



Hanoi, April 18, 2026

**RESOLUTION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF VISICONS CONSTRUCTION AND INVESTMENT JOINT STOCK
COMPANY – VC6**

Foundations:

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

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

Minutes of the 2026 Annual General Meeting of Shareholders of Visicons Construction and Investment Joint Stock Company dated April 18, 2026

Status of shareholders:

- Total number of shareholders convened to attend the meeting: 779 shareholders, owning 10,840,877 shares, accounting for 100% of the issued shares.
- Total number of shareholders, shareholders' representatives attending the meeting is: 65 people
- Total number of shares owned and represented is: 9,987,708 shares
- The total number of shares with voting rights at the Meeting is: 9,987,708 shares, equivalent to: 9,987,708 votes, accounting for 92,13% of the total number of shares with voting rights to be convened.

The meeting discussed and voted to approve the following resolutions:

IT IS HEREBY RESOLVED

Article 1: Approval for the production and business results in 2025; Business and production plan in 2026 of the Supervisory Board, detailed key norms as follows:

1.1. Business and production results in 2025

Unit: Billion VND

No.	Norm	Plan in 2025	Implementation in 2025	Rate of implementation/ plan in 2025
1	Total output value	2,324.97	2,542.18	109%
2	Revenue (VAT included)	2,246.41	2,314.86	103%
3	Profit before tax	39.81	42.98	108%
4	Profit after tax	31.85	34.38	108%

Voting rate for approval: 100% agreement vote

1.2. Business and production plan in 2026

Unit: Billion VND

No.	Norm	Implementation in 2025	Plan in 2026	Percentage of the plan in 2026 compared to the implementation in 2025
1	Total output value	2,542.18	3,456.38	136%
2	Revenue (VAT included)	2,314.86	3,350.00	145%
3	Profit before taxes	42.98	51.59	120%
4	Profit after taxes	34.38	42.28	120%
5	Dividend (%/year)	25%	20%	80%

Voting rate for approval: 100% agreement vote

Article 2: Approval for the audited 2025 Financial Statements of Visicons Construction and Investment Joint Stock Company for the year ended 31/12/2025 by Ernst and Young Vietnam Co., Ltd.

Voting rate for approval: 100% agreement vote

Article 3: Approval for the Working Report in 2025 and some key tasks in 2026 of the Board of Directors.

Voting rate for approval: 100% agreement vote

Article 4: Approval for the Working Report in 2025 of the Supervisory Board; Approval for selecting a Company to audit the Financial Statements in 2026 of the Company:

4.1. Approval for the Working Report in 2025 of the Supervisory Board

Voting rate for approval: 100% agreement vote

4.2/ Approve the authorization to the Board of Directors of the Company to choose one of the following auditing companies to review and audit the financial statements in 2026 for the Company:

Ernst & Young Vietnam Company Limited (EY)

Deloitte Vietnam Company Limited (Deloitte)

KPMG Vietnam Company Limited (KPMG)

Voting rate for approval: 100% agreement vote

Article 5: Approval for the profit distribution plan for the financial year 2025:

No.	Content	Amount (VND)
1	Total profit before taxes in 2025	42,977,034,337
2	Corporate income tax in 2025	8,597,198,186
3	Distributed profit in 2025 = (1) - (2)	34,379,836,151
3.1	Dividend division according to contributed capital (108,408,770,000VND x 25 %)	27,102,192,500
3.2	Payment of remuneration to the Board of Directors and the Supervisory Board (not work concurrently)	60,000,000
3.3	Deduction from the Bonus and Welfare Fund (equivalent to 1 month's indirect salary x 20%)	1.978.000.000
3.4	Undistributed remaining profit	5,239,643,651

Voting rate for approval: 100% agreement vote

Article 6: Approval for the dividend payment rate in 2025; Plan of dividend payment in 2025 in cash and Plan of share issuance dividends to pay dividends in 2025 in shares, specifically as follows:

6.1. Adopt the dividend payment rate in 2025 of: 25%

In which:

- + Dividend payment rate in 2025 in cash: 10%
- + Dividend payment rate in 2025 in shares: 15%

Voting rate for approval: 100% agreement vote

6.2. Adopt the plan of dividend payment in 2025 in cash:

- Form of dividend payment: Dividend payment in cash
- Implementation rate: 10%/share (01 share will receive 1,000.0 VND)
- Source of implementation: Distributed profits in 2025
- Implementation period: Within 6 months after the plan of dividend payment in 2025 in cash is adopted by the General Meeting of Shareholders.
- Authorize the Board of Directors to choose the appropriate time to carry out procedures for closing the list of shareholders and implement other related work to pay dividends in 2025 in cash to the Shareholders according to relevant provisions of the current law.

Voting rate for approval: 100% agreement vote

6.3. Adopt the plan of share issuance to pay dividends in 2025 in shares as follows:

Share name:	Visicons Construction and Investment Joint Stock Company Share
Share class:	Common share
Securities code:	VC6
Par value of shares:	10,000 VND/share
Charter capital of the Company:	108,408,770,000 VND
Total number of issued shares:	10,840,877 shares
Number of treasury shares:	0 share
Number of outstanding shares:	10,840,877 shares
Number of shares expected to be issued:	1,626,132 shares
Total value of shares issued at par value:	16,261,320,000 VND
Expected increase rate of charter capital:	
- Charter capital before issuance:	108,408,770,000 VND
- Charter capital after issuance:	124,670,090,000 VND
Form of issuance:	Issue shares to pay dividends
Rate of number of issued shares/Total number of outstanding shares	15%

