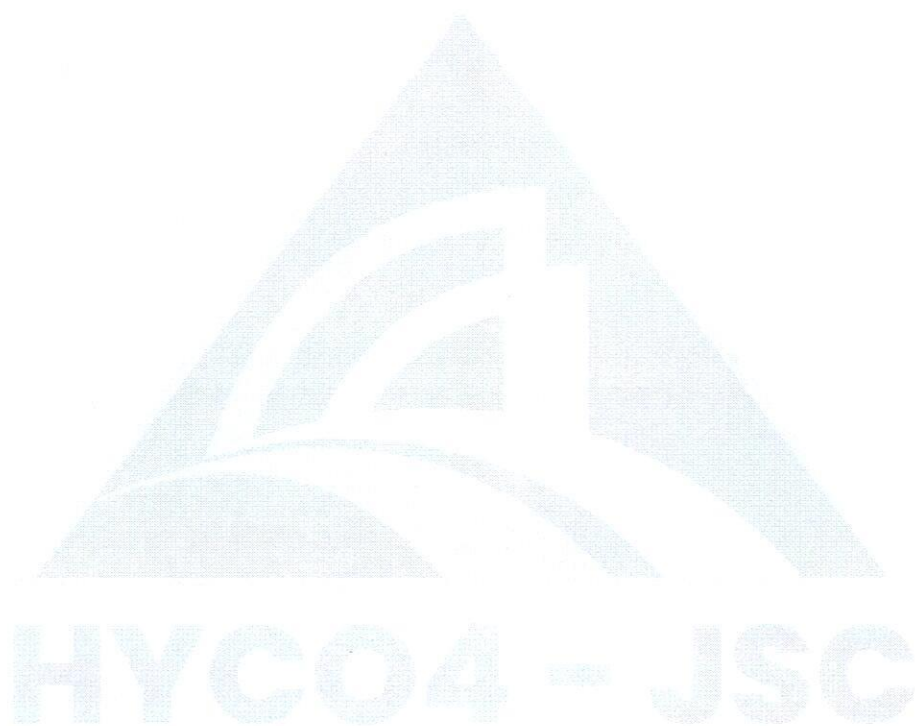
Respectfully submitted.

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

Recipients:

- *The AGM 2026;*
- *BOD, Audit Committee;*
- *Archived: VT.*

NGUYEN DINH QUYEN



DRAFT

HYDRAULICS CONSTRUCTION
CORPORATION No.4 - JSC

Số: 02/2026 TTTr/TCT-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 17, 2026

PROPOSAL

(Re: Proposal on the profit distribution for 2025 and the profit distribution plan for 2026)

TO: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022, and the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17/06/2025, and its related guiding documents;
- Law on Securities No. 54/2019/QH14 dated 26/11/2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024, and its related guiding documents;
- The 18th Amended and Supplemented Charter of Hydraulics Construction Corporation No.4 – JSC, as approved by the General Meeting of Shareholders
- The aggregated and consolidated financial statements for 2025 were audited by Vietnam Auditing and Valuation Co., Ltd. (AVA).

The Board of Directors of Hydraulics Construction Corporation No.4 - JSC (“BOD”) hereby reports to the Annual General Meeting of Shareholders (“AGM”) on the implementation of the 2025 profit distribution and the proposed profit distribution plan for 2026 as follows:

1. Profit distribution for 2025:

- **Policy approved at the 2025 AGM:**
 - + Appropriation to funds ratio: 0%
 - + Dividend payout ratio: **up to 10% per share**, subject to the decision of the BOD based on actual circumstances.
- **Business performance results for 2025:**

As at 31 December 2025, profit after tax amounted to **VND 1.13 billion**, achieving 40% of the 2025 plan. However, in order to ensure financial safety, maintain capital resources for production and business activities, invest in projects, and stabilize the Company’s cash flow, the BOD respectfully submits to the AGM for approval the plan not to implement profit distribution for 2025.

2. Proposal profit distribution plan for 2026:

Amid ongoing economic uncertainties, the Company will continue to prioritize financial resources for production and business activities, as well as project investment and development. The BOD will submit the proposed dividend distribution plan for 2026 to the 2027 AGM, in line with the Company’s actual business performance and financial position.

The BOD respectfully submits to the 2026 AGM for consideration and approval.

