

Nghe An,, June 09, 2026

RESOLUTION
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VNECO4 ELECTRICAL CONSTRUCTION JSC

- Pursuant to the Enterprises Law No. 59/2020/QH14 dated June 17, 2020, adopted by the National Assembly of the Socialist Republic of Vietnam, as amended by Law No. 03/2022/QH15 adopted by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022, and its guiding documents;

- Pursuant to the charter of VNECO4 Power Construction JSC;

- Based on Minutes of Meeting No. 01 BB/VNECO4-ĐHĐCĐ of The 2026 Annual General Meeting of Shareholders of VNECO4 Power Construction JSC, held on June 09, 2026;

RESOLUTION:

Article 1: Approval of the Vote Counting Committee, Meeting Agenda, Meeting Working Regulations and Election Regulations.

Article 2: Approval of the 2025 audited financial statements audited by International Auditing and Valuation Company Limited with the following indicators:

Total revenue, income: 61,242,753,099 VND

Profit after tax: 105,613,718 VND

Article 3: Approval of the Board of Directors' 2025 Operational Report

Article 4: Approval of the Board of Supervisors' 2025 Report.

Article 5: Approval of the 2025 profit distribution plan. In 2025, the reported accumulated after-tax profit is negative, so no profit will be distributed.

Article 6: Approval of the Report on Production and Business Performance for 2025 and the Production and Business Plan for 2026, with the following key targets:

- Total revenue, income: 131,272,000,000 VND

- Profit after tax: 3,640,000,000 VND

- Dividend ratio/charter capital: 0%

Article 7: Authorizing the Board of Directors to decide on the selection of an independent auditing firm to audit the Company's semi-annual financial statements and audit the Company's 2026 financial statements.

Article 8: Approving the allowance levels of the Board of Directors, Board of Supervisors and Company Secretary in 2026, effective from June 1, 2026, as follows:

- Allowance for Chairman of the Board of Directors: 3,000,000 VND/month



- Allowance for Board of Directors members: 2,000,000 VND /month/person
- Allowance for Head of Supervisory Board: 2,000,000 VND /month
- Salary of Person in charge of corporate governance: 2,000,000 VND/month/person
- Allowance for Board of Supervisors members: 1,000,000 VND/month/person
- Company Secretary allowance: 1,000,000 VND/month

- Bonus levels applicable to the Company's Executive Management

+ A bonus equal to 7% of profit after tax shall be granted if the profit target is achieved.

+ A bonus equal to 10% of profit after tax shall be granted if the achieved profit reaches from 120% to 129% of the profit target.

+ A bonus equal to 13% of profit after tax shall be granted if the achieved profit reaches 130% or more of the profit target.

Article 9: Approval of the plan to increase charter capital by private placement of shares as in Proposal No. 01 TT/HĐQT-VNECO4 dated June 09, 2026.

Article 10: Approval of the dismissal of Ms. Nguyen Thi Hoang Oanh from the position of member of the Board of Directors for the 2025–2030 term and the additional election of a member of the Board of Directors for the 2025–2030 term.

Article 11: Approval of the appointment of Mr. Trinh Viet Quan as an Independent Member of the Board of Directors for the 2025–2030 term..

Article 12: Implementation provisions: This Resolution consists of 02 pages, 12 articles, unanimously approved by the General Meeting of Shareholders in full at the meeting and takes effect from June 09, 2026. Members of the Board of Directors, Supervisory Board, and Board of Management are responsible for implementing this Resolution.

**O. B.O GENERAL MEETING OF SHAREHOLDERS
VNECO4 ELECTRICITY CONSTRUCTION JSC
CHAIRMAN**



Tran Quang Duc



Nghe An, June 09, 2025

MINUTES OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

A- Time, location and participants:

1. Time: Opening at 8:00 a.m., June 09, 2026.

2. Location: Hall of VNECO4 Electrical Construction JSC - No. 197 - Nguyen Truong To Street - Thanh Vinh Ward - Nghe An Province.

3. Report on the results of checking the percentage of shareholders attending the General Meeting:

+ At 8:00 a.m. on June 09, 2026, there were 24 shareholders and authorized shareholders registered to attend the meeting, representing 2.272.195 shares out of a total of 3,028,000 voting shares, accounting for 75,04%.

- According to the provisions of Enterprise Law No. 59/2020/QH14 and the Company's Charter, the 2026 Annual General Meeting of Shareholders of VNECO4 Electricity Construction JSC has met all the conditions to hold the meeting.

