

**MEETING INVITATION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS in 2026**

**Dear Shareholders of CIENCO4 Group Joint Stock Company**

The Board of Directors of CIENCO4 Group Joint Stock Company respectfully invites shareholders to attend the 2026 Annual General Meeting of Shareholders:

- 1. Time:** Starting from 08:30 on April 29, 2026.
- 2. Location:** 11<sup>th</sup> Floor, ICON4 Building, No. 243A De La Thanh, Lang Ward, Hanoi.
- 3. Agenda:** Meeting agenda is attached.
- 4. Conditions for participation:** All shareholders owning shares of CIENCO4 Group Joint Stock Company according to the shareholder list closed on March 24, 2026 or those duly authorized to attend.
- 5. Shareholders are requested to bring the following documents when attending:**  
Original ID card/Passport, Authorization letter (for authorized attendees).  
(Authorization form can be downloaded from the website: [www.cienco4.vn](http://www.cienco4.vn)).
- 6. Documents:** Documents for the General Meeting of Shareholders are requested to be viewed by Shareholders at the Website: [www.cienco4.vn](http://www.cienco4.vn).

**7. Time to receive shareholder proposals:**

Proposals from shareholders or authorized persons regarding the agenda of the General Meeting of Shareholders, please send in writing to the Organizing Committee before **10:00 A.m on April 23, 2026**.

**8. Confirm meeting attendance:**

In order to organize the meeting carefully, we respectfully request that shareholders or authorized persons confirm their attendance at the General Meeting of Shareholders before **10:00 A.m. on April 28, 2026** by contacting or sending the Attendance Confirmation to the Organizing Committee at the following address:

**Organizing Committee of the General Meeting of Shareholders of CIENCO4 Group JSC.**

Address: 10<sup>th</sup>-11<sup>th</sup> Floor, ICON4 Building, No. 243A De La Thanh, Lang Ward, Hanoi

Or send scan/fax to: Ms. Nguyen Thi Huyen

Mobile: 0983321973

Email: [huyen.c4g@gmail.com](mailto:huyen.c4g@gmail.com)

Fax: 84-4 -38611275

*Sincerely announce./.*

**Recipient:**

- As above;
- Save: Organizing Committee, Board of Director's Office.

On behalf of  
**BOARD OF DIRECTORS**  
**CHAIRMAN**



**Nguyen Van Tuan**

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

....., *date month year 2026*

**POWER OF ATTORNEY**  
**ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**CIENCO4 GROUP JOINT STOCK COMPANY**

**Dear: CIENCO4 Group Joint Stock Company**

Shareholder name:

Citizen ID Number/Business Registration Number:

Issued on:

At:

Address:

Total shares owned :                      shares

I hereby authorize:

Mr):

Citizen Identification Number:

Issued on:

At:

Address:

Number of authorized shares:              shares

Authorized to replace me/the Company to attend the 2026 Annual General Meeting of Shareholders of CIENCO4 Group Joint Stock Company held in Hanoi City and to exercise all rights and obligations related to the General Meeting of Shareholders corresponding to the number of authorized shares. This authorization is valid during the time of attending the General Meeting of Shareholders of CIENCO4 Group Joint Stock Company.

We are fully responsible for this authorization and commit to strictly comply with current regulations of the Law and the Charter of CIENCO4 Group Joint Stock Company .

**AUTHORIZED PERSON**  
*(Sign and print full name)*

**MANDATOR**  
*(Sign and print full name)*

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*Note: Please fax and send the original Power of Attorney ( **before 10:00 a.m. on April 28, 2026**) to the following address:*

**ORGANIZING COMMITTEE OF SHAREHOLDERS' GENERAL MEETING OF CIENCO4 GROUP JSC**

Address: 10th-11th Floor, ICON4 Building - 243A De La Thanh, Lang Ward, Hanoi

Or send scan/fax to: Ms. Nguyen Thi Huyen Mobile: 0983321973

Email: huyen.c4g@gmail.com; Fax: 84-4 -38611275



**SOCIALIST REPUBLIC OF VIETNAM**

**Independence – Freedom – Happiness**

....., date month year 2026

**POWER OF ATTORNEY**

**ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS  
CIENCO4 GROUP JOINT STOCK COMPANY**

**Dear: CIENCO4 Group Joint Stock Company**

Today, on the ....., at ....., we are shareholders owning.....shares, accounting for.....% of voting shares of CIENCO4 Group Joint Stock Company whose names are on the List enclosed with this authorization, hereby agree to authorize:

Grandparents): ..... ..

Citizen identification number: ..... .. Date of issue: ..... .. Place of issue:

Permanent address:..... ..

Phone: ..... ..

Authorized to represent us to attend the 2026 Annual General Meeting of Shareholders of CIENCO4 Group Joint Stock Company held in Hanoi City and to exercise all rights and obligations related to the General Meeting of Shareholders corresponding to the number of authorized shares. This Power of Attorney is valid during the time of attending the General Meeting of Shareholders of CIENCO4 Group Joint Stock Company .

We hereby commit that all information declared in the list attached to this authorization is true. If incorrect, we will take full responsibility before the Congress and the Law for this authorization.

**AUTHORIZED PERSON**  
(Sign and print full name)

**AUTHORIZED SHAREHOLDER GROUP  
REPRESENTATIVE**  
(Sign and print full name)

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*Note: Please fax and send the original Power of Attorney ( before 10:00 a.m. on April 28, 2026) to the following address:*

**ORGANIZING COMMITTEE OF SHAREHOLDERS' GENERAL MEETING OF CIENCO4 GROUP JSC**

Address: 10th-11th Floor, ICON4 Building -243A De La Thanh, Lang Ward, Hanoi

Or send scan/fax to: Ms. Nguyen Thi Huyen Mobile: 0983321973

Email: huyen.c4g@gmail.com ; Fax: 84-4 -38611275

**LIST OF SHAREHOLDERS AUTHORIZING BY GROUP TO ATTEND THE GENERAL  
MEETING OF SHAREHOLDERS**

(Authorized for Mr./Ms.: .....)

STT	Full name	Business Registration Number	Permanent address	Number of shares owned	Sign
	<b>Total</b>				



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

....., *date month year 2026*

**CERTIFICATE**  
**ATTEND THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**CIENCO4 GROUP JOINT STOCK COMPANY**

**Dear: CIENCO4 Group Joint Stock Company**

Shareholder name (Individual/Organization) :

.....

Citizen ID/Business Registration Number: ..... Issued on: ..... At:

.....

Address: .....

Phone: .....Fax: .....Email: .....

Total number of shares owned : .....

(In words: .....)

Confirmation of attendance at the 2026 Annual General Meeting of Shareholders of CIENCO4 Group Joint Stock Company held at 8:30 a.m. on April 28, 2026 at the Conference Room, 11<sup>th</sup> Floor, ICON4 Building, 243A De La Thanh, Lang Ward, Hanoi .