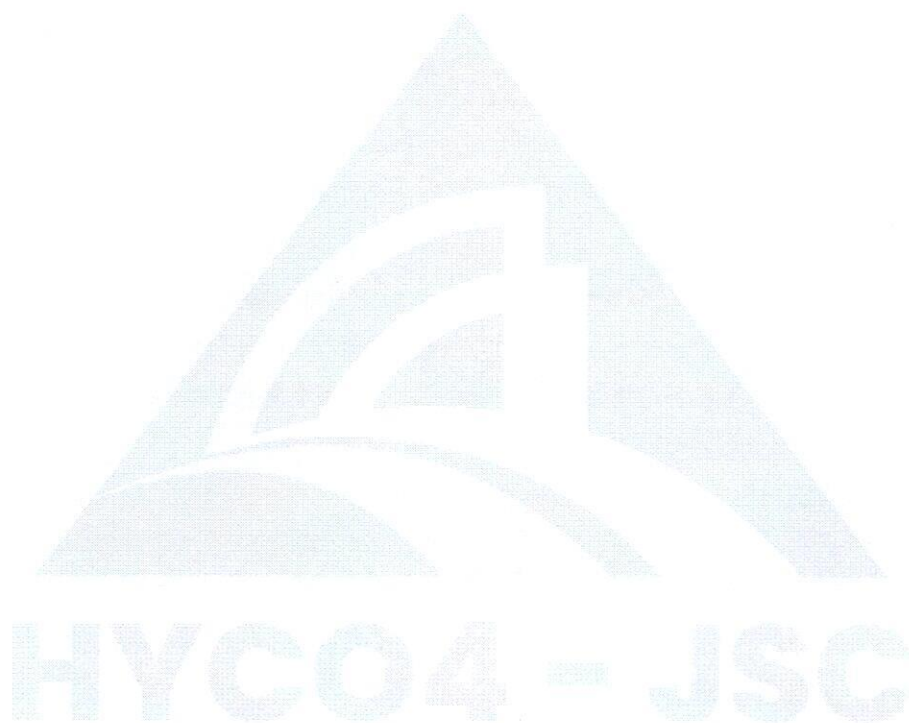
Respectfully submitted.

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

Recipients:

- *The AGM 2026;*
- *BOD, Audit Committee;*
- *Archived: VT.*

NGUYEN DINH QUYEN



DRAFT

**HYDRAULICS CONSTRUCTION
CORPORATION No.4 - JSC**

Số: 03/2026/TTr/TCT-HĐQT

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Ho Chi Minh City, April 17, 2026

PROPOSAL

(Re: Payment of salaries, bonuses, and remuneration of the BOD for 2025 and the plan for salaries, bonuses, and remuneration of the BOD for 2026

TO: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022, and the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17/06/2025, and its related guiding documents;
- Law on Securities No. 54/2019/QH14 dated 26/11/2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024, and its related guiding documents;
- The 18th Amended and Supplemented Charter of Hydraulics Construction Corporation No.4 – JSC, as approved by the General Meeting of Shareholders;
- Business results of 2025 and the 2026 business plan of the Company.

The Board of Directors ("**BOD**") of the Company respectfully submits to the Annual General Meeting of Shareholders ("**AGM**") for approval:

I. Payment of salaries, bonuses, and remuneration for the BOD in 2025

1. Salaries and bonuses in 2025: The Company applies the salary regime for the Chairman of the BOD and BOD members directly participating in production and business management in 2025 in accordance with the Company's annual Salary and Bonus Regulations and salary fund, complying with legal regulations.
2. Remuneration for the BOD in 2025: In 2025, the GMS approved a total remuneration for the BOD at a maximum of 05% of the profit after tax according to the Company's audited consolidated financial statements for 2025. The BOD was authorized to decide on the specific ratio, timing, and method of distributing remuneration and bonuses for each BOD member.

II. Plan for salaries, bonuses, and remuneration for the BOD in 2026

1. Salaries and bonuses in 2026: The Chairman of the BOD and full-time BOD members directly involved in production and business management shall receive salaries according to the Company's salary and bonus regulations or as agreed upon and decided by the BOD.
2. Remuneration in 2026: Based on the 2026 business plan, it is respectfully proposed that the GMS approve the BOD's remuneration for 2026 at a maximum of 05% of the profit after tax according to the audited 2026 Financial Statements. The GMS shall authorize the BOD to

decide on the specific form, ratio, timing, method, and allocation of remuneration for each BOD member.