Rate of right implementation	15% of outstanding shares (Shares issued to existing shareholders will be distributed according to the method of exercising rights at the rate of 100:15. Accordingly, on the date of closing the list of shareholders exercising rights, shareholders owning 01 share will enjoy 01 right, shareholders owning 100 rights will receive 15 new share).
Expected time of issuance	After receiving approval from the State Securities Commission (“SSC”) expected in 2026.
Subjects entitled to receive dividends in shares:	Existing shareholders are stated in the list of shareholders at the last registration date to exercise the right of receiving dividends in 2025 in shares.
Funding source for implementation:	Undistributed after-tax profits according to the Company's 2025 audited financial statements.
Principles for rounding and handling fractional shares:	<p>The number of issued shares will be rounded down to the unit position, the decimal fraction (if any) will be canceled.</p> <p>For example: Shareholder A owns 1256 shares, with the right exercise rate of: 100:15, the number of shares received by shareholder A is: $1256 \times 15 / 100 = 188.40$ shares. According to the rounding principle, the number of new shares received by shareholder A is 188 shares. The odd number of shares (0.40 shares) will be cancelled.</p>
Transfer restrictions:	Issued shares are not subject to transfer restrictions. Shareholders may not transfer their rights to a third party.
Distribution methods:	<p>For depository securities: securities owners carry out procedures to receive dividends in shares at depository members where securities depository accounts are opened.</p> <p>For non-depository securities: Securities owners carry out procedures to receive dividends in shares at the Head Office of Visicons Construction and Investment Joint Stock Company (Address: 5th Floor, 29T2 Building, Hoang Dao Thuy Street, Yen Hoa Ward, Hanoi City). When carrying out the procedures, it is required to present Citizen Identity Card/Identity Card.</p>
Purpose of issuance	Share issuance to pay dividends in 2025 to increase the size of charter capital to serve the Company's activities.

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

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

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

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

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

The General Meeting of Shareholders authorizes the Company's Board of Directors to carry out the work related to the share issuance to pay dividends in 2025 in shares as follows:

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

Voting rate for approval: 100% agreement vote

Article 7: Approval for the remuneration plan in 2025 and remuneration plan in 2026 of the Board of Directors and the Supervisory Board

7.1. Payment of remuneration to the Board of Directors and the Supervisory Board in 2025:

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

Voting rate for approval: 100% agreement vote

7.2. Plan of remuneration payment to the Board of Directors and the Supervisory Board in 2026

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

Voting rate for approval: 100% agreement vote

Article 8: Implementation provision:

The resolution of the 2026 Annual General Meeting of Shareholders of Visicons Construction and Investment Joint Stock Company takes effect from the date of the approval of the Company's 2026 Annual General Meeting of Shareholders on April 18, 2026.

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

The Resolution was approved by the Annual General Meeting of Shareholders in 2026 of Visicons Construction and Investment Joint Stock Company in full text at the meeting.

Attn:

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

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



**VISICONS CONSTRUCTION AND
INVESTMENT JOINT STOCK
COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

===== *** =====

MINUTES
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
OF VISICONS CONSTRUCTION AND INVESTMENT
JOINT STOCK COMPANY
– Securities code: VC6

Name of organization: VISICONS CONSTRUCTION AND INVESTMENT JOINT STOCK COMPANY

Head office: Floor 5, Building 29T2, Hoang Dao Thuy Street, Yen Hoa Ward, Hanoi City

Certificate of Enterprise Registration for Joint Stock Company No.: 0100105503, first issued on 17 July 2000 and amended for the 15th time on 09 July 2025 by the Business Registration and Corporate Finance Department – Hanoi Department of Finance.

Today, April 18, 2026, at the Head Office of Visicons Construction and Investment Joint Stock Company - Floor 5, Building 29T2, Hoang Dao Thuy Street, Yen Hoa Ward, Hanoi, the 2026 Annual General Meeting of Shareholders of the Company has been conducted with the following contents:

PART I – OPENING OF THE MEETING

1. Verification report for shareholder's status:

Shareholder and shareholders' representative attending the meeting:

The total number of shareholders and shareholders' representatives entitled to attend and vote at the 2026 Annual General Meeting of Shareholders of Visicons Construction and Investment Joint Stock Company is 779 organizations and individuals, owning 10,840,877 shares

(According to the consolidated list of securities holders exercising voting rights No. VNMEETVSDV014283/VSDVC6XX dated March 24, 2026, issued by Vietnam Securities Depository and Clearing Corporation)

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

The actual total number of shareholders and shareholders' representatives attending the Annual General Meeting of Shareholders is: 65 delegates, owning and representing 9,987,708 shares, equivalent to: **92.13%** of the total number of shares with the right to attend the 2026 Annual General Meeting of Shareholders of Visicons Construction and Investment Joint Stock Company.

According to the provisions of the law and the Organizational and Operational Charter of the Company, the 2026 Annual General Meeting of Shareholders of VISICONS Joint Stock Company has met the conditions to be conducted. The shareholders and shareholders' representatives attending the meeting have the right to vote according to the number of owned and / or represented shares.

2. Opening of the meeting:

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

+ Salute the flag, sing the National Anthem

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

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

**** The Presidium:***

1. Mr. Tran Van Khanh Chairman of the Board of Directors – Chairman of the Meeting
2. Mr. Hoang Hoa Cuong Members of the Board of Directors, General Director
3. Mr. Nguyen Minh Tuan Members of the Board of Directors
4. Mr. Nguyen Phan Tuan Members of the Board of Directors
5. Mr. Otani Shingo Independent Member of the Board of Directors

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

**** The Vote Counting Board included:***

1. Mr. Vu Cong Huy
2. Mr. Dong Anh Tu
3. Mr. Phi Chi Kien
4. Ms. Ngo Phuong Lan

The meeting unanimously agreed to approve the working regulations, the list of the Presidium, the Secretariat of the Meeting, the Vote Counting Committee at the 2026 Annual General Meeting of Shareholders of VISICONS Joint Stock Company in the form of raising voting cards with 100% voting rate

3. Agenda of the Meeting:

Mr. Nguyen Phan Tuan - The Presidium reported to the Meeting to approve the Agenda of the 2026 Annual General Meeting of Shareholders of VISICONS Joint Stock Company. The Meeting unanimously approved the content of the Agenda of the Meeting by raising voting cards with 100% voting rate.

PART II: CONTENTS PRESENTED AT THE MEETING

1. Mr. Hoang Hoa Cuong - General Director of the Company presented to the Meeting the Report on business and production results in 2025, business and production plan in 2026, expected dividend rate in 2026 of the Company.
2. Mr. Tran Van Khanh - Chairman of the Board of Directors presented to the Working Report in 2025 and some key tasks in 2026 of the Board of Directors;
3. Ms. Mai Phuong Anh - Chief Accountant presented to the Meeting the Statement: Expected profit distribution plan to be implemented in 2025; Dividend payment rate in 2025, dividend payment plan in 2025 in cash, plan of share issuance to pay dividends in 2025 in shares; Payment of the remuneration of the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for the Board of Directors and the Supervisory Board in 2026.
4. Mr. Dang Thanh Huan - Head of the Supervisory Board presented to the Working Report in 2025 of the Supervisory Board.