**SHAREHOLDERS**  
*(Sign and print full name)*

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*Note: Please fax and send the original Power of Attorney ( **before 10:00 a.m. on April 28, 2026** ) to the following address:*

**ORGANIZING COMMITTEE OF SHAREHOLDERS' GENERAL MEETING OF CIENCO4 GROUP JSC**

Address: 10th-11th Floor, ICON4 Building, 243A De La Thanh, Lang Ward, Hanoi

Or send scan/fax to: Ms. Nguyen Thi Huyen Mobile: 0983321973

Email: huyen.c4g@ gmail.com; Fax: 84-4 -38611275



CIENCO4 GROUP JOINT STOCK COMPANY

**PROGRAMME**  
**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Time: From 08:30 to 12:00, April 29, 2026

TT	Time	Content	Perform
1	0830-9:00	<b>Reception and shareholder qualification check</b> <ul style="list-style-type: none"> <li>- Welcoming shareholders</li> <li>- Check shareholder status, make list of shareholders present</li> </ul>	Organizing Committee Shareholder Qualification Review Board.
2	09:00 - 9:10	<b>Opening of the General Meeting of Shareholders</b> <ul style="list-style-type: none"> <li>- Report on shareholder qualification verification, announcement of shareholder attendance rate ;</li> <li>- Salute the flag;</li> <li>- Declare reasons and introduce delegates;</li> <li>- Approve the Working Regulations of the Shareholders ' Meeting ; Announce the meeting agenda ; Introduce the Chairman and Secretary .</li> </ul>	Shareholder Qualification Review Board. Organizing Committee Organizing Committee Organizing Committee
3	09:10 - 11:30	<b>Present reports, discuss and vote</b> <ul style="list-style-type: none"> <li>- Report on the activities of the Board of Directors;</li> <li>- Proposal to change the Profit Distribution Plan of 2024;</li> <li>- Report on financial plan and profit distribution plan; Plan for remuneration payment to the Board of Directors and Board of Supervisors;</li> <li>- Report of the Board of Supervisors;</li> <li>- Submission on the proposal to select an auditing unit;</li> <li>- Proposal on authorizing the Board of Directors to decide on a number of matters within the authority of the General Meeting of Shareholders between two annual meetings;</li> <li>- Proposal for listing shares on a centralized stock exchange;</li> <li>- Manage the discussion of reports and presentations;</li> <li>- Respond to shareholders' opinions;</li> <li>- Submit to the General Meeting of Shareholders issues that need approval;</li> <li>- The chair introduces the vote to elect the election committee and count the votes;</li> <li>- The election and counting committee works:  + <i>Instructions on how to record and cast ballots, voting forms for issues that need to be approved;</i>  + <i>Shareholders vote;</i>  + <i>Vote counting.</i> </li> <li>- Congress break</li> </ul>	Chairman of the Board of Directors Board of Directors Chief Accountant Head of Control Board Head of Control Board Preside Preside Preside Preside Preside Preside Counting Committee
4	11:30 - 12:00	<b>End of Congress:</b> <ul style="list-style-type: none"> <li>- Announcement of results of election of additional members of the Board of Supervisors;</li> <li>- Announce the voting results of the issues to be approved;</li> <li>- Approval of the Minutes of the General Meeting of Shareholders;</li> <li>- Closing statement of the end of the General Meeting of Shareholders.</li> </ul>	Counting Committee Counting Committee Secretary Preside

Number: 2520/QD-TD

Hanoi, 02 April 2026

**DECISION**

**On promulgating the Working Regulations at the General Meeting of Shareholders  
Annual General Meeting 2026 CIENCO4 Group**

**BOARD OF DIRECTORS OF CIENCO4 GROUP**

*Pursuant to Enterprise Law No. 59/2020/QH14;*

*Pursuant to the Charter of CIENCO4 Group;*

*At the request of the Director of the Group's Human Resources Department;*

**DECISION:**

**Article 1.** To issue with this Decision the "Working regulations at the 2026 Annual General Meeting of Shareholders" of CIENCO4 Group.

**Article 2.** This Decision comes into force from the date of signing.

Members of the Board of Directors, General Director, Deputy General Director, Chief of Office, Directors of Departments under the Group and shareholders attending the 2026 Annual General Meeting of Shareholders of CIENCO4 Group are responsible for implementing this decision./.

**Recipient:**

- As Article 2;
- Board of Directors, Party Committee of the Group;
- Board of Control;
- Trade Union, Youth Union of the Group;
- Save: Board of Directors Office, Human Resources Department, Documents .

On behalf of  
**BOARD OF DIRECTORS**  
**CHAIRMAN**



**Nguyen Van Tuan**





**CIENCO4 GROUP**

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

**WORKING REGULATIONS**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

*(Issued with Decision No .: 2520/QĐ- TĐ , 02 April 2026  
of the Board of Directors of CIENCO4 Group)*

**Article 1. Scope of application**

Regulations apply to the organization of the 2026 Annual General Meeting of Shareholders of CIENCO4 Group.

These regulations specifically stipulate the rights and obligations of the parties participating in the meeting, the conditions and procedures for conducting the meeting.

**Article 2. Shareholders attending the General Meeting of Shareholders**

**1. Conditions for attending the meeting**

All shareholders owning shares of CIENCO4 Group according to the list closed on March 24, 2026 or those duly authorized to attend.

**2. Rights and obligations of eligible shareholders when attending the meeting**

a. Shareholders or authorized persons attending the meeting must bring the following documents:

- Meeting invitation;
- Identity card /Citizen identification card/Passport;
- Authorization letter (In case of being authorized to attend the meeting).

b. Registration to attend the General Meeting: Shareholders or authorized persons must present the above documents to the Shareholder Qualification Examination Committee and receive General Meeting documents.

c . Shareholders attending the meeting who wish to express their opinions must obtain the consent of the Presidium, speak briefly and focus on the key issues that need to be discussed, in accordance with the approved meeting agenda. Issues that have been raised by previous participants must not be raised again to avoid duplication. Shareholders attending the meeting can also write down the content on the questionnaire and send it to the Secretariat.

d . Participate in voting on issues within the authority of the General Meeting of Shareholders in accordance with the provisions of the Enterprise Law and the Group's Charter.

e . Shareholders and shareholder representatives attending the General Meeting of Shareholders, after hearing the report on the contents to be approved, will discuss and approve by voting.

f . During the meeting, shareholders must follow the instructions of the Presidium, behave civilly and politely, and not cause disorder.

g. Shareholders or authorized persons who arrive after the General Meeting has opened, after completing the registration procedures, are allowed to attend and vote on the remaining voting contents according to the approved General Meeting agenda. In this case, the validity of the votes that have been conducted shall not be affected.

### **Article 3. Presidium.**

1. The list of the Presidium is voted on by the Congress by raising ballots.
2. Rights and obligations of the Presidium:
  - a. Conduct the meeting's activities according to the agenda approved by the General Meeting of Shareholders. Carry out necessary work so that the meeting takes place in an orderly manner; meeting the wishes of the majority of shareholders attending.
  - b. Guide delegates and the Congress to discuss.
  - c. Submit drafts of necessary contents for the General Meeting of Shareholders to vote on.
  - d. Respond to questions requested by the Congress or designate someone to respond.

### **Article 4. Board of Shareholders Qualification Examination**

The Board of Directors of the Group decides to establish the Board of Directors of the Group. The Board of Directors of the Board of Directors of the Board of Directors of the General Meeting of Shareholders is responsible for checking the qualifications of shareholders or authorized persons attending the meeting, determining the validity according to the provisions of law and comparing it with the list of shareholders entitled to attend the meeting as of March 24, 2026; Distributing meeting documents and voting ballots; Reporting before the meeting and being responsible for the results of checking the qualifications of shareholders attending the meeting before the meeting is officially held.

### **Article 5. Meeting Secretariat**

1. The Presidium introduces the Secretariat, the General Meeting of Shareholders selects and votes to approve at the General Meeting.
2. The Secretariat performs support tasks assigned by the Presidium, including:
  - a. Meeting contents fully and honestly .
  - b. Assist the Presidium in announcing draft Minutes and Resolutions of the meeting and in sending notices of the Presidium to shareholders upon request.
  - c. Receive shareholder's opinion form.

### **Article 6. Election and Vote Counting Committee**

1. The Election and Vote Counting Committee consists of 03 people introduced by the Presidium and selected and approved by the General Meeting of Shareholders at the meeting.
2. The Election and Vote Counting Committee has the following duties:
  - a. Disseminate election regulations, approve the candidate list, and guide shareholders to conduct elections according to the provisions of the election regulations.
  - b. Supervise the voting of shareholders or representatives attending the meeting;
  - c. Prepare ballot boxes, instructions on how to write ballots, and voting procedures;



d. Collect votes, count votes, summarize the number of voting shares for each content and announce the results before the meeting;

#### **Article 7. Conditions for conducting a meeting**

The General Meeting of Shareholders is held when there are a number of shareholders attending the meeting representing the above 50 % of total voting shares according to the shareholder list as of **March 24 , 2026 .**

#### **Article 8. How to vote on issues at a meeting**

1. Shareholders owning common shares have the right to vote on issues at the General Meeting of Shareholders after completing the registration and verification of valid shareholder status.

