

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
CIENCO 4 GROUP JOINT STOCK COMPANY

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

Pursuant to Securities Law No. 54/2019/QH14 dated November 26, 2019 and related documents;

Pursuant to the Charter of Cienco 4 Group Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Cienco 4 Group Joint Stock Company dated April 25, 2025.

RESOLUTION:

Article 1: The 2025 Annual General Meeting of Shareholders of Cienco 4 Group Joint Stock Company has agreed and approved the following contents:

1. Approve the Board of Directors' 2024 Operational Report and 2025 Operational Plan.

2. Approval of the Financial Report and profit distribution plan for 2024:

2.1. Approval of the 2024 Financial Report which has been fully approved by AASC Auditing Firm Limited Company.

2.2. Approval of the 2024 profit sharing plan:

Order	Indicators	Percentage(%)	Dividend Payout Ratio	Amount (VND)
1	Total undistributed profit after tax to this period according to Consolidated Financial Statements	100		317 .005.890.648
2	Dividend payment 2024	56 .36	5 %	178 .650.377.00 0
3	Bonus fund	1.57		5 ,000,000,000
4	Retained earnings for next period (4=1-2-3)	42 .07		133 .355.513.648

3. Approval of the 2025 Production and Business Plan and financial targets:

TT	Indicators	Unit	Plan
1	Revenue	Billion VND	4,000
2	Realized profit (after tax)	Billion VND	> 200
3	Debt Coverage Ratio	Time	>1
4	Dividends	%	7

4. Approval of the Board of Supervisors' 2024 Operational Report.

5. Approval of remuneration levels for members of the Board of Directors and Board of Supervisors in 2024 and payment plan for 2025:

5.1. Approval of remuneration levels for the Board of Directors and Board of Supervisors in 2024:

Title	Quantity	Plan (VND)	Actual payment (VND)	Note
(1)	(2)	(3)	(4)	
- Board of Directors	11	1,320,000,000	1,275,621,174	
- Board of Control	03	180,000,000	157,500,000	
Total cost/year		1,500,000,000	1,433,121,174	

5.2. Approval of the plan for remuneration payment to the Board of Directors and Board of Supervisors in 2025:

Title	Quantity	Plan (VND/person/month)	Total (VND)	Note
(1)	(2)	(3)	(4)=(2)*(3)	
- Board of Directors	10	10,000,000	1,200,000,000	
- Board of Control	03	5,000,000	160,000,000	
Total cost/year			1,360,000,000	

6. Approval of the plan to issue shares to pay dividends in 2024 (according to the content of Submission No. 1665/TTr-Board of Directors dated April 1, 2025 of the Board of Directors).

7. Approval of changes in the plan for using the proceeds from public stock offerings in 2022 and 2023 (according to the content of Submission No. 1666/TTr-Board of Directors dated April 1, 2025 of the Board of Directors).

8. Approval of the plan to list C4G shares on the centralized stock exchange (according to the content of Submission No. 1667/TTr-Board of Directors dated April 1, 2025 of the Board of Directors).

9. Approve the content of amendments and supplements to the Internal Regulations on Corporate Governance (according to the content of Submission No. 1668/TTr-Board of Directors dated April 1, 2025 of the Board of Directors).

10. Approving the authorization for the Board of Directors to decide and exercise a number of rights and obligations under the authority of the General Meeting of Shareholders between the

two annual meetings of 2025 - 2026 (according to the content of Submission No. 1669/TTr-Board of Directors dated April 1, 2025 of the Board of Directors).

11. Approving the results of the election of Mrs Phan Thi Liên as a controller for the term 2024 - 2029.

12. Approving the authorization for the Board of Directors of the Group to select one of the following units to audit the 2025 Financial Statements:

1. AASC Auditing Firm Limited Liability Company;
2. Nhan Tam Viet Auditing Company Limited.

Article 2: Implementation terms:

This Resolution takes effect from the date of signing.

The Board of Directors, Board of Supervisors, Board of General Directors, relevant departments and units, and all shareholders of Cienco 4 Group Joint Stock Company are responsible for implementing this Resolution./.

Recipient:

- Shareholders;
- Member of Board of Directors, Board of Supervisors;
- General Director; Deputy General Directors;
- Boards and member units;
- State Securities Commission;
- Hanoi Stock Exchange;
- Group Website;
- Save: Board of Directors Office.

On behalf of.
GENERAL MEETING OF SHAREHOLDERS
CHAIRMAN



Nguyen Van Tuan



MINUTES OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CIENCO4 GROUP JOINT STOCK COMPANY

Organization name: CIENCO4 GROUP JOINT STOCK COMPANY

Address : 10th-11th Floor, ICON4 Building, 243A De La Thanh Street, Lang Thuong Ward, Dong Da District, Hanoi City.