The BOD respectfully submits to the 2026 AGM for consideration and approval.

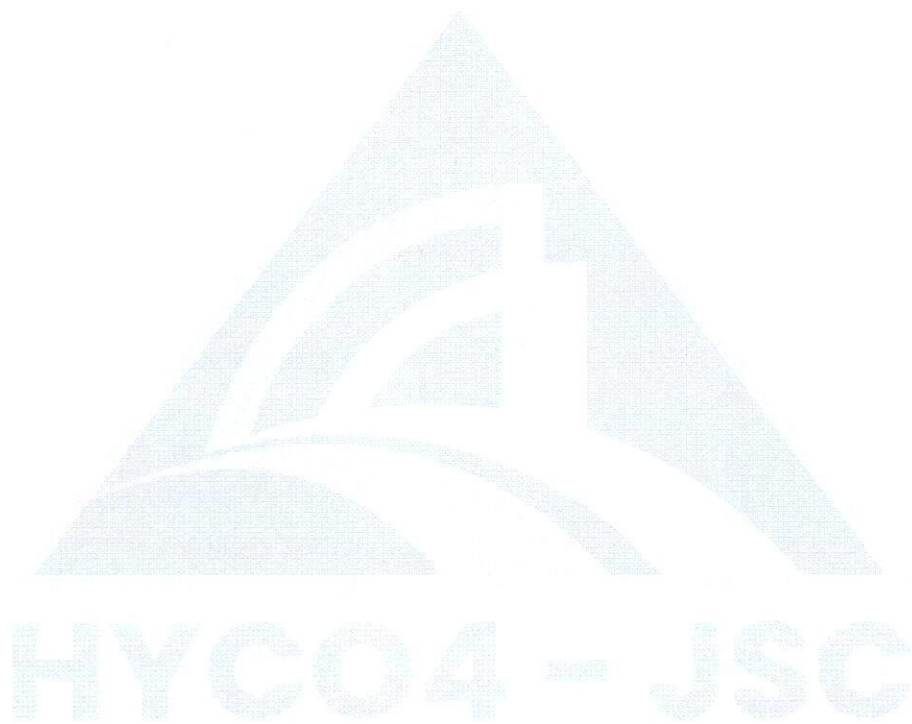
Respectfully submitted.

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

Recipients:

- *The AGM 2026;*
- *BOD, Audit Committee;*
- *Archived: VT.*

NGUYEN DINH QUYEN



DRAFT

**HYDRAULICS CONSTRUCTION
CORPORATION No.4 - JSC**

Số: 04/2026/TTr/TCT-HĐQT

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Ho Chi Minh City, April 17, 2026

PROPOSAL

*(Re: Selection of an Independent Audit Firm for the Financial Statements of
Hydraulics Construction Corporation No.4 - JSC for 2026)*

TO: THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022, and the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17/06/2025, and its related guiding documents;
- Law on Securities No. 54/2019/QH14 dated 26/11/2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024, and its related guiding documents;
- The 18th Amended and Supplemented Charter of Hydraulics Construction Corporation No.4 – JSC, as approved by the General Meeting of Shareholders;
- Business performance and development objectives of the Company.

1. Criteria for Selecting an Independent Audit Firm:

- Be legally operating in Vietnam and approved by the State Securities Commission to audit listed companies in 2026.
- Have experience in auditing public companies in Vietnam.
- Maintain a strong reputation for audit quality.
- Have an experienced audit team with practical expertise.
- Meet the requirements of Hydraulics Construction Corporation No. 4 - JSC regarding the scope and timeline of the audit.
- Offer a reasonable audit fee, aligned with the Corporation's financial conditions while ensuring audit quality and coverage.

2. Selection list:

Based on the above criteria, the Audit Committee proposes the following list of companies:

- Vietnam Auditing & Valuation Co., Ltd. (AVA)
- AASC Auditing Firm Company Limited (AASC)
- CPA VIETNAM Auditing Company Limited (CPA VN)

3. Propose for approval by the AGM

- The BOD respectfully submits to the AGM for approval the authorization for the BOD to select one of the above Audit Firms to perform the semi-annual financial statement review and the audit of the 2026 annual financial statements of the Company.