2. Direct voting at the congress : Voting contents in the meeting agenda are implemented according to the decision of the Chairman in a form suitable to the meeting's progress, specifically:

a. Voting by writing on the Voting Card : The detailed contents are written on the Voting Card and shareholders vote by checking the corresponding box. ( Agree , disagree , no opinion).

b. Voting by raising the **voting card** : For some other issues, shareholders raise the voting card at the meeting as requested by the Chairman to vote on the following content: Approve , disagree , no opinion, specifically:

- Approve the composition of the Presidium, Secretariat, Election and Vote Counting Committee, and approve the Agenda;

- Approval of meeting minutes ;

- And other content according to actual developments.

3. The total number of votes in favor, against, and abstentions for each content will be announced by the Head of the Election and Vote Counting Committee at the meeting.

#### **Article 9. Approval of Minutes of the General Meeting of Shareholders**

Minutes of the General Meeting of Shareholders on issues in the meeting agenda are approved when approved by shareholders representing more than 50% of the total number of voting shares of all shareholders and shareholder representatives attending the meeting.

#### **Article 10. Minutes and Resolutions of the General Meeting of Shareholders**

1. Minutes of the General Meeting of Shareholders must be completed and approved before the closing of the meeting.

2. Minutes of the General Meeting of Shareholders must be kept by the meeting secretary at the Group.

**Article 11.** This regulation consists of 11 articles approved by the Board of Directors. CIENCO4 Group issued in compliance with legal regulations.

Shareholders and members of the Organizing Committee of the 2026 Annual General Meeting of Shareholders of CIENCO4 Group are responsible for implementation./.



ON BEHALF OF  
THE BOARD OF DIRECTORS  
CHAIRMAN



Nguyễn Văn Tuan

**REPORT OF THE BOARD OF DIRECTORS  
At the 2026 Annual General Meeting of Shareholders***Distinguished delegates and esteemed guests!**Dear Shareholders!**Distinguished delegates!**On behalf of the Board of Directors of CIENCO4 Group Joint Stock Company, I would like to report on the Board's activities in 2025 and the plan for 2026 as follows:***PART I  
REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS FOR 2025****I. Regarding the personnel of the Board of Directors and the Supervisory Board .**

The Board of Directors in 2025 will consist of 10 members, including:

TT	Full name	Board of Directors position	Executive position
1	Mr. Nguyen Van Tuan	Chairman of the Board	
2	Mr. Nguyen Tuan Huynh	Vice Chairman of the Board of Directors	General Director
3	Ms. Tran Thi Thu Ha	Board Member	Deputy General Manager
4	Mr. Ho Xuan Son	Board Member	Deputy General Director and Director of the International Promotion Department
5	Mr. Nguyen Anh Tan	Board Member	Assistant General Manager
6	Mr. Dam Xuan Toan	Board Member	Deputy General Manager
7	Mr. Van Hong Tuan	Board Member	Deputy General Director and Director of Human Resources Department
8	Mr. Le Trung Chien	Independent Board Member	
9	Ms. Nguyen Thi Xoan	Independent Board Member	
10	Ms. Nguyen Thi Van	Independent member of the Board of Directors	

**II. Results of the Board of Directors' performance of its duties .**

In 2025, the Board of Directors exercised its authority and managed the Group in accordance with the Company's Charter, resolutions of the General Meeting of Shareholders, resolutions of the Board of Directors, and legal regulations.

### 1. Implement the resolutions of the General Meeting of Shareholders .

Adhering closely to the contents and targets of the General Shareholders' Meeting Resolution, the Group's Board of Directors has focused on implementation, assigning the General Director's Office and specialized departments and divisions to organize the execution. Throughout the implementation process, they have regularly directed, inspected, monitored, and adjusted the plan to suit each stage.

- Results of achieving production and business plan targets for 2025 as follows:

TT	Indicators	Unit	Plan	Perform	Percentage (%)
1	Revenue	Billion VND	4,000	3,267.39	82
2	Consolidated net profit (after tax)	Billion VND	>200	81.96	41
3	Debt repayment capacity ratio	Time	>1	1.66	Obtain
4	Dividends	%	7	0	

- Regarding the issuance of shares to pay dividends in 2024: As of November 2025, due to the general market impact, C4G shares are trading below par value. Considering that continuing to issue shares to pay dividends would be detrimental to shareholders, the Board of Directors has decided to halt the issuance process. In addition, the Thai Nguyen – Cho Moi BOT project will be compensated by the State and the contract will be terminated prematurely. Therefore, the Company anticipates that all unrealized profits from 2024 and 2025 will be used as a reserve to cover any losses (if any) arising from the Thai Nguyen – Cho Moi BOT investment project when the State acquires the project .

At this year's annual general meeting, the Board of Directors's detailed report has been submitted to the General Shareholders' Meeting for approval of changes to the profit distribution plan for 2024 .

- Regarding the transfer of stock listing from the UPCOM exchange to one of the two centralized stock exchanges: Due to the lack of a suitable time, the Board of Directors has decided to temporarily suspend the process. The Board of Directors proposes that the General Meeting of Shareholders continue to authorize the Board of Directors to proactively decide on an appropriate time in 2026 when conditions are met, to carry out the necessary procedures for registering the transfer to the next exchange .

### 2. Issuing and implementing decisions within their authority.

In 2025, the Board of Directors issued 34 resolutions and decisions, focusing on the following groups of issues:

- Decisions related to investment policies in subsidiaries, affiliated companies, and investment projects .
- Decisions related to transactions with parties involved relate to.
- Decisions regarding investments and asset liquidation.
- Personnel decisions fall under the authority of the Board of Directors.
- Addressing pressing operational issues: mobilizing capital (credit, guarantees, etc.), recovering outstanding debts, etc.

All resolutions and decisions of the Board of Directors are strictly adhered to and implemented by the General Director's Board within their authority.

### 3. To direct, support, and supervise the General Director and other managers in the operation of the Group's business activities.



- The Board of Directors and the General Management Board effectively coordinate in providing and exchanging information. There is a high degree of consensus in issuing resolutions and decisions and in their implementation.

- Regularly monitor and direct the Board of Directors and other management staff within the Group in the implementation of assigned tasks, thereby making decisions on direction, operation, and risk prevention measures appropriate to the Group's actual situation.

**4. Implement the board meeting schedule and reporting procedures.**

- Organize meetings according to regulations, with specific content to ensure quality.

- Issue resolutions and decisions promptly and in accordance with regulations. Establish mechanisms for monitoring and evaluating their implementation.

- Implement regular reporting and information disclosure tasks, ensuring accuracy, completeness, and timeliness in accordance with regulations.

- All members of the Board of Directors fully participate in meetings, discussions, contribute ideas, and complete assigned tasks.

- All board meetings are fully and clearly documented with minutes, including the signatures of all participating members.

- Minutes, resolutions, and decisions of the Board of Directors are managed and stored at the Group's Board of Directors Office.

**5. Regarding the exercise of the duties and rights of shareholders as stipulated in the Group's Charter.**

- The rights and obligations of shareholders are guaranteed to be exercised transparently and legally within the framework of the Group's Charter and the laws of the State .

- Shareholders have the right to attend and vote on all matters within the authority of the General Meeting of Shareholders. They also have the right to criticize, question, and make recommendations regarding the work of the Board of Directors, the Supervisory Board, and the General Director concerning the Group's production and business activities .