Business Registration Number : 2900324850 first issued by Hanoi Department of Planning and Investment on November 5, 2010 and changed for the 14th time on September 18, 2023

Today, at 9:00 a.m., April 25, 2025, at the 11th floor Hall, Cienco4 Group Headquarters, Icon4 Building, No. 243A De La Thanh Street, Lang Thuong Ward, Dong Da District, Hanoi City, the 2025 Annual General Meeting of Shareholders of Cienco4 Group (hereinafter referred to as the Meeting) was held with the following contents:

PART ONE
OPENING OF THE CONGRESS

1. Shareholder qualification audit report.

Mr. Vu Duc Dai, Head of the Shareholders' Qualification Examination Committee, reported to the General Meeting the results of the shareholders' qualification examination to attend the 2025 Annual General Meeting of Shareholders at the opening time, as follows:

At the opening of the meeting at 9:00 a.m., the number of shareholders attending the meeting was 42 shareholders, representing 255,382,504 shares and accounting for 71.48% of the total number of voting shares. Of which:

- The number of shareholders representing and attending in person is 20 shareholders, representing 8,248,260 shares, accounting for 2.31% of the total number of shares with voting rights;
- The number of authorized shareholders is 22 shareholders, representing 247,134,244 shares, accounting for 69.17% of the total number of voting shares.

Pursuant to the Law on Enterprises and the provisions of the Charter of Cienco4 Group, the 2025 Annual General Meeting of Shareholders of Cienco4 Group Joint Stock Company is eligible to hold the meeting in accordance with regulations.

2. Opening of the Congress.

Mr. Vu Duc Dai, Chief of Office of Cienco4 Group, on behalf of the Organizing Committee, conducted the following procedures:

- Salute the flag
- Declare the reason, introduce guests and shareholders attending the Meeting.

Attending the Congress were members of the Board of Directors, Board of Supervisors, shareholders and authorized representatives of shareholders of Cienco4 Group Joint Stock Company.

3. Through the agenda of the Congress:

Mr. Van Hong Tuan - Member of the Board of Directors, Deputy General Director of the Group, presented and approved the Regulations and Working Program of the Congress with 100% of shareholders present in agreement by raising voting cards.

4. The Presidium and the Secretariat assisting the Congress:

4.1. The Chairman and the Presidium of the meeting were unanimously approved by the Congress with 100% of votes in favor. by raising voting cards including:

1. Mr. Nguyen Van Tuan - Chairman of the Board of Directors of Cienco4 Group: Chairman;
2. Mr. Nguyen Tuan Huynh - Vice Chairman of the Board of Directors, General Director of Cienco4 Group;
3. Mr. Van Hong Tuan - Member of Board of Directors, Deputy General Director of Cienco4 Group;
4. Mr. Ho Xuan Son - Member of Board of Directors, Deputy General Director of Cienco4 Group;

4.2. The Secretariat appointed by the Presidium includes:

1. Mr. Tran Van Khanh, Deputy Director of Finance Department of Cienco4 Group: Head of Department;
2. Ms. Nguyen Thi Huyen, Deputy Chief of Office of the Board of Directors & General Director of Cienco4 Group: Member.

PART TWO

CONTENTS PRESENTED AT THE CONFERENCE

1. Mr. Nguyen Van Tuan - Chairman of the Board of Directors of the Group, presented:
 - Report on the activities of the Board of Directors of Cienco4 Group in 2024 and the operation plan for 2025;
2. Mr. Ho Xuan Son - Member of the Board of Directors, Deputy General Director of the Group, presented:
 - General Director's report on 2024 production and business results, 2025 production and business plan;
3. Mr. Phan Sy Hung - Director of Finance Department, Chief Accountant of the Group presented:
 - Report on financial plan, profit distribution plan, remuneration payment plan for the Board of Directors and Supervisory Board in 2024 and plan for 2025;
 - Proposal on the plan to issue shares to pay dividends in 2024;
 - Proposal to change the plan for using the proceeds from public stock offerings;
 - Proposal for listing shares on a centralized stock exchange.
4. Ms. Dao Thi Thanh Mai - Head of the Group's Board of Supervisors, presented:
 - Report on the activities of the Group's Board of Supervisors;
 - Report on selecting the unit to audit the Group's financial statements in 2025;
5. Mr. Van Hong Tuan - Member of the Board of Directors, Deputy General Director presented:
 - Proposal on amending and supplementing the Internal Regulations on Corporate Governance;
 - Proposal on Authorizing the Board of Directors to decide on a number of matters under the authority of the General Meeting of Shareholders between two annual meetings;
 - Report on the election of additional members of the Board of Supervisors for the 2024-2029 term.
6. Mr. Van Hong Tuan - Member of the Board of Directors, on behalf of the Presidium, approved the Board of Directors' Proposal on the election of additional members of the Board of Supervisors for the 2024 - 2029 term.

The election regulations, number and list of members of the Board of Supervisors for the 2024 - 2029 term were approved by the General Meeting of Shareholders with 100% of shareholders present in agreement by raising voting cards, specifically as follows:

7. Mr. Van Hong Tuan introduced the Election and Vote Counting Committee approved by the Congress with 100% of votes in favor by raising voting cards, including:
 1. Mr. Vu Duc Dai, Chief of Office of the Group: Head of the Board;
 2. Mr. Pham Van Hieu, Deputy Director of the Group's Human Resources Department: Member;
 3. Mr. Nguyen Manh Ha, Deputy Director of the Group's Finance Department: Member;
8. The Congress voted on issues to be approved and elected additional members of the Board of Supervisors for the 2024 - 2029 term.

PART THREE

SHAREHOLDER DISCUSSION AT THE GENERAL MEETING

At the meeting, shareholders gave their opinions on the listing of shares on the stock exchange, the production and business situation of the Group, and on behalf of the Presidium, General Director Nguyen Tuan Huynh satisfactorily answered the shareholders.