- Prior to the official opening of the General Meeting, the Organizing Committee received nominations and self-nominations for candidates to the Board of Directors and the Board of Supervisors for the 2025–2030 term from major shareholders, as follows:

+ Major shareholder Tran Quang Duc (holding 2,000,000 shares, representing 66.03% of the total voting shares of the Company) nominated the following candidate(s):

- To nominate Mr. Trinh Viet Quan for election to the Board of Directors for the 2025–2030 term.
- To nominate Mr. Nguyen Giang Nam for election to the Board of Directors for the 2025–2030 term.

B- Meeting agenda:

1. Organize, state the reason and introduce delegates.

2. Introduce the Chairman and Secretary of the meeting.

+ Chairperson of the meeting: Tran Quang Duc – Chairman of the Board of Directors.

+ Secretary of the meeting: Le Thi Kieu Oanh.

3. Election of the Counting Committee:

The General Meeting of Shareholders elected the General Meeting's Election consisting of the following gentlemen and ladies:

+ Ms Ho Thi Khanh Van,

Head of the Vote Counting Committee

+ Mr Vo Hong Quan Member

+ Ms. Duong Thi Thu Anh Member

The General Meeting approved the above-mentioned content with the following voting results, by show of voting cards: Approval: 100%; Disapproval: 0%; Abstain: 0%

4. Approval of the content and agenda of the 2026 Annual General Meeting of Shareholders:

Mr. Tran Van Huy - Chairman presented the following issues:

- Content and agenda of the 2026 Annual General Meeting of Shareholders.

After Mr. Tran Van Huy presented the above contents, the General Meeting of Shareholders proceeded to vote and approve the above issues with the voting results according to the percentage of the total number of voting shares attending the Meeting, specifically as follows:

Voting to approve the agenda of the 2026 Annual General Meeting of Shareholders (The proposed agenda has been published on the Company's website at www.vneco4.com.vn)

The General Meeting approved the above-mentioned content with the following voting results, by show of voting cards: Approval: 100%; Disapproval: 0%; Abstain: 0%

Based on the vote counting results, the General Meeting of Shareholders approved all contents and the agenda of the Meeting.

5. Vote to approve the program of Regulations on organizing the General Meeting of Shareholders, Election Regulations at the General Meeting

Mr. Vo Hong Quan - Member of the Board of Supervisors read the Regulations on organizing the 2026 Annual General Meeting of Shareholders.

The General Meeting approved the above-mentioned content with the following voting results, by show of voting cards: Approval: 100%; Disapproval: 0%; Abstain: 0%

C. Meeting agenda:

I. Presenting the contents of reports and presentations at the meeting:

1. *Report on production and business results in 2025 and direction for implementing tasks in 2026.* (with attached documents)

Presenter: Nguyen Trung Phu – Member of the Board of Directors and Deputy Director of the Company.

2. *Report of the Board of Supervisors in 2025.* (with attached documents)

Presenter: Nguyen The Tam – Head of the Supervisory Board.

3. *Report on the Board of Directors' activities in 2025 and orientation plan for 2026.* (with attached documents)

Presenter: Mr. Ho Huu Phuoc, Member of Board of Directors - Director of the Company

4. *Proposal on the Audited financial report for 2025.* (with attached documents) - The Board of Directors authorized Mr. Hoang Dinh Khanh - Chief Accountant to read the report.

Presenter: Mr. Hoang Dinh Khanh - Chief Accountant of the Company.

5. Proposal for selecting an independent auditor to review the semi-annual financial statements and audit the Company's financial statements for 2026 (with attached documents)

Presenter: Nguyen The Tam – Head of the Supervisory Board.

6. Proposal on remuneration of members of the Board of Directors, Board of Supervisors and Company Secretary in 2026. (with attached documents)

Presenter: Hoang Dinh Khanh – Chief Accountant of the Company.

7. Proposal on profit distribution in 2025. (with attached documents)

Presenter: Hoang Dinh Khanh – Chief Accountant of the Company.

8. Proposal on increasing charter capital by private offering of shares. (with attached documents)

Presenter: Mr. Ho Huu Phuoc – Member of Board of Directors.

9. Proposal on the Dismissal and Supplementary Election of a Member of the Board of Directors for the 2025–2030 Term

10. Conduct elections for the Board of Directors and Board of Supervisors for the 2025-2030

The head of the counting committee reads the election regulations and distributes ballots.