- Proposed handling in the event that the above audit firms are unable to perform the audit services or the Company is unable to reach an agreement on the execution of the audit engagement contract:
 - To authorize the BOD to approve the selection of an Audit Firm included in the List of eligible audit firms and auditors approved to audit public interest entities in the securities sector for 2026, as approved by the State Securities Commission, and to authorize the General Director to execute the audit service agreement with the selected audit firm in accordance with applicable laws.
 - The audit firm selected by the BOD must satisfy the criteria set out in Section 1 of this Proposal.

The BOD respectfully submits to the 2026 AGM for consideration and approval.

Respectfully submitted.

Recipients:

- *The AGM 2026;*
- *BOD, Audit Committee;*
- *Archived: VT.*

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

NGUYEN DINH QUYEN

HYCO4 - JSC

DRAFT

HYDRAULICS CONSTRUCTION
CORPORATION No.4 - JSC

Số 01/2026/NQ/TCT-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Ho Chi Minh City, April 17, 2026

RESOLUTION OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17/06/2020, as amended and supplemented by Law No. 03/2022/QH15 dated 11/01/2022, and the Law amending and supplementing a number of articles of the Law on Enterprises No. 76/2025/QH15 dated 17/06/2025, and its related guiding documents;
- Law on Securities No. 54/2019/QH14 dated 26/11/2019, as amended and supplemented by Law No. 56/2024/QH15 dated 29/11/2024, and its related guiding documents;
- The 18th Amended and Supplemented Charter of Hydraulics Construction Corporation No.4 – JSC (the “**Company**”), as approved by the General Meeting of Shareholders;
- Minutes of the 2026 Annual General Meeting of Shareholders (the “**AGM**”) No. 01/2026/BBH/TCT-DHĐCĐ dated April 17, 2026 of the Company;
- Considering the management and operational requirements and the actual circumstances of the Company.

RESOLUTION:

- Article 1. Approval of the Report on the activities of the Board of Directors (the “BOD”) for 2025 and the operational plan for 2026.**
- Article 2. Approval of Report on the 2025 activities of the Audit Committee and Independent Members of the BOD.**
- Article 3. Approval of the Report on the 2025 business performance and the 2026 business plan of the General Director.**
- Article 4. Approval of the audited Financial Statements for 2025 in accordance with Proposal No. 01/2026/TTr/TCT-BOD of the BOD.**
- Article 5. Approval of the 2025 profit distribution and the 2026 profit distribution plan in accordance with Proposal No. 02/2026/TTr/TCT-BOD of the BOD, with the principal contents as follows:**

1. Profit distribution for 2025: No profit distribution shall be made for 2025.
2. Profit distribution plan for 2026:

Amid ongoing economic uncertainties, the Company will continue to prioritize financial resources for production and business activities, as well as project investment and development. The BOD will submit the proposed dividend distribution plan for 2026 to the 2027 AGM, in line with the Company’s actual business performance and financial position.

Article 6. Approval of the report on the payment of salaries, bonuses and remuneration of the BOD for 2025 and the plan for salaries, bonuses and remuneration of the BOD for 2026 in accordance with Proposal No. 03/2026/TTr/TCT-BOD of the BOD, with the principal contents as follows:

1. Payment of salaries, bonuses, and remuneration for the BOD in 2025

- a. Salaries and bonuses in 2025: The Company applies the salary regime for the Chairman of the BOD and BOD members directly participating in production and business management in 2025 in accordance with the Company's annual Salary and Bonus Regulations and salary fund, complying with legal regulations.
- b. Remuneration for the BOD in 2025: In 2025, the GMS approved a total remuneration for the BOD at a maximum of 5% of the profit after tax according to the Company's audited consolidated financial statements for 2025. The BOD was authorized to decide on the specific ratio, timing, and method of distributing remuneration and bonuses for each BOD member.

2. Plan for salaries, bonuses, and remuneration for the BOD in 2026

- a. Salaries and bonuses in 2026: The Chairman of the BOD and full-time BOD members directly involved in production and business management shall receive salaries according to the Company's salary and bonus regulations or as agreed upon and decided by the BOD.
- b. Remuneration in 2026: Based on the 2026 business plan, it is respectfully proposed that the GMS approve the BOD's remuneration for 2026 at a maximum of 05% of the profit after tax according to the audited 2026 Financial Statements. The GMS shall authorize the BOD to decide on the specific form, ratio, timing, method, and allocation of remuneration for each BOD member.