(The Reports and Statements presented at the Meeting are located in the Documents of the 2026 Annual General Meeting of Shareholders of the Company sent to each Shareholder attending the meeting and posted on the website of the Company at address: www.visicons.vn)

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

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

PART IV: VOTING FOR ISSUES AT THE MEETING

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

1. Adopt the production and business results in 2025; Business and production plan in 2026; Plan for the dividend rate in 2026 of the Company.

1.1. Business and production results in 2025

Unit: Billion VND

No.	Norm	Plan in 2025	Implementation in 2025	Rate of implementation/ plan in 2025
1	Total output value	2,324.97	2,542.18	109%
2	Revenue (VAT included)	2,246.41	2,314.86	103%
3	Profit before tax	39.81	42.98	108%
4	Profit after tax	31.85	34.38	108%

- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

1.2. Business and production plan in 2026

Unit: Billion VND

No.	Norm	Implementation in 2025	Plan in 2026	Percentage of the plan in 2026 compared to the implementation in 2025
1	Total output value	2,542.18	3,456.38	136%
2	Revenue (VAT included)	2,314.86	3,350.00	145%
3	Profit before taxes	42.98	51.59	120%
4	Profit after taxes	34.38	42.28	120%
5	Dividend (%/year)	25%	20%	80%

- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

2. Approval for the audited 2025 Financial Statements of Visicons Construction and Investment Joint Stock Company for the year ended 31/12/2025 by Ernst and Young Vietnam Co., Ltd.

- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

3. Approval for the Working Report in 2025 and some key tasks in 2026 of the Board of Directors.

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

4. Approval for the Working Report in 2025 of the Supervisory; Approval for selecting a Company to audit the Financial Statements in 2026 of the Company:

4.1. Approval for the Working Report in 2025 of the Supervisory

- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

4.2. Approve the authorization to the Board of Directors of the Company to choose one of the following auditing companies to review and audit the financial statements in 2026 for the Company:

Ernst & Young Vietnam Company Limited (EY)

Deloitte Vietnam Company Limited (Deloitte)

KPMG Vietnam Company Limited (KPMG)

- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

5. Approval for the profit distribution plan for the financial year 2025:

No.	Content	Amount (VND)
1	Total profit before taxes in 2025	42,977,034,337
2	Corporate income tax in 2025	8,597,198,186
3	Distributed profit in 2025 = (1) - (2)	34,379,836,151
3.1	Dividend division according to contributed capital (108,408,770,000VND x 25 %)	27,102,192,500
3.2	Payment of remuneration to the Board of Directors and the Supervisory Board (not work concurrently)	60,000,000
3.3	Deduction from the Bonus and Welfare Fund (equivalent to 1 month's indirect salary x 20%)	1.978.000.000
3.4	Undistributed remaining profit	5,239,643,651

- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

6. Approval for the dividend payment rate in 2025; Plan of dividend payment in 2025 in cash and Plan of share issuance dividends to pay dividends in 2025 in shares, specifically as follows:

6.1. Adopt the dividend payment rate in 2025 of: 25%

In which:

- + Dividend payment rate in 2025 in cash: 10%
- + Dividend payment rate in 2025 in shares: 15%

- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

6.2. Adopt the plan of dividend payment in 2025 in cash:

- Form of dividend payment: Dividend payment in cash
 - Implementation rate: 10%/share (01 share will receive 1,000.0 VND)
 - Source of implementation: Distributed profits in 2025
 - Implementation period: Within 6 months after the plan of dividend payment in 2025 in cash is adopted by the General Meeting of Shareholders.
 - Authorize the Board of Directors to choose the appropriate time to carry out procedures for closing the list of shareholders and implement other related work to pay dividends in 2025 in cash to the Shareholders according to relevant provisions of the current law.
- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.
 - The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
 - The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

6.3. Adopt the plan of share issuance to pay dividends in 2025 in shares as follows:

Share name:	Visicons Construction and Investment Joint Stock Company Share
Share class:	Common share
Securities code:	VC6
Par value of shares:	10,000 VND/share
Charter capital of the Company:	108,408,770,000 VND
Total number of issued shares:	10,840,877 shares
Number of treasury shares:	0 share
Number of outstanding shares:	10,840,877 shares
Number of shares expected to be issued:	1,626,132 shares
Total value of shares issued at par value:	16,261,320,000 VND
Expected increase rate of charter capital:	
- Charter capital before issuance:	108,408,770,000 VND
- Charter capital after issuance:	124,670,090,000 VND
Form of issuance:	Issue shares to pay dividends
Rate of number of issued shares/Total number of outstanding shares	15%
Rate of right implementation	15% of outstanding shares (Shares issued to existing shareholders will be distributed according to the method of exercising rights at the rate of 100:15. Accordingly, on the date of closing the list of shareholders exercising rights, shareholders owning 01 share will enjoy 01 right, shareholders owning 100 rights will receive 15 new share).
Expected time of issuance	After receiving approval from the State Securities Commission ("SSC") expected in 2026.
Subjects entitled to receive dividends in shares:	Existing shareholders are stated in the list of shareholders at the last registration date to exercise the right of receiving dividends in 2025 in shares.
Funding source for implementation:	Undistributed after-tax profits according to the Company's 2025 audited financial statements.
Principles for rounding and handling fractional shares:	The number of issued shares will be rounded down to the unit position, the decimal fraction (if any) will be canceled. For example: Shareholder A owns 1256 shares, with

	the right exercise rate of: 100:15, the number of shares received by shareholder A is: $1256 \times 15 / 100 = 188.40$ shares. According to the rounding principle, the number of new shares received by shareholder A is 188 shares. The odd number of shares (0.40 shares) will be cancelled.
Transfer restrictions:	Issued shares are not subject to transfer restrictions. Shareholders may not transfer their rights to a third party.
Distribution methods:	For depository securities: securities owners carry out procedures to receive dividends in shares at depository members where securities depository accounts are opened. For non-depository securities: Securities owners carry out procedures to receive dividends in shares at the Head Office of Visicons Construction and Investment Joint Stock Company (Address: 5th Floor, 29T2 Building, Hoang Dao Thuy Street, Yen Hoa Ward, Hanoi City). When carrying out the procedures, it is required to present Citizen Identity Card/Identity Card.
Purpose of issuance	Share issuance to pay dividends in 2025 to increase the size of charter capital to serve the Company's activities.