PART FOUR

ELECTION RESULTS AND VOTING ON ISSUES AT THE CONGRESS

I. Results of the election of additional members of the Board of Supervisors for the 2024 - 2029 term.

The results of the election of additional members of the Board of Supervisors are as follows:

Order	Full name	Number of votes	Voting rate
1	Mrs. Phan Thi Lien	255,511,200	99.87%

II. After reviewing the Reports, Proposals and discussing related issues, the 2025 Annual General Meeting of Shareholders of Cienco4 Group unanimously approved the contents with the following results:

Content 1. Approval of the Board of Directors' 2024 Operational Report and 2025 Operational Plan

1. Number of shares voting in agreement: 255,852,799 shares, accounting for: 100% of the total number of shares participating in voting at the General Meeting.
2. Number of shares voting against: 0 shares, accounting for 0% of total shares participating in voting at the Meeting.
3. Number of shares with no opinion: 0 shares, accounting for 0% of the total number of shares participating in voting at the General Meeting.

Content 2. Approval of the 2025 Production and Business Plan and financial targets.

1. Number of shares voting in agreement: 255,852,799 shares, accounting for: 100% of the total number of shares participating in voting at the General Meeting.
 2. Number of shares voting against: 0 shares, accounting for 0% of total shares participating in voting at the Meeting.
 3. Number of shares with no opinion: 0 shares, accounting for 0% of the total number of shares participating in voting at the General Meeting.
- With the following main criteria:

Order	Indicators	Unit	Plan
1	Revenue	Billion VND	4,000
2	Realized profit (after tax)	Billion VND	>200
3	Debt Coverage Ratio	Time	>1
4	Dividends	%	7

Content 3: Approval of Financial Report and Profit Distribution Plan for 2024.

- 1. Number of shares voting in agreement: 255,852,799 shares, accounting for: 100% of the total number of shares participating in voting at the General Meeting.*
- 2. Number of shares voting against: 0 shares, accounting for 0% of total shares participating in voting at the Meeting.*
- 3. Number of shares with no opinion: 0 shares, accounting for 0% of the total number of shares participating in voting at the General Meeting.*

With the main contents as follows:

Order	Target	Percentage (%)	Dividend Payout Ratio	Amount (VND)
1	Total undistributed profit after tax as of December 31, 2024 according to Consolidated Financial Statements	100%		317.005.890.648
2	Stock dividend payment 2024	56.36%	5%	178,650,377,000
3	Bonus fund	1.57%		5,000,000,000
4	Retained earnings for next period (4=1-2-3)	42.07%		133,355,513,648

The remaining profit of VND 133,355,513,648 is authorized by the General Meeting of Shareholders to the Board of Directors of the Group to decide, ensuring the best interests of the Group and shareholders.

Content 4. Approval of the remuneration level for the Board of Directors and the Board of Supervisors in 2024 and the payment plan for 2025.

- 1. Number of shares voting in agreement: 255,840,599 shares, accounting for 99.995% of the total number of shares participating in voting at the General Meeting.*
- 2. Number of shares voting against: 0 shares, accounting for 0% of total shares participating in voting at the Meeting.*
- 3. Number of shares with no opinion: 12,200 shares, accounting for 0.005% of the total number of shares participating in voting at the Meeting.*

Content 5. Approval of the proposal for issuing shares to pay dividends in 2024.

- 1. Number of shares voting in agreement: 255,840,599 shares, accounting for 99.995% of the total number of shares participating in voting at the General Meeting.*
- 2. Number of shares voting against: 0 shares, accounting for 0% of total shares participating in voting at the Meeting.*
- 3. Number of shares with no opinion: 12,200 shares, accounting for 0.005% of the total number of shares participating in voting at the Meeting.*

Content 6. Approval of the proposal to change the plan for using the proceeds from the stock issuances in 2022 and 2023.

- 1. Number of shares voting in favor: 255,464,799 shares, accounting for 99.85% of the total number of shares participating in voting at the General Meeting.*
- 2. Number of shares voting against: 388,000 shares, accounting for 0.15% of the total number of shares participating in voting at the Meeting.*
- 3. Number of shares with no opinion: 0 shares, accounting for 0% of the total number of shares participating in voting at the General Meeting.*

Content 7. Approval of the Plan to list C4G shares on the centralized stock exchange

- 1. Number of shares voting in agreement: 255,852,799 shares, accounting for: 100% of the total number of shares participating in voting at the General Meeting.*
- 2. Number of shares voting against: 0 shares, accounting for 0% of total shares participating in voting at the Meeting.*
- 3. Number of shares with no opinion: 0 shares, accounting for 0% of the total number of shares participating in voting at the General Meeting.*

Content 8. Approval of the Board of Supervisors' 2024 Operational Report.

- 1. Number of shares voting in favor: 255,784,799 shares, accounting for 99.97% of the total number of shares participating in voting at the General Meeting.*
- 2. Number of shares voting against: 68,000 shares, accounting for 0.03% of the total number of shares participating in voting at the Meeting.*
- 3. Number of shares with no opinion: 0 shares, accounting for 0% of the total number of shares participating in voting at the General Meeting.*

Content 9. Approval of the proposal to amend and supplement the internal regulations on corporate governance.

- 1. Number of shares voting in favor: 255,772,599 shares, accounting for 99.968% of the total number of shares participating in voting at the General Meeting.*
- 2. Number of shares voting against: 68,000 shares, accounting for 0.027% of the total number of shares participating in voting at the Meeting.*
- 3. Number of shares with no opinion: 12,200 shares, accounting for 0.005% of the total number of shares participating in voting at the Meeting.*

Content 10. Approving the authorization for the Board of Directors to decide and exercise certain rights and obligations under the authority of the General Meeting of Shareholders between the two annual meetings of 2025 - 2026.