- Information regarding the Group's operations is regularly updated on the Group's website and in the mass media in accordance with regulations.

**6. Remuneration, income, and other benefits of the members of the Board of Directors and the Supervisory Board.**

6.1. The remuneration and income of members of the Board of Directors and the Supervisory Board are publicly disclosed in the annual financial statements of the Group as stipulated .

The payment of remuneration to members of the Board of Directors and Supervisory Board complies with the regulations stipulated in the Annual General Meeting Resolution of 2025. The planned payment was VND 1,360,000,000, of which Board of Directors members received VND 10 million/person/month, and Supervisory Board members received VND 5 million/person/month. The actual amount disbursed as remuneration to Board of Directors and Supervisory Board members during the year was VND 1.360.000.000, equaling 100% of the plan . Details are as follows:

**Remuneration received by members of the Board of Directors and Supervisory Board in 2025**

*Unit of measurement: VND*

TT	Member	Job title	Remuneration received
1	Mr. Nguyen Van Tuan	Chairman of the Board	120,000,000
2	Mr. Nguyen Tuan Huynh	Vice Chairman of the Board of Directors	120,000,000



3	Mr. Tran Thi Thu Ha	Board Member	120,000,000
4	Mr. Ho Xuan Son	Board Member	120,000,000
5	Mr. Nguyen Anh Tan	Board Member	120,000,000
6	Mr. Dam Xuan Toan	Board Member	120,000,000
7	Mr. Van Hong Tuan	Board Member	120,000,000
8	Mr. Le Trung Chien	Independent member of the Board of Directors	120,000,000
9	Ms. Nguyen Thi Xoan	Independent member of the Board of Directors	120,000,000
10	Ms. Nguyen Thi Van	Independent member of the Board of Directors	120,000,000
11	Ms. Dao Thi Thanh Mai	Head of the Supervisory Board	60,000,000
12	Mr. Pham Van Hieu	Supervisory Board Member	60,000,000
13	Ms. Phan Thi Lien	Supervisory Board Member	40,000,000
	<b>Add</b>		<b>1,360,000,000</b>

6.2. Regarding the income information of the Executive Board: The Group has publicly disclosed this information in the annual Financial Report as required by regulations.

6.3. Other benefits: None.

**7. Reports on transactions between the Group, its subsidiaries, and companies in which the Group holds a controlling stake of 50% or more of the charter capital, and members of the Board of Directors and their related parties; and transactions between the Group and companies in which a member of the Board of Directors is a founding member or a business manager during the three years immediately preceding the transaction.**

2025 Corporate Governance Report posted on the Group's website under the "Shareholder Relations" section and on the HNX's information disclosure page as required.

#### **8. The Board of Directors' assessment of the General Management's performance .**

- The Board of Directors regularly exchanges and provides information on the financial situation, investments, and business operations of the Group, thereby ensuring that management and operational activities are closely monitored by the Board of Directors.

- The Board of Directors regularly exchanges and provides information on the financial situation, investments, and production and business operations, creating conditions for the Board of Directors to effectively perform its supervisory function.

- Any problems or irregularities arising in production and business operations are promptly reported by the General Director to the Board of Directors so that they can understand the situation and make appropriate directives and decisions.

- The Board of Directors and the General Management Board always maintain a high level of consensus in issuing decisions and organizing their implementation.

The Board of Directors acknowledges that the General Director and the Executive Board have provided decisive and thorough guidance, and made strenuous efforts in implementing the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

## **9. Evaluating some results of production and business management and operation .**

### **a) Corporate governance :**

The CIENCO4 testing center was established to serve projects; the Safety and Environment Department was merged into the Office, continuing to manage occupational safety and environmental issues and take care of the lives of employees. Personnel appointments and recruitment were carried out promptly, meeting production and business requirements; retirement and termination benefits were fully and properly processed according to regulations.

### **b) Job search efforts :**

In 2025, the Group won bids and signed contracts worth over 2.700 billion VND . In the first quarter of 2026, it continued to win bid package No. 9 for the Ninh Cuong Bridge (Ninh Binh) with a value of nearly 453 billion VND. The Group proactively approaches projects with clear funding sources, strengthening joint ventures and partnerships to improve bidding efficiency and create jobs for the future.

### **c) Production management :**

Simultaneously implementing construction on 21 packages across various key projects, ensuring safety, quality, and progress .

Six projects were completed and put into operation during the year.

### **d) Technical management, quality control, occupational safety and health, and environmental protection :**

The Group's leaders regularly inspect the construction sites and hold production briefings to promptly address technical issues, ensure project quality, and utilize resources efficiently. Occupational safety and health inspections are intensified, promptly rectifying shortcomings and implementing appropriate reward and disciplinary mechanisms.

### **e) Investment activities :**

Continuing to finalize the settlement of BOT projects; handling legal procedures for several investment projects; the Quang Tri Airport project is progressing on schedule. Rental real estate projects are operating stably.

The investment , management , and use of equipment and materials were carried out strictly according to procedures , meeting construction needs and bringing efficiency to the Group .

### **f) Acceptance testing, final settlement, and debt collection :**

Regularly reviewing and resolving issues related to project acceptance and payment contributes to accelerating debt recovery and improving the efficiency of capital utilization within the Group .

### **g) Financial matters :**

Financial resources are secured for production and business operations , maintaining a large deposit balance. Accounting and financial reporting are carried out fully, promptly , and in compliance with regulations.

### **h) Other tasks :**

Launch emulation movements focusing on progress, quality, safety, and debt recovery; promptly reward outstanding collectives and individuals. Successfully organize the sports event commemorating the 63rd anniversary of the Group's establishment (December 27, 1962 – December 27, 2025).

## **PART II**

### **ACTIVITY PLAN YEAR 2026**

#### **I. General situation .**

In 2026, the first year of implementing the Resolution of the 14<sup>th</sup> National Party Congress (2026-2030), the Government and ministries will continue to prioritize investment in strategic transportation infrastructure projects, creating momentum to boost economic growth and enhance national connectivity. These include the North-South Expressway (Eastern section, phase 2), high-speed rail, airports, seaports,



urban rail, and ring roads in Hanoi and Ho Chi Minh City, among others. This creates momentum to boost economic growth and enhance national connectivity. This presents both a challenge and a significant opportunity for transportation infrastructure construction businesses in general, and CIENCO4 in particular, to leverage their capabilities, expand their markets, and assert their position.

On the other hand, in 2026, the global situation continues to be complex and unpredictable, especially with conflicts in the Middle East increasing global geopolitical instability. Energy prices, fuel costs, and international transportation costs fluctuate sharply due to the impact of the conflict. In this context, infrastructure construction businesses in Vietnam continue to face many difficulties, especially the pressure of rising input material prices (such as gasoline, asphalt, steel, etc.), unstable supply, and increased logistics costs. These factors directly affect construction progress, financial efficiency, and project management.

Based on a comprehensive assessment of the advantages and disadvantages of the domestic and international context, in 2026 the Group has set the goal of sustainable growth, focusing on improving production and business efficiency, strengthening risk management, proactively adapting to fluctuations, and continuing to develop further, maintaining its position as a leading unit in transportation infrastructure construction in Vietnam. The Board of Directors submits the 2026 production and business plan to the General Meeting of Shareholders for approval and is confident that the Group will achieve the set targets.

## **II. Business production plan for 2026 .**

### **1. Production and business plan targets .**

<b>TT</b>	<b>Indicators</b>	<b>Unit</b>	<b>Plan</b>
1	Revenue	Billion VND	3,500
2	Net profit (after tax)	Billion VND	150
3	Debt repayment capacity ratio	Time	>1
4	Dividends	%	7

### **2. Investment projects .**

In 2026, the Group will continue to implement projects that have completed legal procedures or have received investment approval from the State, focusing on the following main areas:

- Continue working with state management agencies to finalize the mechanisms and solutions for handling the Thai Nguyen - Cho Moi BOT project, in order to recover the invested capital and create resources for reinvestment in other projects.