- a. Adopt the change of Charter Capital in the Organizational and Operational Charter of Visicons Construction and Investment Joint Stock Company.
- b. Adopt the implementation of procedures for registering the change of Charter Capital content in the Company's Business Registration Certificate at the Business Registration and Corporate Finance Department – Hanoi Department of Finance after being approved by the State Securities Commission of Report on issuance results.

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

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

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

The General Meeting of Shareholders authorizes the Company's Board of Directors to carry out the work related to the share issuance to pay dividends in 2025 in shares as follows:

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

- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.

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

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

7. Approval for the remuneration plan in 2025 and remuneration plan in 2026 of the Board of Directors and the Supervisory Board

7.1. Payment of remuneration to the Board of Directors and the Supervisory Board in 2025:

N o.	Full name	Position	Remunerat ion/month	Number of months	Amount (Including personal income tax)	Note
I	The Board of Directors					
1	Tran Van Khanh	Chairman	10,000,000	12	120,000,000	
2	Hoang Hoa Cuong	Member	5,000,000	12	60,000,000	
3	TODA KOJI	Member	5,000,000	04	20,000,000	Representatives of MAEDA CORPORATION refuses to receive remuneration paid to members of the Board of Directors
4	OTANI SHINGO	Member	5,000,000	08	40,000,000	

5	Nguyen Minh Tuan	Member	5,000,000	12	60,000,000	
6	Nguyen Phan Tuan	Member	5,000,000	12	60,000,000	
II	The Supervisory Board					
1	Đang Thanh Huan	Head of the Board	5,000,000	12	60,000,000	
2	Tran Tuan Khanh	Member	3,000,000	04	12,000,000	Representatives of MAEDA CORPORATION refuses to receive remuneration paid to members of the Supervisory Board
3	FUJIKAWA MARIKA	Member	3,000,000	08	24,000,000	
4	Nguyen Kien Trung	Member	3,000,000	12	36,000,000	
	Total:				396,000,000	

- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

7.2. Plan of remuneration payment to the Board of Directors and the Supervisory Board in 2026.

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

- The total number of shares with agreement vote is 9,987,708, equal to 100% of the total number of shares participating in the voting at the Meeting.
- The total number of shares with the disagreement vote is 0, equal to 0% of the total number of the total number of shares participating in the voting at the Meeting.
- The total number of shares with other opinion vote is 0, representing 0% of the total number of the total number of shares participating in the voting at the Meeting.

PART VI: PROCEDURES FOR CLOSING OF THE MEETING

1. Mr. Nguyen Van Quyen on behalf of the Secretariat read the draft minutes and draft resolutions of the Meeting.
2. The Meeting voted to approve the full text of the Minutes and Resolutions of the Annual General Meeting of Shareholders in 2026.

3. This Minutes was fully and truthfully recorded by the Secretary of the Meeting, was read before the Meeting.

4. Mr. Nguyen Kien Trung, on behalf of the Organizing Committee, expressed his gratitude and announced the closing of the Meeting.

This minutes was completed at 10:00 a.m. on April 18, 2026 and was made into two copies with the same legal validity.

**On behalf of the Secretariat
of the Meeting**

*Truong Thi Doan Trang
(Signed)*

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

(Signed)



-----***-----
Hanoi, March 26, 2026

**REPORT OF THE EXECUTIVE BOARD
ON BUSINESS AND PRODUCTION RESULTS IN 2025
BUSINESS AND PRODUCTION TASKS AND PLANS IN 2026**

Dear Distinguished Delegates!

On behalf of the Company's General Directorate, I would like to report on the results of production and business activities in 2025 as well as production and business tasks and plans for 2026 of Visicons Construction and Investment Joint Stock Company as follows:

**PART I.
BUSINESS AND PRODUCTION RESULTS IN 2025**

1.1 Main norms:

Unit: Billion VND

No.	Norm	Plan in 2025	Implementation in 2025	Rate of implementation/ plan in 2025
1	Total output value	2,324.97	2,542.18	109%
2	Revenue (VAT included)	2,246.41	2,314.86	103%
3	Profit before tax	39.81	42.98	108%
4	Profit after tax	31.85	34.38	108%
5	Dividend (%/year)	20%/year	25%/year	125%

(Performance table of aggregated norms attached)

1. Bidding activity:

Actively conduct marketing and bidding for projects domestically and internationally; the total winning value as of December 31, 2025 is **VND 3,100 billion, reaching 166% of the plan in 2025**. Typical projects under construction by the Company include: Project for Expansion of the elastic fabric weaving and dyeing factory at Pho Noi Textile and Garment Industrial Park – Hung Yen; Senao Factory at Phase 1 at Thai Ha Industrial Park – Ninh Binh; Factory of Energy System Company in Vietnam (Phase 3) at Quang Minh Industrial Park – Hanoi; ARGOSY Technology Factory at Phase 1 at Yen My Industrial Park – Hung Yen; Linh Anh Paper Manufacturing Factory at Quang Chu Industrial Cluster – Thai Nguyen; FSP Factory at

Expanded Phuc Dien Industrial Park – Hai Phong; Red Board Factory – Phase 1 at Kim Bang 1 Industrial Park – Ninh Binh; works under the Project of QMH Computer Co., Ltd. and the QMHP Dormitory Building at My Thuan Industrial Park – My Loc Ward – Ninh Binh Province; the Dormitory Project of Wistron Property Co., Ltd. including 02 dormitory buildings of 15 floors and 04 dormitory buildings of 14 floors at Le Ho Ward – Ninh Binh Province; PALM MANOR Viet Tri New Urban Area Project – Phu Tho; works under Tam Anh General Hospital System and other works.

2. System management activity:

- Consolidate the system of functional divisions of the Company's Office: newly establish the Design Division and Market Development Division, enhancing the Company's capability as a Design-Build general contractor.
- Conduct review, amendment, supplementation, and completion of the Company's regulations, rules, and management procedures.
- Implement investment in the application of technological software to support design work and construction management.

3. Execution management activity:

- Organize the implementation of construction works ensuring quality and schedule, meeting the requirements of Clients.
- Focus on internal supervision and acceptance to control quality, safety, and construction progress of works and provide training and guidance on the implementation of technical procedures in accordance with the Company's regulations.
- Implement specific solutions to attract construction teams to work at the Company's works.