- 1. Number of shares voting in favor: 255,464,799 shares, accounting for 99.85% of the total number of shares participating in voting at the General Meeting.*
- 2. Number of shares voting against: 388,000 shares, accounting for 0.15% of the total number of shares participating in voting at the Meeting.*
- 3. Number of shares with no opinion: 0 shares, accounting for 0% of the total number of shares participating in voting at the General Meeting.*

Content 11. Approving the authorization for the Board of Directors to select an auditor for the 2025 Financial Statements, including one of the following units:

- AASC Auditing Company Limited;
- Nhan Tam Viet Auditing Company Limited.

- 1. Number of shares voting in agreement: 255,852,799 shares, accounting for: 100% of the total number of*

shares participating in voting at the General Meeting.

2. Number of shares voting against: 0 shares, accounting for 0% of total shares participating in voting at the Meeting.

3. Number of shares with no opinion: 0 shares, accounting for 0% of the total number of shares participating in voting at the General Meeting.

ISSUES PASSED

1. Board of Directors' performance report for 2024 and plan for 2025;
2. Production and business plan and financial targets for 2025;
3. Report on financial indicators and Profit sharing plan for 2024;
4. Remuneration level for the Board of Directors and Board of Supervisors in 2024 and payment plan for 2025.
5. Approval of the plan to issue shares to pay dividends in 2024;
6. Approval of the proposal to change the plan for using the proceeds from public stock offerings;
7. Approval of the Plan to list C4G shares on the centralized stock exchange;
8. Report on the activities of the Board of Supervisors;
9. Approval of the proposal to amend and supplement the internal regulations on corporate governance;
10. Through authorizing the Board of Directors to decide and exercise certain rights and obligations under the authority of the General Meeting of Shareholders between the two annual meetings of 2025 - 2026;
11. Approving the authorization for the Board of Directors to select an auditor for the 2025 financial statements;
12. Through the results of the election of additional members of the Group's Board of Supervisors

END OF CONGRESS

The 2025 Annual General Meeting of Shareholders of Cienco4 Group Joint Stock Company ended at 11:50 a.m. on the same day.

The contents of the 2025 Annual General Meeting of Shareholders of Cienco4 Group Joint Stock Company were recorded in the minutes approved at the General Meeting and unanimously approved by the General Meeting of Shareholders with a rate of 100% by raising voting cards. The minutes consist of 08 pages, made into 05 copies of equal value.

The Resolution of the 2025 Annual General Meeting of Shareholders will be made in writing and published in full on the website of Cienco4 Group (www.cienco4.vn) and other media in accordance with regulations on information disclosure./.

**ON BEHALF OF THE SECRETARIAT
HEAD OF DEPARTMENT**



Tran Van Khanh

**ON BEHALF OF THE PRESIDIUM
CHAIRMAN**



Nguyen Van Tuan

**REPORT OF THE BOARD OF DIRECTORS
At the 2025 Annual General Meeting of Shareholders***Dear delegates and guests!**Dear Shareholders!**Dear Congress!**On behalf of the Board of Directors of CIENCO4 Group Joint Stock Company, I would like to report on the Board of Directors' activities in 2024 and the plan for 2025 as follows:***PART I
2024 BOARD OF DIRECTORS' ACTIVITY REPORT****I. About the Board of Directors and Supervisory Board**

The Board of Directors currently has 10 members, including:

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

Mr. Le Duc Tho has requested to be dismissed from the Board of Directors and terminate his Labor Contract with the Group from August 20, 2024.

II. Results of the Board of Directors' performance

In 2024, the Board of Directors properly exercised its authority and managed the Group in accordance with Company Charter, Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors and provisions of law.

1. Organizing the implementation of the Resolution of the General Meeting of Shareholders

In line with the contents and targets of the Resolution of the General Meeting of Shareholders, the Board of Directors of the Group has focused on implementation, assigning the Board of Directors, departments, divisions and professional units to organize implementation. During the implementation process, it regularly directs, inspects, supervises and adjusts the plan to suit each period.

- Results of implementing the 2024 production and business plan targets are as follows:

Order	Indicators	Unit	Plan	Perform	Rate (%)
1	Revenue	Billion VND	4,500	3,358.85	74 .64
2	Consolidated realized profit (after tax)	Billion VND	250	179 .15	71 .66
3	Debt Coverage Ratio	Time	>1	1.81	
4	Dividends	%	8	5	62.5

- Regarding the use of capital raised from 02 share issuances to increase charter capital in 2022 and 2023: The Group has seriously implemented the requirements according to the inspection conclusion No. 104/KL-Order dated October 11, 2024 of the State Securities Commission and has published information on that implementation. At this year's Annual General Meeting of Shareholders, the Board of Directors submitted a detailed report on the change in the plan to use the proceeds from the above 2 offerings .

- Regarding the transfer of stock listing from UPCOM to one of the two centralized stock exchanges (HOSE or HNX): Due to the lack of a suitable time, the Board of Directors has decided to temporarily suspend the transfer in 2024. The Board of Directors proposes that the General Meeting of Shareholders continue to authorize the Board of Directors to proactively decide on an appropriate time in 2025 when conditions are met, to carry out the necessary procedures to register for listing of C4G shares on the centralized stock exchange.