- Implement legal procedures, invest in construction, and put into operation the Long Son 1 and Long Son 3 urban area projects.

- Continue investing in and constructing the Quang Tri Airport Project, ensuring it progresses according to schedule.

- Strengthen cooperation with domestic and foreign partners to research and invest in environmental and water supply projects, in line with urban development trends.

- Research and invest in several real estate projects in Nghe An, Hanoi, and Ho Chi Minh City, while effectively utilizing land owned by the Group and its subsidiaries.

## **III. Implementation solution .**

### **1. Enhance corporate governance capabilities.**

Continue to improve the governance system in accordance with the regulations of the regulatory authority and the standards of listed companies; accelerate the roadmap for listing C4G shares on the Hanoi Stock Exchange (HNX).



Innovate the operations of functional departments, project management boards, and construction sites/production teams towards both indirect and direct management of the Group's resources in production and business.

Continue to streamline the organizational structure, innovate the income payment mechanism, improve the efficiency of the performance-based compensation system, linking benefits and responsibilities to achieved results ; enhance discipline, sense of responsibility, and labor productivity of employees.

Strengthen and develop the legal department, and enhance control of legal risks in investment and production and business activities.

## **2. Expand your market reach and find new jobs.**

Focus resources on bidding for key transportation infrastructure projects, especially expressways, ring roads, high-speed rail, urban rail, and projects with foreign investment; improve bidding capacity in terms of documentation, personnel, and equipment. Simultaneously, strengthen joint ventures and partnerships with domestic and foreign partners to expand markets and diversify business areas.

Focus investment on new technologies and modern equipment. Prepare high-quality resources to participate in railway projects such as the North-South high-speed railway project, horizontal railway projects like the Lao Cai – Hanoi – Hai Phong project, and Metro projects in Hanoi and Ho Chi Minh City...

Strengthening joint ventures and partnerships with other companies to expand into new market areas and effectively exploit the Group's existing potential.

## **3. Improve production management efficiency.**

Organize the construction of projects ensuring safety, quality, progress, and efficiency; strengthen on-site inspections, closely monitor critical path timelines, and proactively adjust resources. Implement projects decisively from the outset to shorten preparation time and improve production and business efficiency.

## **4. Investment management, financial management, and debt collection.**

Rationalize capital structure to ensure a balanced budget for production, business operations, and investment; strictly manage assets, expenses, and cash flow. Strengthen collaboration with investors and relevant agencies to expedite acceptance testing, payment, settlement, and debt recovery.

Review outdated and inefficiently used equipment and materials for disposal and invest in new equipment to anticipate projects in new/specialized fields, especially in high-speed rail and metro systems.

Closely coordinate with relevant agencies to promptly resolve obstacles and recover capital for invested projects such as Thai Nguyen – Cho Moi, Yen Le – Vuc Vong...

Review real estate projects invested in by subsidiaries and affiliated companies to promptly lease out any vacant spaces (if any) or sell unsold units to recover capital.

## **5. Enhance technical, technological, and quality management capabilities.**

Promote research and application of appropriate design solutions and construction technologies to improve efficiency, save costs, and increase competitiveness. Strengthen quality control, occupational safety, and environmental hygiene at construction sites; assign specific responsibilities to the project management board and construction units. Review and liquidate outdated and inefficient equipment and technology lines to supplement investment capital for modern equipment and technology, improving construction capacity and business efficiency .

## **6. Developing human resources and corporate culture.**

Continue to train and develop high-quality human resources; improve the salary and reward system linked to work performance, creating motivation and responsibility for employees. At the same time, maintain cultural and sports activities to enhance the spiritual life and internal cohesion.

Above is the report on the Board of Directors' activities in 2025 and the plan for 2026 .

In its role as a representative of the General Meeting of Shareholders in governance, the Board of Directors will continue to closely supervise the implementation of the production and business plan

according to the General Meeting of Shareholders' Resolution, strengthen inspection and supervision to improve operational efficiency, and preserve and develop the Group's capital.

The Board of Directors would like to express our sincere gratitude to our esteemed shareholders for their trust and commitment to the Group over the past period. We wish you good health, happiness, and success.

On behalf of

**BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyen Van Tuan**



**REPORT OF THE SUPERVISORY BOARD OF CIENCO4 GROUP  
At the Annual General Meeting of Shareholders in 2026**

Dear Shareholders of Cienco4 Group!

Distinguished delegates!

On behalf of the Supervisory Board, I would like to report on the inspection and supervision of the production and business activities of Cienco4 Group Joint Stock Company in 2025 as follows :

**I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025**

**1. Regarding the personnel of the Supervisory Board:**

Currently, the Supervisory Board consists of 3 members elected by the General Meeting of Shareholders.

**2. Activities of the Supervisory Board:**

In 2025, the Supervisory Board carried out its supervisory duties within the Group's operations as stipulated in the Group's Charter, specifically:

- Remuneration and operating expenses of the Supervisory Board: According to the 2025 General Meeting of Shareholders Resolution, the planned remuneration for the Supervisory Board was VND 160,000,000; the Group has paid VND 160,000,000.

- The Supervisory Board held two meetings during the period, and the members agreed on the meeting agendas. The meetings focused on the following topics:

- + Review the legality and procedures for issuing resolutions and decisions of the Board of Directors.

- + Monitor the implementation and execution of the resolutions of the 2025 Annual General Meeting of Shareholders by the Board of Directors and the General Management Board.

- + Participate in providing opinions and making recommendations to the Board of Directors and the General Management Board on issues related to the Group's production and business activities during the year.

Review the 6-month financial statements and the annual financial statements.

- + Monitor the Group's compliance with legal regulations regarding information disclosure.

- + In 2025, the Supervisory Board did not receive any requests or complaints from shareholders or groups of shareholders.

- + Other tasks as assigned by the Supervisory Board.

**3. Results of monitoring the Company's operational and financial situation:**

- Financial report for 2025 of The Group has been audited by AASC Auditing Firm Co., Ltd. The auditors have issued a fully unqualified opinion on the Group's financial statements.

- The Supervisory Board agrees with the opinion of the independent audit firm.
- The financial analysis indicators are presented in the Financial Statements and Profit Distribution Plan for 2024.
- Overall assessment: Financial reports are disclosed promptly and in accordance with regulations to shareholders and investors. Regarding financial matters in 2025: The company has secured sufficient capital for production and business operations. The current ratio as of December 31, 2025 is 1.66 times, indicating that the company has adequate financial capacity to meet its obligations, a high adaptability to changing business conditions, and a sound financial standing.

Over the past year, the company has intensified its debt collection efforts and achieved quite good results. Regular assessments of the financial situation, cash flow, bank credit status, and production and business capital sources are necessary to prevent debt risks. The company needs to carefully review and evaluate existing investments to ensure efficiency.

#### **4. Report on the assessment of related transactions:**

In 2025, subsidiaries and companies in which the Group holds more than 50% control of the charter capital; members of the Board of Directors, the General Director, and related parties will not engage in any C4G share transactions on the stock exchange, nor any other negotiated transactions.

#### **5. Monitoring results for 2025.**

##### ***\*, Regarding the activities of the Board of Directors:***

During the period, the Board of Directors managed and directed the Company's operations, fulfilling its rights and obligations as stipulated in the Articles of Association and the Enterprise Law. The Company's activities in 2025 complied with current laws and regulations and the Articles of Association. The members of the Board of Directors had specific responsibilities assigned to them, effectively organizing and implementing the Company's business activities.