4. Financial activity:

- Implement the payment of dividends for 2024 in cash at the rate of 10% to VISICONS shareholders.
- Complete the issuance of shares to pay dividends for 2024 in shares at the rate of 12% to VISICONS shareholders, increasing the Company's charter capital to VND 108,408,770,000.
- Maintain regular payment of salaries to employees and fully and timely pay wages to construction teams.
- Ensure payment to subcontractors and suppliers in accordance with the committed payment terms.
- Fully and properly implement social insurance contributions for employees and fulfill tax payment obligations to the State budget.

5. Human resource activity:

- Over the past year, the Board of Directors has issued decisions:
 - + Appoint Mr. Nguyen Lai Tho to the position of Deputy General Director of the Company, concurrently serving as Head of the Bidding – Contract Management Division.
 - + Newly appoint positions of Head of the Design Division, Head of the Market Development Department, and Deputy Head of the Design Division.
 - + Reappoint the position of Head of the Construction Equipment Department.

+ Additionally appoint 01 Deputy Head of the Bidding – Contract Management Division in charge of M&E and 01 Deputy Head of the Administration Division.

- The Company has continuously attracted and recruited personnel to meet staffing requirements for functional divisions and indirect workforce managing construction at sites.

- Organize nearly 80 internal training sessions on professional and technical construction expertise, disseminating and applying the Company's internal management regulations and relevant legal provisions.

- Adjust and increase salaries for all employees in the Company commensurate with each individual's capacity and work performance.

6. Investment activity:

- Additionally invest in galvanized box steel systems to promptly meet the construction requirements of projects.

- Additionally invest in 01 07-seat automobile to serve the Company's operations.

- Additionally invest in 01 wheeled excavator to serve construction works.

- Continue implementing cooperation contracts for investment in the Company's real estate projects.

PART II.

BUSINESS AND PRODUCTION TASKS AND PLANS IN 2026

The construction market in 2026 is forecast to continue facing many difficulties and challenges. In order to ensure sustainable production and business development, and to secure employment and increase income for employees, the Company focuses on implementing the following key tasks:

II.1/ Business and production norms and plan in 2026

Unit: Billion VND

No.	Norm	Implementation in 2025	Plan in 2026	Percentage of the plan in 2026 compared to the implementation in 2025
1	Total output value	2,542.18	3,456.38	136%
2	Revenue (VAT included)	2,314.86	3,350.00	145%
3	Profit before taxes	42.98	51.59	120%
4	Profit after taxes	34.38	42.28	120%

II.2/ Key tasks in 2026:

1. Bidding and market development activity:

- Actively implement bidding marketing, **strive to reach the winning bid value of VND 2,000 billion in 2026.**

2. System management activity:

- The Company's Leadership closely follows and directs the assignment of tasks to the divisions and departments within the Company's Office; establishes and issues the Regulations on Organization and Operation for newly established functional divisions to ensure maximum operational efficiency of the functional divisions and departments as well as construction units, thereby enhancing the Company's competitiveness in market development bidding and project implementation.
- Continue reviewing, amending, supplementing, and finalizing the Company's management regulations, rules, and procedures.
- Effectively utilize modern information technology and apply technological software to support employees in maximizing their individual capabilities, improving work efficiency, quality, and effectiveness, and meeting the increasingly high demands of the market.

3. Design activity:

- Promote the transition of design work from 2D to 3D in order to improve product quality and accelerate project progress.
- Develop, issue, and implement internal regulations, rules, and procedures for design work to ensure the quality of design products and effective oversight of authorship.

4. Site management activity:

- Continue proposing and implementing measures to attract the workforce to work on the Company's projects.
- Strengthen internal supervision and acceptance to control the quality, safety and progress of construction in accordance with the internal regulations, rules and management procedures issued by the Company.
- Apply solutions to enhance and promote the management efficiency and work quality of the human resources of the Executive Board/Construction Command Board.
- Reporting must be done fully, accurately and on time in accordance with the Company's regulations.

5. Financial activity:

- Focus on expediting the completion of documentation to ensure timely payment, final settlement, and debt recovery for ongoing projects.
- Continue ensuring the timely payment of salaries and income, as well as payments to subcontractors and suppliers in accordance with commitments; fulfill social insurance contributions and tax obligations in compliance with regulations.
- Further improve the quality of cash flow planning for inflows and outflows.
- Continue implementing measures to reduce production costs, minimize financial expenses, and enhance overall business performance efficiency.

6. Human resource activity:

- Develop recruitment plans, implement a combination of recruitment methods, and flexibly apply talent attraction policies to recruit engineers and architects who meet the Company's workforce requirements for business and production activities.
- Continue strengthening internal training to disseminate and guide the implementation of the Company's internal regulations, rules, and procedures; enhance training for new and young employees, and promote proactive self-learning.
- Focus on promoting and improving the work efficiency and quality of the workforce across the Company.
- Continue reviewing, assessing, and streamlining personnel who do not meet job requirements, while developing a high-quality workforce.

7. Investment activity:

- Additionally invest in 01 wheeled excavator to support construction activities at project sites.
- Continue investing in and enhancing construction equipment capacity to meet the Company's production and business requirements.
- Continue implementing cooperation investment contracts for the Company's real estate projects.

The above constitutes the Report on the Company's Production and Business Results in 2025 and its business and production tasks and plans for 2026, respectfully submitted by the Executive Board to the General Meeting of Shareholders.

Our Distinguished Delegates and Honored Shareholders,

Recognizing the increasingly competitive construction market, and in line with the direction of the Board of Directors, the Company's General Directorate is committed, together with all employees, to making greater efforts to successfully achieve the objectives set for 2026, in meaningful celebration of the 35th anniversary of VISICONS.

We wish all Distinguished Delegates and Honored Shareholders present today good health, happiness, and success.

Sincerely thank!