2. Issue and organize the implementation of decisions within authority

In 2024, the Board of Directors issued 37 resolutions and decisions, focusing on the following groups of issues:

- Decisions related to investment policies in subsidiaries, affiliated companies, and investment projects;
- Decisions regarding transactions with related parties relate to;
- Decisions on investment and liquidation of assets;
- Personnel decisions are under the authority of the Board of Directors;
- Solve urgent issues in operations: capital mobilization, debt recovery...;

The Board of Directors' resolutions and decisions are strictly executed, organized and implemented by the Board of Directors within its authority.

3. Direct, support and supervise the General Director and other managers in operating the Group's business activities.

- The Board of Directors and the Board of Management have effective coordination in providing and exchanging information. High consensus in issuing resolutions, decisions and implementing them.

- Regularly supervise and direct the Board of Directors and other managers in the Group in implementing assigned tasks, thereby making decisions on direction, operation as well as risk prevention measures appropriate to the Group's practical situation.

4. Implement the Board of Directors meeting regime and reporting work.

- Organize meetings according to regulations, with specific content to ensure quality.
- Issue resolutions and decisions promptly and in accordance with regulations. Have a mechanism to monitor and evaluate implementation.
- Carry out periodic reporting and information disclosure to ensure accuracy, completeness and timeliness in accordance with regulations.
- All members of the Board of Directors fully participated in meetings, discussions, contributed opinions and completed assigned tasks.
- All Board of Directors meetings are recorded in full and clear minutes, with full signatures of the meeting participants.
- Minutes, resolutions and decisions of the Board of Directors are managed and kept at the Office of the Group's Board of Directors.

5. On performing the duties and powers of shareholders according to the Group's Charter

- Shareholders' rights and duties are guaranteed to be implemented transparently and legally within the framework of the Group's Charter and State laws;
- Shareholders are entitled to attend and vote on all matters within the authority of the General Meeting of Shareholders. They have the right to criticize, question, and make recommendations on the work of the Board of Directors, the Board of Supervisors, and the Board of General Directors regarding the production and business activities of the Group;
- Information on the Group's operations is regularly updated on the Group's website and on mass media in accordance with regulations.

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

6.1. Remuneration and income of members of the Board of Directors and the Board of Supervisors are publicly announced in the annual Financial Report. of the Group according to regulations

The payment of remuneration to members of the Board of Directors and the Board of Supervisors complies with the provisions of the Resolution of the 2024 Annual General Meeting of Shareholders , which is 1.5 billion VND, of which members of the Board of Directors receive 10 million VND/person/month and members of the Board of Supervisors receive 5 million VND/person/month. The actual amount of remuneration paid to members of the Board of Directors and the Board of Supervisors during the year is 1,433,121,174 VND . Specifically as follows:

Remuneration of members of the Board of Directors and Supervisory Board received in 2024

Unit: VND

Order	Member	Title	Remuneration received
1	Mr. Nguyen Van Tuan	Chairman of the Board of Directors	120,000,000
2	Mr. Nguyen Tuan Huynh	Vice Chairman of the Board of Directors	120,000,000
3	Mr. Tran Thi Thu Ha	Board Member	120,000,000
4	Mr. Ho Xuan Son	Board Member	120,000,000

5	Mr. Nguyen Anh Tan	Board Member	120,000,000
6	Mr. Dam Xuan Toan	Board Member	120,000,000
7	Mr. Le Duc Tho	Board Member	75 .6 21 .174
8	Mr. Van Hong Tuan	Board Member	120,000,000
9	Mr. Le Trung Chien	Independent Member of the Board of Directors	120,000,000
10	Mrs. Nguyen Thi Xuan	Independent Member of the Board of Directors	120,000,000
11	Mrs. Nguyen Thi Van	Independent Member of the Board of Directors	120,000,000
12	Ms. Dao Thi Thanh Mai	Head of Control Board	60,000,000
13	Mr. Thai Hong Lam	Board of Supervisors	37,500,000
14	Mr. Pham Van Hieu	Board of Supervisors	60,000,000
	Add		1 .433.1 21 .174

*Note: Mr. Le Duc Tho resigned from the Board of Directors and terminated his labor contract with the Group from August 20, 2024; Mr. Thai Hong Lam resigned from the Board of Supervisors and terminated his labor contract with the Group from August 14, 2024.

6.2. Regarding income information of the executive board: The Group has made public disclosure in the annual Financial Report as prescribed.

6.3. Other benefits: None

7. Report on transactions between the Group, subsidiaries, companies in which the Group controls 50% or more of the charter capital with members of the Board of Directors and related persons of such members; transactions between the Group and companies in which members of the Board of Directors are founding members or business managers within the last 3 years before the time of transaction:

Detailed information about the transactions has been disclosed and detailed statistics have been provided in the 2024 Corporate Governance Report posted on the Group's website in the "Shareholder Relations" section and on the HNX's information disclosure page as prescribed.

8. Board of Directors' assessment of the performance of the Board of Directors

- The Board of Directors and the Board of Management always have effective coordination in providing and exchanging information on the financial situation, investment and production and business of the Group. Therefore, all management and production and business activities of the Group are closely monitored by the Board of Directors.

- All abnormalities in production and business activities are reported by the General Director to the Board of Directors to grasp the situation and promptly make necessary decisions.