In 2025, the Board of Directors passed resolutions through consultation and issued 34 resolutions and decisions. The Supervisory Board assessed the Board of Directors' activities during the year as being in accordance with the law and the Group's Charter. The resolutions and decisions focused on the following groups of issues:

- Decisions related to investment policies in subsidiary companies, companies with equity stakes, affiliated companies, and investment projects.
- Decisions related to issuing shares to increase charter capital and paying dividends.
- Decisions regarding investments and asset liquidation.
- Personnel decisions fall under the authority of the Board of Directors.
- Addressing pressing issues in business operations: capital mobilization, capital recovery, focusing on settling outstanding, long-standing, and difficult-to-collect debts...

The resolutions and decisions adopted have been implemented on schedule, and the results regarding financial targets have been satisfactory. as follows:



TT	Indicators	Unit	Plan for 2025	Perform	Percentage (%)
1	Total revenue	Billion VND	4,000	3,267.39	82
2	Net profit after tax as per consolidated financial statements.	Billion VND	>200	81.96	41
3	Debt repayment capacity ratio	Time	>1	>1	Obtain
4	Dividends	%	7	But	<i>(Waiting for the General Shareholders' Meeting to approve the retention of undistributed profits)</i>

The company is complying with the Shareholders' Meeting Resolution of 2025:

- We have selected AASC Auditing Firm Co., Ltd. as the auditor for the Company's financial statements for the year 2025.

- The remuneration of the Board of Directors and Supervisory Board members will be paid in accordance with the 2025 General Shareholders' Meeting Resolution.

However, some aspects of the Resolution remain incomplete, specifically: Regarding the 2024 dividend payment: The Board of Directors has decided to temporarily suspend the implementation of the plan to issue shares to pay the 2024 dividend, which will be publicized; and regarding the plan to list shares on the centralized stock exchange (due to the lack of a suitable time, the transfer to the exchange will not be implemented in 2025).

***\*, Regarding the activities of the Board of Directors***

- Regarding the General Director's leadership: The General Director proactively implemented tasks in accordance with the Group's Charter and the Board of Directors' resolutions. The General Director managed the Board of Directors, advisory departments, and units with the Group's capital contributions to operate according to their functions and duties. Fieldwork and internal operations were coordinated smoothly. Employee benefits and policies were given attention and adapted to each period.

- The Deputy General Directors and the Directors of the various departments have performed their assigned functions and duties correctly.

The results obtained are as follows:

- The business performance indicators are presented in the Board of Directors' report at the 2026 Annual General Meeting of Shareholders.

- Job placement: Cienco4 Group always strives to ensure that the company consistently has work available and to effectively manage the process.

- Regarding investment:

- + In investment activities: Continue to explore new real estate investment projects.

+ The Group's transportation infrastructure projects, invested under the BOT (Build-Operate-Transfer) and real estate models, are being effectively utilized. Obstacles to BOT projects, such as the Thai Nguyen - Cho Moi project, are being addressed by the State and relevant ministries and agencies.

The Supervisory Board agrees with the contents of the report submitted by the Board of Directors to the General Meeting of Shareholders.

#### **6. Results of the assessment of coordination between the Supervisory Board and the Board of Directors and the General Director.**

During its term, the Supervisory Board attends meetings of the Board of Directors and meetings on the company's overall production and business activities, as well as those of individual projects, and participates in providing input at these meetings. Throughout its operation, the Supervisory Board receives coordination and support from the Board of Directors, the General Director's Office, as well as the relevant departments and affiliated units to fulfill its duties at the General Meeting of Shareholders. deliver.

#### **II. DIRECTIONS AND TASKS OF THE INSPECTION COMMITTEE.**

- To effectively fulfill the role and responsibilities of the Supervisory Board in accordance with the Charter and the Regulations on the operation of the Supervisory Board in supervising the activities of the Board of Directors and the General Director's Board in implementing resolutions of the General Meeting of Shareholders. To supervise the issuance and implementation of resolutions and decisions of the Board of Directors in accordance with the interests of the Group and its shareholders.

- The Supervisory Board will conduct regular monitoring related to all areas of the Group's operations. It will periodically check the financial situation of the Group and its joint ventures and affiliated companies. Regular or ad hoc inspections and monitoring will be conducted, and monitoring reports will be prepared to reflect the Group's current status, while also providing timely and appropriate recommendations to help the leadership better manage all areas of the Group.

The above is the Report of the Supervisory Board submitted to the General Meeting of Shareholders in 2025.

We wish all shareholders good health and a successful General Meeting./.

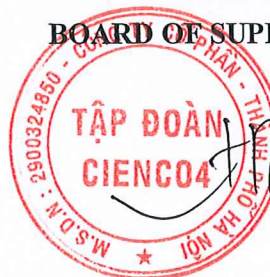
*Thank you very much!*

**Recipient :**

- General Shareholders' Meeting;
- Save: BoS.

On behalf of

**BOARD OF SUPERVISORS**



**Dao Thi Thanh Mai**



*Hanoi, April 2<sup>nd</sup> 2026*

**REPORT**  
**Regarding the selection of an auditor for the 2026 financial statements.**  
**of CIENCO4 Group**

To: The General Meeting of Shareholders

- Based on the Enterprise Law No. 59/2020/QH14, passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, and its implementing guidelines;
- Based on the Charter of Cienco4 Group Joint Stock Company.

The Supervisory Board of the Group respectfully submits to the Annual General Meeting of Shareholders 2026 a request to authorize the Board of Directors to select one of the following auditing firms to audit the financial statements for 2026:

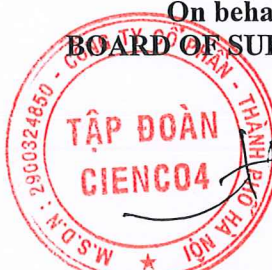

1. AASC Auditing Firm Co., Ltd.
2. A&C Auditing and Consulting Company Limited.

These are the entities qualified to conduct audits of financial statements for publicly listed companies.

Submitted to the General Meeting of Shareholders for consideration and decision.

***Recipient :***

- As above;
- Finance Department, Board of Directors Office;
- Save Office, Board of Supervisors.

On behalf of  
**BOARD OF SUPERVISORS**  
  
  
**Đào Thị Thanh Mai**

**REPORT ON FINANCIAL INDICATORS AND PROFIT DISTRIBUTION PLAN  
DIVIDEND PAYMENT PLAN FOR 2025 AND REMUNERATION PLAN FOR 2026**

Based on the provisions of the law and the charter of Cienco4 Group.

Based on the 2025 financial statements, which were audited by AASC Auditing Firm Co., Ltd. in accordance with the prescribed standards.

With the unanimous agreement of the Board of Directors, the Group's Finance Department presents to the General Meeting of Shareholders the following financial indicators, profit distribution plan, and remuneration payment plan:

**1. Report on some key financial indicators:**

In 2025, the Group's financial situation was relatively stable and achieved many good results, with specific figures shown in the following table:

Order	TARGETS	Unit	AMOUNT OF MONEY
1	Total Revenue	Billion VND	3,267.39
1.1	Revenue from sales and services	Billion VND	3,198.17
1.2	Financial operating revenue	Billion VND	69.22
3	Net profit after tax according to the Consolidated Financial Statements	Billion VND	81.96
4	Debt repayment capacity ratio	Time	1.66
5	Pay dividends	%	-

***Assessment and comments on the implementation of the 2025 financial plan:***

- Achievements: Most financial targets have been met as expected, the Group's office structure has been increasingly improved, and the average income of employees has increased and is paid on time.



- Existing difficulties: In 2025, some projects with foreign loans (package J3, CP1A) as well as projects with domestic capital (Hoa Trung Bridge, Dong Tru Bridge, Vinh Tuy Bridge...) have not yet been allocated funds or have not been paid by the main foreign contractors, affecting the Group's cash flow. The high increase in raw material prices for some North-South Expressway projects has also significantly impacted the Group's profit plan. Furthermore, while the Group's outstanding debt decreased compared to the previous year, it remains high, leading to higher financial costs than revenue from financial activities.