Attn:

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

GENERAL DIRECTOR

HOÀNG HOA CƯỜNG

Signed

VISICONS CONSTRUCTION AND INVESTMENT JOINT STOCK COMPANY
SUMMARY OF TARGETS EXPECTED TO BE IMPLEMENTED IN 2025 AND PLAN IN 2026

	Unit	Plan in 2025	Implementati on in 2025	The rate of implementa tion of the plan for 2025	Plan in 2026	The rate of implement ation in 2025
I - OUTPUT VALUE	Million VND	2,324,973	2,542,179	109%	3,456,378	136%
1. Value of production, construction and installation	As above	2,323,692	2,528,420	109%	3,456,378	137%
2. Value of real estate production and business	As above	1,045	13,131	1257%		
3. Other production and business value	As above	236	628	266%		
II - TOTAL REVENUE (INCLUDING VAT)	Million VND	2,246,414	2,314,856	103%	3,350,000	145%
1. Construction and installation revenue	As above	2,245,133	2,301,097	102%	3,348,854	146%
2. Real estate business revenue	As above	1,045	13,131	1257%	1,146	9%
3. Other production and business revenue	As above	236	628	266%		
III - PROFIT BEFORE TAXES	Million VND	39,814	42,977	108%	51,597	120%
1. Construction and installation profit	As above	38,754	40,912	106%	50,676	124%
2. Real estate business profit	As above	824	1,495	181%	921	62%
3. Other production and business revenue	As above	236	570	242%		
IV - PROFIT AFTER TAXES	Million VND	31,850	34,380	108%	41,281	120%
V - DIVIDEND RATE (Proposed)	%	20.0%	25.0%	125%	20.0%	80%
VI - SUBMITTED TO THE STATE BUDGET	Million VND					
1. Payable amount	As above	11,700	19,291	165%	33,726	175%
Divided into: - Transferred from the previous year	As above	4,700	5,059	108%	8,726	172%
- Current year	As above	7,000	14,232	203%	25,000	176%
2. Already paid amount	As above	8,200	10,118	123%	21,726	215%
Divided into: - Transferred from the previous year	As above	4,700	5,059	108%	8,726	172%
- Current year	As above	3,500	5,059	145%	13,000	257%
VII - INVESTMENT AND DEVELOPMENT	Million VND	19,303	6,092	32%	22,342	367%
1. Investment in real estate	As above	7,342	0	0%	7,342	
2. In-depth investment in machines and equipment	As above	11,961	6,092	51%	15,000	246%



Hanoi, March 26, 2026

**REPORT OF THE BOARD OF DIRECTORS
TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026**

I. Evaluation of the operation situation of the Company in 2025:

In 2025, the Company made significant efforts to fulfill the production and business tasks and plans adopted by the Annual General Meeting of Shareholders. The results achieved are as follows:

- Total output value: **VND 2,542.18 billion**, reaching **109%** of the annual plan
- Total revenue: **VND 2,314.86 billion**, reaching **103%** of the annual plan
- Profit before tax: **VND 42.98 billion**, reaching **108%** of the annual plan
- Profit after tax: **VND 34.38 billion**, reaching **108%** of the annual plan
- Dividend: **25% per year**, reaching **125%** of the annual plan

*** General evaluation of the Company's business and production results in 2025:**

The company has achieved the goal of sustainable development, preserved capital; ensured employment and stable income for employees, fulfilled the obligations to pay to the State budget and pay dividends to the Shareholders.

*** Evaluation of each field of production and business:**

1. Construction and installation field:

In 2025, the Company actively conducted marketing and bidding activities and won bids for projects from Japanese, Taiwanese, Chinese, European Clients and reputable domestic Clients. With its capability as a general contractor for design and construction for all types and grades of industrial building works and promoting investment in the application of BIM in design to improve the quality of bidding documents, the total value of construction contracts won in 2025 is **VND 3,100 billion, reaching 166% of the plan in 2025**, ensuring the objective of developing the Company's key business sector.

2. Real estate investment and business field:

- Continue performing the Investment Cooperation Contract for the project of Ngoc My - Thach Than craft village industrial cluster, Quoc Oai District, Hanoi City, and promote cooperation to prepare for investment in the real estate project in Phu Tho Province.
- Continue studying, promoting, and expanding cooperative investment relationships to develop real estate investment and business activities.

3. Field of management and investment in improvement of the capacity of construction machines and equipment:

- Utilize the available resources from investment activities in previous years, supply machines and equipment to meet production requirements, and ensure the efficient use of materials and equipment. Strengthen maintenance and servicing activities to ensure tools, instruments, machines and equipment, and continue studying to invest in machines and equipment with new technology to meet market demand.

4. Capital investment activity:

- The Company continues maintaining its contributed capital amount of VND 19,500,000,000, corresponding to 1,950,000 shares, accounting for 65% of the charter capital of Visiland Investment and Construction Joint Stock Company.

5. Financial field:

- The Company's financial situation is transparent, ensuring capital sources to meet the requirements of the Company's production and business activities.
- Implement the payment of dividends for 2024 in cash at the rate of 10% and complete the issuance of shares to pay dividends for 2024 in shares at the rate of 12% to VISICONS shareholders, increasing the Company's charter capital to VND 108,408,770,000.

II. Summary of the meetings and decisions of the Board of Directors in 2025:

The Board of Directors held periodic meetings and extraordinary meetings; members of the Board of Directors may attend meetings in online form to orient and direct the Company's production and business activities in accordance with the Resolution of the Annual General Meeting of Shareholders in 2025 dated April 18, 2025, and to timely resolve matters within the authority of the Board of Directors, serving as a basis for the General Directorate to implement in order to meet the requirements of the Company's production and business activities:

1. Activities of the Board of Directors:

- The Board of Directors directed the successful organization of the Annual General Meeting of Shareholders in 2025 on April 18, 2025.

- The Board of Directors decided to select Ernst & Young Vietnam Co., Ltd. to audit the Company's financial statements for the fiscal year 2025;
- Direct the implementation of the payment of remuneration for 2024 to the Board of Directors and the Supervisory Board in accordance with the Resolution approved by the Annual General Meeting of Shareholders in 2025.
- Direct the implementation to complete and exceed the production and business plan norms for 2025 approved by the General Meeting of Shareholders.
- Focus on promoting the development and completion of the internal management document system. In 2025, the Company amended, supplemented, issued and applied many regulations and procedures. The internal management document system has been gradually standardized, regulating all aspects of the Company's operations, promoting production activities and improving business efficiency.
- Over the past year, the Board of Directors issued decisions to consolidate the system of functional divisions of the Company's Office and to strengthen the management personnel:
 - + Newly establish the Design Division and the Market Development Division, enhancing the Company's capability as a Design-Build general contractor.
 - + Appointed Mr. Nguyen Lai Tho to hold the position of Deputy General Director cum Head of Bidding – Contract Management Division.
 - + Newly appoint the positions of Head of the Design Division, Head of the Market Development Division and Deputy Head of Design Division.
 - + Reappoint the position of Head of the Construction Equipment Division.
 - + Additionally appoint 01 Deputy Head of the Bidding – Contract Management Division in charge of M&E and 01 Deputy Head of the Administration Division.
- Direct to focus on investing in and timely applying professional software, investing in the application of Building Information Modeling (BIM) in design work, strengthening internal training, sending employees to attend training courses to improve professional capacity, enhancing productivity, quality and work efficiency, meeting the increasingly high demands of the market.
- Over the past year, the Board of Directors decided to adjust and increase salaries for all employees in the Company, decided bonuses for completion of production and business tasks commensurate with each individual's capability and work efficiency, and applied many personnel remuneration policies to encourage and improve personnel productivity and quality, building a high-quality workforce to meet the Company's production and business requirements.