II. The General Meeting discussed and voted to approve the following reports and proposals and conduct the election:

2.1. Discussion

Shareholder coded 130 proposed to amend, supplement and replace certain targets set out in Proposal No. 01 TT/VNECO4-HĐQT with the following details:

The offering price shall be adjusted from VND 13,500 per share to VND 11,500 per share. Accordingly, the total offering value shall be VND 34,500,000,000 (in words: Thirty-four billion five hundred million Vietnamese dong).

Accordingly, the total proceeds expected to be raised from the offering amount to VND 34,500,000,000 (in words: Thirty-four billion five hundred million Vietnamese dong), which are proposed to be utilized as follows:

No.	Purpose	Amount (VND)	Expected Period of Utilization
I	Investment in and procurement of machinery and equipment	8,000,000,000	In the fourth quarter of 2026 and during 2027
	Investment in the establishment of companies and/or the acquisition of shares or capital contributions in companies for the implementation of projects serving the Company's production, business and investment activities, including:	14,500,000,000	In 2026, 2027
II			

	- The 110/220kV Substation and 22kV outgoing feeder projects supplying electricity loads to factories located in Dat Cuoc Industrial Park, Bac Tan Uyen Commune, Ho Chi Minh City;		
	- The social housing development project at Land Plot No. 197 Nguyen Truong To Street, Thanh Vinh Ward, Nghe An Province.		
III	Supplementation of working capital for business operations in 2026	12,000,000,000	In the fourth quarter of 2026 and during 2027
	TOTAL	34,500,000,000	

After discussion, the General Meeting of Shareholders unanimously approved the above adjustment for updating Proposal No. 01/TTr-VNECO4-HĐQT by a show of voting cards, with the voting results as follows: Approval: 100%; Disapproval: 0%; Abstain: 0%

Accordingly, the contents of Proposal No. 01/TTr-VNECO4-HĐQT, as updated, will be submitted for public voting at the General Meeting of Shareholders by ballot voting in accordance with regulations..

2.2. The General Meeting of Shareholders proceeded with voting and election.

- Total number of ballots issued: 24, representing: 2.272.195 votes voting rights, accounting for 100.00% of the total voting rights of shareholders attending the meeting.
- Total number of ballots collected: 24, representing: 2.272.195 voting rights, accounting for 100.00% of the total voting rights of shareholders attending the meeting.
- Total number of ballots not collected: 0, representing 0 voting rights, accounting for 0.00% of the total voting rights of shareholders attending the meeting.

The detailed results are as follows:

1. Report on production and business results in 2025 and direction for implementing tasks in 2026.

Total number of valid ballots: 24 representing: 2.272.195 votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: 24 representing: 2.272.195 votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*
- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*
- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders.

2. Report of the Board of Supervisors in 2025.

Total number of valid ballots: 24 representing: 2.272.195 votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: 24 representing: 2.272.195 votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*

- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders.

3. Report on the Board of Directors' activities in 2025 and orientation plan for 2026.

Total number of valid ballots: 24 representing: 2.272.195 votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: 24 representing: 2.272.195 votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*

- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

4. Proposal on the approval of the 2025 audited Financial Statements.

Total number of valid ballots: 24 representing: 2.272.195 votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: 24 representing: 2.272.195 votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*

- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

5. Proposal on Authorization for the Board of Directors to decide on the selection of an auditing company to review the semi-annual financial statements and audit the Company's financial statements for 2026.

Total number of valid ballots: 24 representing: 2.272.195 votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- Total number of Approval votes: 24 representing: 2.272.195 votes, accounting for: ...% of the total number of votes of shareholders attending and voting.

- Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

- Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

6. Proposal on Approval of the remuneration of the Board of Directors, Board of Supervisors and Company Secretary in 2026 as follows:

- Remuneration for Chairman of the Board of Directors:	3,000,000 VND/month
- Board of Directors' remuneration:	2,000,000 VND/month/person
- Income level of Head of the specialized Control Board:	2,000,000 VND/month
- Salary of Person in charge of corporate governance:	2,000,000 VND/month/person
- Remuneration for Board of Supervisors members:	1,000,000 VND/month/person
- Company Secretary remuneration:	1,000,000 VND/month

+ Bonus levels applicable to the Company's Executive Management

- A bonus equal to 7% of profit after tax shall be granted upon achievement of the profit plan.

- A bonus equal to 10% of profit after tax shall be awarded if actual profit reaches 120% or more of the approved profit target.