- The Board of Directors and the General Director always have high consensus in issuing decisions and implementing them;

- The Board of Directors believes that the General Director and the Executive Board have directed strongly and closely, with many efforts and endeavors to implement the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

PART II

2025 OPERATION PLAN

I. General situation:

In the coming years, the Government and ministries will continue to focus on investing in strategic transport infrastructure routes, including the North-South Eastern Expressway (phase 2), high-speed railways, airports, seaports, etc. This is a great opportunity for transport infrastructure construction enterprises in general and CIENCO4 in particular. Promoting the results achieved in recent years, it is forecasted that 2025 will be a favorable year for CIENCO4 to continue to develop further, maintaining its position as the leading enterprise in transport infrastructure construction in Vietnam. The Board of Directors believes that it will complete the planned targets set for 2025.

II. Production and Business Plan 2025:

1. Production and Business Plan 2025

Order	Indicators	Unit	Plan
1	Revenue	Billion VND	4,000
2	Realized profit (after tax)	Billion VND	>200
3	Debt Coverage Ratio	Time	>1
4	Dividends	%	7

2. Implement investment projects:

In 2025, the Group will implement a number of projects that have completed legal procedures or have investment policies from the State, including:

- Continue to invest in a number of items according to the proposed schedule of the Cau Cau mixed-use tourism, service and resort project (Nghe An) , with an investment of 1,700 billion VND.
- Work with the Ministry of Transport and relevant agencies so that the Government can soon issue a decision on State support for payment of invested capital for the Thai Nguyen - Cho Moi BOT project so that the Group can reinvest in other projects.
- Continue to promote joint ventures and partnerships with Japanese partners and other partners with advantages in environmental treatment technology to cooperate in investing in projects on wastewater treatment, domestic waste, medical waste, etc., and medium-scale clean water supply projects for localities with high urbanization rates.
- Continue to research and invest in a number of real estate projects in Nghe An, Hanoi and Ho Chi Minh City.
- Research investment and exploitation of land owned by the Group and its subsidiaries.

III. IMPLEMENTATION SOLUTIONS

First: Improve corporate governance capacity, continue to improve the Charter and the system of internal regulations and rules to enhance effective production and business management. Innovate the operations of functional departments and project management boards in the direction of both indirect and direct management of the Group's resources. Complete the direct construction model at project management boards, increase contracting along with management at project management boards, construction sites, and production teams to improve production and business efficiency.

Second: Make the most of opportunities from the State's public investment plan and economic development program to boost production, promote the search for new job opportunities, and at the same time select suitable investment projects and construction projects to maximize the Group's human resources and equipment experience. Promote the application of information technology in project management and production and business operations to increase profit margins in the Group's core business segments.

Third: Develop an elite team of human resources based on continuous training, improving the qualifications and quality of existing human resources, combining the use of income policies and good working environment to attract high-quality human resources.

Fourth: Control cash flow effectively, implement solutions to ensure capital for the Group's production, business and investment activities. Continue to expand relationships with domestic and foreign financial institutions to mobilize long-term capital with preferential interest rates to serve the Group's strategic investment sectors.

Fifth: Joint ventures and partnerships to expand the market into new fields to fully exploit the Group's existing potential.

With the role and responsibility of representing the General Meeting of Shareholders in managing the Group's production and business activities, the Board of Directors will continue to closely direct the implementation of the production and business plan according to the Resolution of the General Meeting of Shareholders, while promoting inspection and supervision to improve production and business efficiency, preserve and develop capital.

The Board of Directors would like to sincerely thank our shareholders for their trust and support of the Group over the past time. We wish you health, happiness and success./.

On behalf of the Board of Directors

CHAIRMAN



Nguyen Van Tuan

THÀNH PHỐ

**REPORT ON FINANCIAL INDICATORS, PROFIT DISTRIBUTION PLAN,
DIVIDEND PAYMENT IN 2024 AND REMUNERATION PAYMENT PLAN IN 2025**

Pursuant to the provisions of law and the charter of Cienco4 Group.

Based on the 2024 Financial Report audited by AASC Auditing Company Limited in accordance with prescribed standards.

With the consent of the Board of Directors, the Group's Finance Board presents to the General Meeting of Shareholders a report on financial indicators, profit distribution plan and remuneration payment plan as follows:

1. Report some key financial indicators:

In 2024, the Group's financial situation was relatively stable and achieved many good results. Specific data are shown in the following table:

Order	Indicators	Unit of measure	Amount
1	Total Revenue	Billion VND	3,358.85
1.1	Sales and service revenue	Billion VND	3,265.16
1.2	Financial revenue	Billion VND	93.69
3	Profit after tax according to Consolidated Financial Statements	Billion VND	179.15
4	Debt Coverage Ratio	Time	1.81
5	Pay dividends	%	5%

Assessment and comments on the implementation of the 2024 financial plan:

- Achievements: Most of the financial indicators have been achieved as expected, the Group's office apparatus is increasingly improved, the average income of employees increases and is paid on time.

- Existing difficulties: In 2024, some projects with foreign loans (package J3, CP1A) as well as domestic capital projects (Hoa Trung Bridge, Dong Tru Bridge, Vinh Tuy Bridge...) have not yet been allocated capital or have not been paid by foreign main contractors, affecting the Group's cash flow. The high price of raw materials for some North-South Expressway projects has also greatly affected the Group's profit plan. Moreover, in the past year, the Group's outstanding loans have decreased compared to the previous year but are still high, leading to higher financial expenses than financial revenue.