- Fully perform information disclosure responsibilities in accordance with the regulations on information disclosure applicable to public companies listed on Hanoi Stock Exchange.

- Production and business activities are transparent in responsibilities, authority, obligations and benefits; in compliance with the Company's regulations and the State's laws, ensuring harmonization of interests among shareholders, employees and obligations to the State.

* All decisions of the Board of Directors: Shareholders are requested to refer to the detailed contents in the Corporate Governance Report for 2025 of Visicons Construction and Investment Joint Stock Company, which has been disclosed on the electronic information page of the State Securities Commission, Hanoi Stock Exchange and published on the Company's website at: Visicons.com.vn

2. Tasks of each member of the Board of Directors:

The Chairman of the Board of Directors and the members of the Board of Directors have fully and properly performed the functions and duties of members of the Board of Directors as stipulated in the Company's Charter on Organization and Operation and the relevant provisions of law.

3. Remuneration of each member of the Board of Directors:

Shareholders are requested to refer to the Statement regarding: Draft statement of remuneration of the Board of Directors and the Supervisory Board for 2025 and the plan for 2026.

4. Supervisory results for the General Director and other managers in 2025:

The General Director together with the General Directorate and other managers of the Company have organized the implementation of production and business tasks in accordance with the Resolution of the General Meeting of Shareholders and the direction of the Board of Directors, making many efforts in managing the Company's production and business activities; details are presented in the Report on production and business results for 2025 of the Executive Board submitted to the General Meeting of Shareholders.

- The Company's semi-annual financial statements and annual financial statements for 2025 have been concluded by Ernst & Young Vietnam Co., Ltd. to present truthfully and reasonably, in all material respects, the financial position of the Company, as well as the results of production and business activities and cash flow situation for the fiscal year ending on the same date, in accordance with Vietnamese accounting standards, the Vietnamese enterprise accounting regime, and relevant legal regulations.

III. Some key tasks of the Company in 2026

In 2026, in order to gradually enhance reputation and brand in the construction market and expand real estate investment and business activities, and to continue implementing the goal of stable and sustainable development, the Company needs to focus on implementing some key tasks as follows:

1. Determine to complete the production and business plan norms for 2026 and the contents adopted by the Annual General Meeting of Shareholders in 2026.
2. Direct to focus on key market segments being works and projects of reputable Clients with financial capability and projects with foreign investment capital.
3. Focus on directing the development and issuance of the Regulations on Organization and Operation of newly established functional divisions; adjust the functions and duties of divisions and departments under the Company's Office; complete the system of internal regulations, rules and procedures for management and operation of the Company's production and business activities, ensuring maximization of operational efficiency of functional divisions and departments as well as construction units, enhancing the Company's competitiveness in bidding, market development and project implementation.
4. Direct to strengthen training and human resource development, build a qualified workforce, comply with the Company's working discipline and working culture.
5. Focus on personnel evaluation, salary payment, bonus consideration, and application of personnel remuneration policies commensurate with each individual's working capability in order to encourage and improve personnel productivity and quality, building a high-quality workforce to meet the requirements of development of the Company's production and business activities.
6. Direct payment, finalization, debt recovery, control of cash flow planning, reduction of financial costs and compliance with financial regulations of the Company and the State.
7. Direct to continue investing in advanced construction equipment to enhance construction and installation capacity and increase revenue from the Company's construction equipment business activities.
8. Direct to continue studying for investment and cooperation in investment in appropriate real estate projects.
9. Direct to study to gradually implement the application of software in management and operation of the Company's production and business activities, implementing the goal of digital transformation in the enterprise.

10. Remain steadfast in the goal of sustainable development, enhancing the reputation of the VISICONS brand in the Vietnam construction market.

IV. CONCLUSION:

Recognizing that in the coming time there will still be many difficulties and challenges for the operations of enterprises in the construction and real estate business sectors, in order to successfully fulfill production and business tasks, build and develop the Company, the Board of Directors of VISICONS Joint Stock Company sincerely hopes to continue receiving the attention and support of the Shareholders and the determination, unity and promotion of the spirit of solidarity of all employees of the Company for a sustainably developing VISICONS, ensuring a harmonious balance of interests between shareholders and employees.

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

Sincerely thank you!

Attn:

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

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

Signed





**VISICONS CONSTRUCTION
& INVESTMENT JSC.**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

-----***-----



**REPORT ON THE ACTIVITIES OF THE INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS AND THE ASSESSMENT OF THE INDEPENDENT
MEMBER ON THE PERFORMANCE OF THE BOARD OF DIRECTORS IN 2025**

The Board of Directors of Visicons Construction & Investment Joint Stock Company (the “BOD”) for the 2025 - 2030 term consists of 05 members, including 01 Independent Member. Below is the report on the activities of the Independent Member of the BOD and the assessment of the Independent Member on the performance of the BOD in 2025.

1. Activities of the Independent Member of the BOD in 2025

In 2025, the Independent Member of the BOD attended all regular BOD meetings, achieving an attendance rate of 100%. The Independent Member reviewed, provided opinions on, and voted on matters within the authority of the BOD, with a 100% approval rate for all matters passed by the BOD.

In addition, during 2025, the Independent Member of the BOD fully performed the supervisory role and responsibilities in overseeing the activities of the BOD through meetings, discussions, and the BOD’s resolution-making process.

Supervising and monitoring compliance with laws, the Company’s Charter, and the implementation of resolutions of the General Meeting of Shareholders (“GMS”).