- A bonus equal to 13% of profit after tax shall be awarded if actual profit reaches 130% or more of the approved profit target.

Total number of valid ballots: 24 representing: 2.272.195 votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- Total number of Approval votes: 24 representing: 2.272.195 votes, accounting for: ...% of the total number of votes of shareholders attending and voting.

- Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

- Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

7. Proposal of the Profit distribution plan.

Total number of valid ballots: 24 representing: 2.272.195 votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: 24 representing: 2.272.195 votes, accounting for: ...% of the total number of votes of shareholders attending and voting.*

- *Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

- *Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.*

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

8. Proposal of the plan to increase charter capital by private placement of shares and authorization to the Board of Directors to carry out relevant procedures and documentation in accordance with applicable regulations.

With respect to the voting item on the Proposal regarding the increase of charter capital through a private placement of shares, the voting rights and approval ratio were calculated after excluding the voting rights of shareholders having related interests, as follows:

<i>No.</i>	<i>Shareholder Code</i>	<i>Full Name</i>	<i>Number of Voting Rights</i>	<i>Related Interest</i>
<i>1</i>	<i>96</i>	<i>TRAN QUANG DUC</i>	<i>2.000.000</i>	<i>Strategic investor participating in the private placement</i>
<i>Total</i>			<i>2.000.000</i>	

After excluding the above voting rights, the total voting rights of shareholders attending and voting on this item were 272,195 voting rights. Details:

Total number of ballots issued: 23, representing: 272.195 votes voting rights, accounting for 100.00% of the total voting rights of shareholders attending the meeting.

Total number of ballots collected: 23, representing: 272.195 voting rights, accounting for 100.00% of the total voting rights of shareholders attending the meeting.

Total number of ballots not collected: 0, representing 0 voting rights, accounting for 0.00% of the total voting rights of shareholders attending the meeting.

Total number of valid ballots: 23 representing: 272.195 votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- *Total number of Approval votes: 23 representing: 272.195 votes, accounting for: 100 % of the total number of votes of shareholders attending and voting.*

- Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.
- Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Accordingly, the above matter was approved with a 100% voting rate based on the total number of votes cast by the attending and voting shareholders

9. Approval of the dismissal and additional election of members of the Board of Directors for the 2025–2030 term

9.1. Approval of the dismissal of Ms. Nguyen Thi Hoang Oanh from her position as a Member of the Board of Directors for the 2025–2030 term.

Total number of valid ballots: 24 representing: 2.272.195 votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

- Total number of Approval votes: 24 representing: 2.272.195 votes, accounting for: ...% of the total number of votes of shareholders attending and voting.
- Total number of Disapproval votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.
- Total number of Abstention votes: 0 votes, representing 0 votes, accounting for 0% of the total number of votes of shareholders attending and voting.

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

9.2. Approval of the election results of the Board of Directors for the 2025-2030 term.

Total number of ballots issued: 24 , representing 2.272.195 voting rights, accounting for 100.00% of the total voting rights of shareholders attending the meeting.

Total number of ballots collected: 22, representing 2.268.880 voting rights, accounting for 99,85% of the total voting rights of shareholders attending the meeting.

Total number of ballots not collected: 2, representing 3.315 voting rights, accounting for 0,15% of the total voting rights of shareholders attending the meeting.

Total number of valid ballots: 22, representing 2.268.880 votes, accounting for: 100.0000% of the total number of votes of shareholders attending and voting, of which:

Total number of Invalid ballots: 0 represents: 0 votes, accounting for: 0% of the total number of votes of shareholders attending and voting.

Detailed election results:

No.	Full Name	Number of Votes Received
1	Mr. Trinh Viet Quan	1.759.485
2	Mr. Nguyen Giang Nam	509.395

Thus, with the above election results, Mr. Trinh Viet Quan was elected to the Board of Directors for the term 2025-2030 of the Company.

III. Approval of meeting minutes and resolutions:

1. Ms. Le Thi Kieu Oanh, Secretary of the General Meeting, presented the contents of the Minutes and Resolution, and collected shareholders' votes to approve the Minutes and Resolution of the General Meeting.

The General Meeting approved the above-mentioned content with the following voting results, by show of voting cards: Approval: 100%; Disapproval: 0%; Abstain: 0%

The 2026 Annual General Meeting of Shareholders of VNECO4 Power Construction JSC ended at 12:00 p.m. on the same day.

SECRETARY

Le Thi Kieu Oanh

CHAIRMAN



Tran Quang Duc