- Solutions:

+ Continue to actively accept and thoroughly settle projects to speed up working capital turnover, focusing on prioritizing the progress of projects with adequate capital allocation to meet capital needs and be suitable for the Group's production and business scale.

+ Arrange construction organization in accordance with the specific implementation situation of each project in each locality according to construction conditions and handover site of the localities where the project passes through.

+ Implement cost reductions in a reasonable manner at projects and at the Group's offices, continue to seek reasonable sources of capital with competitive interest costs to increase financial capacity to be proactive in production and business, invest in projects with high potential for benefits and reduce interest costs, increasing the Group's profits.

2. Profit sharing plan for 2024 :

According to the data of the Consolidated Financial Report 2024:

Order	Indicators	Amount (VND)
1	Undistributed profit after tax accumulated to previous period.	137,849,324,478
2	Undistributed profit after tax 2024	179.156.566.170
3	Total undistributed profit after tax as of December 31, 2024.	317.005.890.648

The 2024 profit distribution plan is as follows:

Order	Indicators	Percentage (%)	Dividend Payout Ratio	Amount (VND)
1	Total undistributed profit after tax as of December 31, 2024 according to Consolidated Financial Statements	100%		317.005.890.648
2	Stock dividend payment 2024	56.36%	5%	178,650,377,000
3	Bonus fund	1.57%		5,000,000,000
4	Retained earnings for next period (4=1-2-3)	42.07%		133,355,513,648

The remaining profit of VND 133,355,513,648 is authorized by the General Meeting of Shareholders to the Board of Directors of the Group to decide, ensuring the best interests of the Group and shareholders.

3. Compensation payment plan:

3.1 . Remuneration payments made in 2024 :

2023 General Meeting of Shareholders approved the remuneration level for members of the Board of Directors and the Board of Supervisors in 2023 .

Title	Quantity	Payment plan according to the Resolution of the 2024 General Meeting of Shareholders (VND/person/month)	Actual paid	Note
(1)		(2)	(3)	On August 20, 2024, Mr. Le Duc Tho resigned as a member of the Board of Directors and on August 13, 2024, Mr. Thai Hong Lam resigned as a member of the Supervisory Board.
- Board of Directors	11	10,000,000	1,275,621,174	
- Board of Control	03	5,000,000	157,500,000	
Total cost/year		1,500,000,000	1,433,121,174	

3.2. Plan for remuneration payment to the Board of Directors and Board of Supervisors in 2025 :

Title	Quantity	Amount (VND/person/month)	Add
(1)	(2)	(3)	(4)
- Board of Directors	10	10,000,000	1,200,000,000
- Board of Control	03	5,000,000	160,000,000
Total cost/year			1,360,000,000

Above is the entire report on financial indicators, profit distribution plan and remuneration payment for the Board of Directors, Board of Supervisors in 2024 and the plan for 2025, respectfully submitted to the shareholders' meeting for approval. We wish all delegates and shareholders good health and a successful meeting.

Thanks a lot!

Recipient :

- General meeting of shareholders (Resolution);
- Board of Directors (Report);
- Office of Finance.

CIENCO4 GROUP
CHIEF ACCOUNTANT



Phan Sy Hung

Hanoi, April 1, 2025

**REPORT OF THE SUPERVISORY BOARD OF CIENCO4 GROUP
At the 2025 Annual General Meeting of Shareholders**

Dear Shareholders of Cienco4 Group!

Dear Congress!

On behalf of the Board of Supervisors (Board of Supervisors), I would like to report on the inspection and supervision of production and business activities in 2024 of Cienco4 Group Joint Stock Company as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

1. Regarding the Board of Supervisors' personnel:

The number of members of the Board of Supervisors elected by the 2024 General Meeting of Shareholders includes 03 people, in 2024, Mr. Thai Hong Lam submitted a request to be dismissed from the Board of Supervisors. Currently, the number of members of the Board of Supervisors includes 02 people, including Ms. Dao Thi Thanh Mai - Head of the Board and Mr. Pham Van Hieu - member.

2. Activities of the Board of Supervisors:

In 2024, the Board of Supervisors has supervised the Group's operations according to the functions and tasks prescribed in the Group's Charter, specifically:

- Remuneration and operating expenses of the Board of Supervisors: According to the Resolution of the 2024 General Meeting of Shareholders, the plan to pay remuneration to the Board of Supervisors is: VND 180,000,000; The Group has paid: VND 157,500,000 (Mr. Thai Hong Lam requested to be dismissed from the Board of Supervisors from August 13, 2024).

- The Board of Supervisors held 04 meetings during the period and the Board of Supervisors members agreed on the meeting contents. The meetings focused on the following contents:

- + Review the legality and procedures for issuing Resolutions and Decisions of the Board of Directors (Board of Directors).

- + Monitor the implementation and execution of the Resolution of the 2024 Annual General Meeting of Shareholders of the Board of Directors and the Board of Managements.

- + Participate in giving opinions and recommendations to the Board of Directors and the Board of Managements on issues related to the Group's annual production and business activities.

- + Auditing 6-month financial reports and annual financial reports.

- + Control the Group's compliance with information disclosure according to legal regulations.

- + Other tasks according to the functions and duties of the Board of Control.