Preparing the report to be submitted to the Annual General Meeting of Shareholders on the activities of the Independent Member of the BOD.

Attending regular and extraordinary BOD meetings and independently providing opinions on matters presented at such meetings during the year.

During the course of performing duties, the Independent Member of the BOD maintained effective coordination with the other BOD members, the Executive Management, and the Company’s management levels. The Independent Member highly appreciates the cooperation and support of all relevant parties throughout the working process in 2025.

2. Assessment of the Independent Member of the BOD on the performance of the BOD and the Executive Management

The current BOD structure of the Company consists of 05 members, including 01 Independent Member, satisfying the ratio of independent members as required under applicable laws.

The BOD members attended meetings to discuss and approve matters within the authority of the BOD. All BOD resolutions adopted at meetings were approved in accordance with the majority principle. Meeting minutes were duly prepared and signed by attending BOD members. The approval rate for matters submitted to the BOD reached 100%.

The BOD effectively performed its role in organizing and implementing the plans, policies, and strategic directions approved by the GMS. The BOD complied with legal requirements and corporate governance regulations, convened regular and extraordinary meetings to timely address arising matters, and adopted resolutions appropriate to actual circumstances in order to safeguard the interests of the Company and its shareholders.

The Company has established a clear segregation of duties between the Chairperson of the BOD and the General Director, in compliance with the applicable legal requirements on corporate governance.

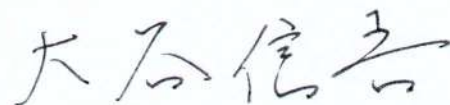
The executive BOD members regularly attended regular and extraordinary meetings of the Executive Management to address matters arising in the Company's operations. Important decisions of the Executive Management were analyzed, challenged, and consulted with the BOD members to ensure the best interests of the Company.

In 2025, the BOD properly fulfilled its role and responsibilities in directing, supporting, and supervising the Executive Management in implementing matters approved by the GMS and the BOD, ensuring compliance with the law and balancing the interests of the Company and existing shareholders.

Respectfully submitting this report!

March 26, 2026

Independent Member of the BOD



OTANI SHINGO





Hanoi, March 26, 2026



REPORT OF THE SUPERVISORY BOARD
At the 2026 Annual General Meeting of Shareholders

To: The Annual General Meeting of Shareholders

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

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

I. Activities of the Supervisory Board

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

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

I. Supervision results for activities of the Board of Directors

- The Board of Directors has held regular (and irregular) meetings in accordance with the Company's organizational and operational Charter. The Board of Directors has also adopted many decisions in the form of seeking written opinions

- The Board of Directors has issued resolutions and decisions related to the Company's operations within its responsibilities and authority, ensuring the Company's effective business production management and operations. These resolutions and decisions of the Board of Directors have been issued following proper procedures, within the scope of authority, and in compliance with legal regulations and the Company's Charter. During the past term, the Board of Directors has decided and proposed the General Meeting of Shareholders to decide on the following key issues:
 - Decide on the organizational structure and key personnel of the Company to meet the actual production and business situation of the Company. In 2026, the Board of Directors appointed one additional Deputy General Director and Heads/Deputy Heads of the Company's departments and divisions.
 - Amend and supplement internal governance regulations to ensure that the Company operates transparently and effectively in accordance with the Company's Charter and legal regulations.
 - Implement and direct the Executive Board to successfully organize the General Shareholders' Meeting for the 2020-2025 term.
 - Select an independent auditing firm to review and audit the Company's semi-annual and annual financial statements.
 - Implement and supervise the Executive Board to periodically and irregularly disclose information in accordance with legal regulations for listed companies.
 - Carry out other tasks in accordance with the Board of Directors' functions and duties.

II. Supervision results for activities of the Executive Board

1. General assessment

- In 2025, the Executive Board has made significant efforts to ensure the Company's stable operations and steady growth; the Company has consistently generated profits and distributed dividends to shareholders at the levels approved by the Annual General Meeting of Shareholders;
- The Executive Board has implemented solutions to enhance capabilities in human resources, management, and equipment to meet the competitive demands of the market. As a result, the company's reputation and brand have been increasingly strengthened.
- The bidding process was well-executed, with the value of successful contracts reaching VND 3,100 billion in 2025, achieving 166% of the plan, laying the foundation for the company to complete its plan for 2025 and subsequent years.
- Financial and accounting operations are transparent; the preparation, auditing, and disclosure of quarterly and annual financial statements comply with legal regulations on information disclosure.

2. Implementation of Annual General Meetings of Shareholders' Resolutions

The company will implement the contents approved by the 2025 Annual General Meeting of Shareholders, specifically:

- Pay dividends to shareholders according to the Resolution of the Annual General Meeting of Shareholders, including 10% in cash and 12% in shares (increasing the company's charter capital to VND 108,408,770,000).
- Sign an audit contract with Ernst & Young Vietnam Co., Ltd. as an independent audit firm to audit the semi-annual and annual financial statements;
- Allocate and pay remuneration for the Board of Directors and the Supervisory Board in accordance with resolutions of the Annual General Meeting of Shareholders;
- Achieve the economic targets according to the Resolution of the 2025 Annual General Meeting of Shareholders, achieving high growth compared to the plan, details as follows:

Unit: Billion VND

No.	Norm	Plan in 2025	Implementation in 2025	Rate of implementation/ plan in 2025
1	Total output value	2,324.97	2,542.18	109%
2	Revenue (VAT included)	2,246.41	2,314.86	103%
3	Profit before tax	39.81	42.98	108%
4	Profit after tax	31.85	34.38	108%
5	Dividend	20%/year	25%/year	125%

3. Regarding the Appraisal of Separate and Consolidated Financial Statements for 2025

The separate and consolidated financial statements for 2025 were prepared, audited, and published in accordance with the legal regulations for listed companies. The separate and consolidated financial statements were audited by Ernst & Young Vietnam Co., Ltd., and the auditor's opinion was unqualified. The separate and consolidated financial statements for 2025 of the Company accurately reflect the financial situation as of December 31, 2025, the business results, and cash flow for 2025.

The foregoing is the Report of the Supervisory Board on evaluation of activities of Company in 2025.

Kindly ask the Shareholders to review and adopt.

ON BEHALF OF THE SUPERVISORY BOARD

HEAD

ĐANG THANH HUAN

Signed