Article 7. Approval of the selection of an audit firm to review the semi-annual financial statements and audit the annual financial statements of the Company for the fiscal year 2026 in accordance with Proposal No. 04/2026/TTr/TCT-BOD of the BOD, with the principal contents as follows:

To approve the list of audit firms and authorize the BOD to select one of the following audit firms to perform the review of the semi-annual financial statements and the audit of the annual financial statements of the Company for the fiscal year 2026 in accordance with applicable laws:

- + Vietnam Auditing & Valuation Co., Ltd. (AVA)
- + AASC Auditing Firm Company Limited (AASC)
- + CPA VIETNAM Auditing Company Limited (CPA VN)

Proposed handling in the event that the above audit firms are unable to perform the audit services or the Company is unable to reach an agreement on the execution of the audit engagement contract:

- + To authorize the BOD to approve the selection of an Audit Firm included in the List of eligible audit firms and auditors approved to audit public interest entities in the securities sector for 2026, as approved by the State Securities Commission, and to authorize the General Director to execute the audit service agreement with the selected audit firm in accordance with applicable laws.

- + The auditing firm selected by the BOD must meet the criteria set forth in Proposal No. 04/2026/TTr/TCT-HĐQT.

Article 8. The AGM hereby authorizes the BOD, the Chairman of the Board, and the General Director to take responsibility for implementing this Resolution and overseeing its execution in accordance with their respective powers, functions, the Company's Charter, and applicable laws.

Article 9. This Resolution is effective from the signing date.

The BOD, the Audit Committee, the Board of Management, affiliated units of the Company and relevant individuals shall be responsible for the implementation of this Resolution.

Recipients:

- *State Securities Commission of Vietnam;*
- *Hanoi Stock Exchange;*
- *Shareholders;*
- *BOD, Audit Committee;*
- *Board of Management;*
- *Information Disclosure;*
- *Archived: VT.*

**ON BEHALF OF THE AGM
CHAIRMAN**

NGUYEN DINH QUYEN
Chairman Of The BOD

HYCO4-JSC



SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

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**CONFIRMATION / POWER OF ATTORNEY
TO ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

To: HYDRAULICS CONSTRUCTION CORPORATION NO.4 – JSC

Shareholder:

Shareholder Code:

Address:

Phone:

Citizen ID/Passport No.:

Issued on:/...../.....

Place of issue:

Number of shares owned: shares of Hydraulics Construction Corporation No.4 – JSC.

Hereby confirm that I/we:

☐ Register to attend the General Meeting of Shareholders

☐ Will not attend the General Meeting of Shareholders and authorize:

Mr./Ms.: (Position in the organization, if any:)

Citizen ID/Passport No.: Issued on: at:

Address:

Or authorize:

Chairman of the Board of Directors – Mr. Nguyen Dinh Quyen

Vice Chairman of the Board of Directors – Mr. Chu Quang Tuan

Is authorized to represent me/us to attend and vote on all matters at the 2026 Annual General Meeting of Shareholders of Hydraulics Construction Corporation No.4 – JSC within the scope of my/our share ownership.

All actions of the authorized person at the Meeting shall be deemed as actions made on my/our behalf. The authorized person is obliged to comply with the working regulations of the Meeting, is/is not allowed to re-authorize to another person, and must report back the results of the Meeting to the principal.

I/we shall take full responsibility for this authorization and undertake not to make any complaints or claims against Hydraulics Construction Corporation No.4 – JSC. This Power of Attorney shall take effect from the date of signing.

Ho Chi Minh City,/...../2026

Authorized Person
(Signature and Full Name)

Authorizing Person (or Attending Confirmation)
(Signature and Full Name)



HYCO 4 - JSC



HYDRAULICS CONSTRUCTION CORPORATION No.4-JSC

205A Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City

Tel: (028) 38993950

Fax: (028) 38993851

Email: tctxdthuyloi4@gmail.com

Website: thuyloi4.com.vn

**THE 2026
ANNUAL GENERAL MEETING OF SHAREHOLDER
VOTING CARD**

NAME OF SHAREHOLDER:

TOTAL VOTING RIGHT SHARES:

SHARES

Ho Chi Minh City, April 17, 2026