**- Solutions:**

+ Continue to actively and thoroughly inspect and settle accounts for projects to accelerate working capital turnover, focusing on prioritizing the acceleration of projects with sufficient funding to meet capital needs and in line with the scale of production and business of the Group.

+ The construction organization and arrangement should be appropriate to the specific implementation situation of each project in each locality, taking into account the construction conditions and the land handed over by the localities through which the project passes.

+ Implement cost reduction measures in a reasonable manner at projects and at the Group's headquarters, continue to seek reasonable sources of capital with competitive interest rates to increase financial capacity, thereby proactively engaging in production and business, investing in promising projects that yield high returns and reduce interest costs, and increasing the Group's profits.

**2. Profit distribution plan for 2025 :**

**Figures are based on the separate and consolidated financial statements for the year 2025.**

Unit: VND

TT	TARGETS	According to the Separate Financial Statements	According to the consolidated financial statements
1	Undistributed after-tax profits accumulated up to the end of the previous year.	483,470,632,512	312,005,890,648
2	Undistributed after-tax profits for 2025.	137,287,826,553	81,964,709,129
3	Total undistributed after-tax profits as of December 31, 2025.	<b>620,758,459,065</b>	<b>393,970,599,777</b>

On November 21, 2025, the Board of Directors issued Decision No. 22037/QĐ-HĐQT approving the temporary suspension of the plan to issue shares to pay dividends for 2024. Accordingly, all unrealized profits from the share issuance for dividend payment in 2024 will be added to the profits of the 2025 financial reporting period. Thus, all undistributed after-tax profits as of December 31, 2025 will be approved at the 2026 Annual General Meeting of Shareholders.

The profit distribution plan for 2025 is as follows:

TT	TARGETS	Dividend payout ratio	AMOUNT OF MONEY (VND)
1	Total undistributed after-tax profit as of December 31, 2025, according to the consolidated financial statements.		393,970,599,777
2	Cash dividend payment in 2025	-	
3	Allocate funds from the reward fund.		19,000,000,000
4	Profit retained for the next period (4=1-2-3)		374,970,599,777

Currently, the Government is drafting a Decree detailing the handling of obstacles in BOT transportation projects, including the Thai Nguyen - Cho Moi BOT investment project. Accordingly, the Thai Nguyen - Cho Moi BOT investment project is expected to... The new investor will be compensated by the State for early termination of the contract. The General Meeting of Shareholders authorizes the Board of Directors to decide on the use of this remaining profit ( VND 374,970,599,777 ) to compensate for any losses (if any) arising from the Thai Nguyen Market BOT investment project. Recently officially acquired by the State.

### 3. Payment method:

#### 3.1. Remuneration payments made in 2025 :

Based on the resolution of the 2025 General Shareholders' Meeting regarding the remuneration rates for members of the Board of Directors and the Supervisory Board in 2025 .

Job title	Quantity	Payment plan according to the 2025 General Shareholders' Meeting Resolution ( VND /person/month)	Actual payments made	Note
(1)		(2)	(3)	April 25, 2025 Ms. Phan Thi Lien was appointed as a member of the Supervisory Board.
- Board of Directors	10	10,000,000	1,200,000,000	
- Supervisory Board	03	5,000,000	160,000,000	
Total expenditure/year		1,360,000,000	1,360,000,000	

#### 3.2. Plan for paying remuneration to the Board of Directors and Supervisory Board in 2026:

Job title	Quantity	Amount (million VND/person/month)	Grand Total
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(1)	(2)	(3)	(4)
- Board of Directors	10	10,000,000	1,200,000,000
- Supervisory Board	03	5,000,000	180,000,000
<b>Total expenditure/year</b>			<b>1,380,000,000</b>

The above is the complete report on financial indicators, profit distribution plan, and remuneration for the Board of Directors and Supervisory Board for 2025 and the plan for 2026, respectfully submitted to the General Meeting of Shareholders for approval. We wish all delegates and shareholders good health and a successful meeting.

Thank you very much!

**Recipient :**

- General Meeting of Shareholders (in accordance with regulations);
- Board of Directors (for information);
- Save Office, FoDs.



**CIENCO4 GROUP**

**CHIEF ACCOUNTANT**

**Phan Sy Hung**

Hanoi, 02 April 2026

**REPORT**  
**Regarding changes to the profit distribution plan for 2024**

To: The General Meeting of Shareholders of CIENCO4 Group Joint Stock Company

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based on the Securities Law No. 54/2019 and related documents;

Based on the Charter of CIENCO4 Group Joint Stock Company ("the Group");

In 2026, the Company anticipates needing a reserve fund to cover potential losses when the Thai Nguyen – Cho Moi BOT investment project is approved by the State for acquisition and the contract is terminated prematurely. To secure this reserve fund, the Board of Directors proposes that the General Meeting of Shareholders approve the following:

**Through changes to the profit distribution plan for 2024:**

Unit: VND

TARGETS	The plan was approved at the 2025 Annual General Meeting of Shareholders.	Proposed changes
Total undistributed after-tax profit as of December 31, 2024, according to consolidated financial statements.	317,005,890,648	317,005,890,648
Dividend payment in shares in 2024	178,650,377,000	Not implemented
Profits retained for the next period	133,355,513,648	312,005,890,648

Authorize the Board of Directors to decide on the use of the remaining profits of 2024 to compensate for any losses (if incurred) of the Thai Nguyen – Cho Moi BOT investment project when the State approves the acquisition of the project.

The Board of Directors is responsible for reporting on the progress of the above-mentioned items before the meeting. Shareholders' meeting at the most recent session.

Submitted to the General Meeting of Shareholders for consideration and approval./.

**Recipient:**

- As above;
- Saved: Office, Office's BODs.

On behalf of  
BOARD OF DIRECTORS  
CHAIRMAN  
  
Nguyen Van Tuan



Number: 1776/TTr-HĐQT

Hanoi, 02 April 2026

**SUBMISSION**  
**On the approval of the plan to list C4G shares**  
**on the centralized stock exchange**

To: General Meeting of Shareholders of CIENCO4 Group Joint Stock Company

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

Pursuant to Securities Law No. 54/2019 and related documents;

Pursuant to the Charter of CIENCO4 Group Joint Stock Company;

At the 2025 Annual General Meeting of Shareholders, the General Meeting of Shareholders decided to approve the listing of C4G shares on a centralized exchange and authorized the Board of Directors to choose, based on the actual situation, an appropriate time to list C4G shares on one of the two exchanges: Ho Chi Minh City Stock Exchange (HOSE) or Hanoi Stock Exchange (HNX) . However, due to the lack of a suitable time, the Board of Directors decided to temporarily suspend the transfer of shares in 2025.

The Board of Directors proposes that the General Meeting of Shareholders continue to authorize the Board of Directors to implement the plan to list C4G shares on the stock exchange in the coming time when all conditions are met , specifically as follows:

1. Proactively choose to list C4G shares on one of two stock exchanges in Vietnam, the Ho Chi Minh City Stock Exchange (HOSE) or the Hanoi Stock Exchange (HNX);
2. Proactively choose the appropriate time to list in 2026 or another time suitable to the market situation and actual conditions;
3. Have full authority to decide and handle issues arising in relation to procedures, documents, and order of registration for stock listing; including deciding and handling issues under the decision-making authority of the General Meeting of Shareholders (if any) during the implementation process;
4. Report to the General Meeting of Shareholders on the progress and results of stock listing registration until the completion of stock listing according to regulations.

Respectfully submit to the General Meeting of Shareholders for consideration and approval./.

**Recipient:**

- As above;
- Board of Directors, Board of Supervisors;
- Office , BOD Office.

On behalf of  
**BOARD OF DIRECTORS**  
**CHAIRMAN**



**Nguyen Van Tuan**

Number: 1777/TTr-HĐQT

*Hanoi, 02 April 2026*

**REPORT**

**Regarding the authorization for the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders between the two annual meetings.**

To: The General Meeting of Shareholders of CIENCO4 Group Joint Stock Company

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based on the Securities Law No. 54/2019 and related documents;

Based on the Charter of CIENCO4 Group Joint Stock Company ("the Group");

The Group's main business areas are investment in transportation infrastructure construction and real estate projects. A characteristic of this sector is that projects have large total investment values, and implementation procedures are often quite rapid, even urgent, requiring the Group's leadership to make flexible and timely decisions. Meanwhile, according to current legal regulations, with the Group's current capital, most of the large projects it aims for will require approval at the General Shareholders' Meeting. With the legally mandated procedures, the time to complete these processes can be lengthy, potentially leading to missed business opportunities.

Therefore, to ensure flexibility in governance and management, enabling timely guidance so that the Group can seize business opportunities, enhance competitiveness, ensure the Group's business operations comply with current regulations, and better protect the rights and interests of shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to proactively decide and exercise certain rights and obligations within the authority of the General Meeting of Shareholders between the 2026-2027 annual meetings as follows :

1. Proactively adjust business performance targets and budgets for 2026 to align with market developments, macroeconomic policies, and legal regulations;

2. Decisions to invest in or sell assets with a value equal to or greater than 35% of the total asset value recorded in the Group 's most recent financial statement ;

This authorization includes authorizing the Board of Directors to negotiate and transfer the Thai Nguyen - Cho Moi BOT project when the State acquires it, provided that the total transfer value exceeds 35% of the total asset value recorded in the Group's most recent financial statement. The specific transfer value will be determined by the Board of Directors, ensuring a balance of interests among all relevant parties.

3. The corporation enters into contracts and transactions with entities specified in Clause 1, Article 167 of the Enterprise Law with a value equal to or greater than 35% of the total value of the corporation's assets as recorded in the most recent financial statement;

4. Approve the transactions stipulated in Clause 4, Article 293 of Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of a number of articles of the Securities Law;



5. Update and supplement the Charter, internal regulations on corporate governance , and the operating regulations of the Board of Directors and the Supervisory Board with new provisions to comply with current laws.

6. Decision to repurchase more than 10% of the total shares sold of each class .

The Board of Directors is responsible for reporting on the implementation of the above contents (if any ) before the meeting. Shareholders' meeting at the most recent session.

Submitted to the General Meeting of Shareholders for consideration and approval./.

***Recipient:***

- As above;
- Saved: Office, Office's BoDs.

On behalf of  
**BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyễn Văn Tuan**

**CIENCO4 GROUP JOINT STOCK COMPANY**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

**DRAFT**

**VOTING BALLOT**

**SHAREHOLDERS :**

**CODE:**

**NUMBER OF SHARES  
REPRESENTED/OWNED:**

**NUMBER OF AUTHORIZED  
SHAREHOLDERS:**

**TOTAL NUMBER OF SHARES WITH  
VOTING RIGHTS:**

*We kindly request that shareholders provide their comments by marking (X) in the corresponding square:*

No.	Content	Voting options		
		Approve d	Disappr ove	No commen t
1	Approval of the report of the Board of Directors			
2	Approval of the 2025 Financial Report			
3	Approval of changes to the profit distribution plan for 2024.			
4	Approval of the profit-sharing plan for 2025			
5	Approval of the Business Production Plan and financial targets for 2026			
6	Approval of the report of the Supervisory Board			
7	Approval of the remuneration rates for the Board of Directors and Supervisory Board in 2025 and the payment plan for 2026.			
8	Approval of the plan to list C4G shares on the centralized stock exchange.			
9	Approval of authorizing the Board of Directors to decide and exercise certain rights and obligations within the authority of the General Meeting of Shareholders between the 2026-2027 annual meetings.			
10	By authorizing the Board of Directors to select the auditing firm for the 2026 financial statements.			

*Hanoi, April 29, 2026*  
*Shareholder/Authorized Representative to sign,*  
*clearly stating full name*



(DRAFT)

**RESOLUTION**  
**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**  
**CIENCO4 GROUP JOINT STOCK COMPANY**

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;  
 Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 and related documents;  
 Based on the Charter of CIENCO4 Group Joint Stock Company;  
 Based on the Minutes of the Annual General Meeting of Shareholders of CIENCO4 Group Joint Stock Company dated April 29, 2026.

**RESOLUTION:**

**Article 1:** The 2026 Annual General Meeting of Shareholders of CIENCO4 Group Joint Stock Company unanimously agreed and approved the following contents:

- 1. Approval of the Board of Directors' Report.**
- 2. Approval of the 2025 Financial Report** It has been fully approved by AASC Auditing Firm Co., Ltd.
- 3. Approval of changes to the profit distribution plan for 2024** (as per the content of Proposal No. 1775 /TTr-HĐQT dated April 2, 2026 of the Board of Directors).
- 4. Approval of the profit distribution plan for 2025:**

TT	TARGETS	AMOUNT OF MONEY (copper)
1	Total undistributed after-tax profit as of December 31, 2025, according to consolidated financial statements.	393,970,599,777
2	Dividend payment for 2025	0
3	Allocate funds from the reward fund.	19,000,000,000
4	Profit retained for the next period (4=1-2-3)	374,970,599,777

**5. Approval of the business plan and financial targets for 2026:**

TT	Indicators	Unit	Plan
1	Revenue	Billion VND	3,500
2	Net profit (after tax)	Billion VND	150
3	Debt repayment capacity ratio	Time	>1
4	Dividends	%	7

**6. The Supervisory Board's Report was approved.**

**7. Approve the remuneration rates for members of the Board of Directors and Supervisory Board for 2025; and the payment plan for 2026:**

**7.1. Approval of remuneration levels for the Board of Directors and Supervisory Board in 2025:**

Job title	Quantity	Plan (VND)	Actual amount paid (VND)	Note
(1)	(2)	(3)	(4)	
- Board of Directors	10	1,200,000,000	1,200,000,000	
- Supervisory Board	03	160,000,000	160,000,000	
<b>Total expenditure/year</b>		<b>1,360,000,000</b>	<b>1,360,000,000</b>	

**7.2. Approval of the remuneration plan for the Board of Directors and Supervisory Board in 2026:**

Job title	Quantity	Plan (VND/person/month)	Total (VND)	Note
(1)	(2)	(3)	(4)=(2)*(3)	
- Board of Directors	10	10,000,000	1,200,000,000	
- Supervisory Board	03	5,000,000	180,000,000	
<b>Total expenditure/year</b>			<b>1,380,000,000</b>	

**8. Approve the plan to list C4G shares on the centralized stock exchange (according to the content of Proposal No. 1776 /TTr-HĐQT dated April 2, 2026 of the Board of Directors) .**

**9. Approval of the delegation of authority to the Board of Directors to decide and exercise certain rights and obligations within the competence of the General Meeting of Shareholders between the two annual meetings of 2026-2027. (According to the content of Report No. 1777/ TTr-HĐQT dated April 2, 2026 of the Board of Directors).**

**10. By authorizing the Board of Directors to select one of the following entities to audit the 2026 financial statements :**

1. AASC Auditing Firm Co., Ltd.
2. A&C Auditing and Consulting Company Limited.

**Article 2: Enforcement Clause:**

This resolution takes effect from the date of signing.

The Board of Directors, the Supervisory Board, the General Director, relevant departments and units, and all shareholders of CIENCO4 Group Joint Stock Company are responsible for implementing this Resolution./.

**Recipient:**

- Shareholders;
- Members of the Board of Directors and Supervisory Board;
- General Director; Deputy General Directors;
- Member departments and units;
- Hanoi Stock Exchange;
- Group's Website;
- Saved: Office, Office of the Board of Directors.

**On behalf of the General Meeting of Shareholders  
PRESIDE**

**Nguyen Van Tuan**