3. Results of monitoring the Company's operations and finances:

- 2024 Financial Report of The Group has been audited by AASC Auditing Company Limited. The auditor has expressed an unqualified opinion on the Financial Statements prepared by the Group.

- The Board of Supervisors agrees with the opinion of the independent auditor.

- Financial analysis indicators are shown in the Financial Report and profit distribution plan for 2024.

- General assessment: Financial reports are disclosed promptly and in accordance with regulations to shareholders and investors. Regarding financial work in 2024: Ensuring capital sources for production and business activities, current payment capacity as of December 31, 2024 is 1.81 times, with this coefficient showing that the Company has sufficient financial capacity to pay well, the ability to adapt to the situation of production and business activities is high and the financial health of the Company.

Over the past year, the Company has stepped up debt collection and achieved certain results. Regularly evaluate the financial situation, cash flow, credit situation of the Bank and production and business capital to have measures to prevent debt risks. The Company needs to review and closely evaluate existing investments to ensure efficiency.

4. Assessment report on related transactions:

In 2024, Subsidiaries and Companies in which the Group controls more than 50% of charter capital; Members of the Board of Directors, General Director and related persons shall not trade C4G shares on the stock exchange, nor conduct other negotiated transactions.

5. Monitoring results in 2024.

**, For Board of Directors activities:*

During the period, the Board of Directors managed and directed the Company's operations, properly exercising the rights and obligations of the Board of Directors in accordance with the provisions of the Charter and the Law on Enterprises. The Company's operations in 2024 complied with the provisions of current laws and the Charter. The members of the Board of Directors were assigned specific tasks, effectively organizing and implementing the Company's business operations.

In 2024, the Board of Directors adopted resolutions by soliciting opinions and issued 37 resolutions and decisions. The Supervisory Board assessed the Board of Directors' performance during the year in accordance with the provisions of law and the Group's Charter. The resolutions and decisions focused on the following groups of issues:

- Decisions related to investment policies in dependent accounting companies, companies with capital contributions, associated companies, and investment projects.
- Decisions related to issuing shares to increase charter capital and pay dividends.
- Decisions on investment and liquidation of assets.
- Personnel decisions are under the authority of the Board of Directors.
- Solve urgent problems in production and business operations: capital mobilization, capital recovery, focus on paying off outstanding, long-term and difficult-to-collect debts...

The resolutions and decisions passed have been implemented on schedule, the results of financial indicators as follows:

TT	Indicators	Unit	Plan 2024	Perform	Rate (%)
1	Total revenue	Billion VND	4,500	3,358.85	74.64%
2	Profit after tax according to Consolidated Financial Statements	Billion VND	250	179.15	71.66%
3	Debt Coverage Ratio	Time	>1	1.81	
4	Dividends	%	8%	5%	62,5

The Company complies with the Resolution of the 2024 Shareholders' Meeting:

- Select AASC Auditing Company Limited as the auditor for the Company's 20204 financial statements.

- Remuneration of members of the Board of Directors and the Board of Supervisors is implemented in accordance with the Resolution of the 2024 Shareholders' Meeting.

However, there are still some contents of the Resolution that have not been completed, specifically: Plan to list shares on the centralized stock exchange (due to not choosing the right time, the transfer of floors has not been implemented in 2024).

****, For the activities of the Board of Directors***

- Regarding the Board of Managements's management: The General Director has proactively implemented the tasks according to the Group's Charter and the Resolution of the Board of Directors. The General Director has directed the Board of Directors and the supporting staff departments and the units with capital contributions of the Group to operate in accordance with their functions and tasks. Field work and internal affairs are coordinated smoothly. Policies and regimes for employees are of interest, suitable for each period.

- Deputy General Directors and Directors of functional departments have performed their assigned functions and tasks properly.

The results were as follows:

- Production and business indicators are shown in the Board of Managements's Report on Production and Business Performance Results in 2024.

- Job search: Cienco4 Group has signed contracts for a number of construction packages such as: Package XL02 - Quang Tri Airport; Package 4.7 Long Thanh Airport; Package XL10 Upgrading and renovating Khanh Hoa Provincial Road 1B...

- In the field of investment:

+ In investment: Continue to research new real estate investment projects.

+ The Group's traffic construction projects invested in the form of BOT contracts and Real Estate are being exploited effectively. The difficulties of BOT projects are being resolved by the State and Ministries and Departments such as Thai Nguyen - Cho Moi project; Cau Cau Resort project...

The Board of Supervisors agreed with the content of the Board of Managements's report on the 2024 production and business results and the 2025 production and business plan submitted to the General Meeting of Shareholders.

In 2024, the State Securities Commission's inspection team conducted an inspection at Cienco4 Group. The inspection team concluded that there were some outstanding issues. The Board of Supervisors requested the Board of Directors and the Board of Managements to learn from experience and properly implement the Securities Law and current regulations.

6. Results of the assessment of the coordination between the Board of Supervisors and the Board of Directors and the Board of Managements

During the period, the Board of Supervisors attended meetings of the Board of Directors and meetings on general production and business of the Company as well as each project, and participated in giving opinions at the meetings. During its operation, the Board of Supervisors received the coordination and support of the Board of Directors, the Board of Managements as well as the functional departments

and affiliated units so that the Board of Supervisors could perform the tasks of the General Meeting of Shareholders. deliver.

II. DIRECTION AND TASKS OF THE BOARD OF SUPERVISION.

- Well perform the role and responsibility of the Board of Supervisors according to the Charter and Regulations of the Board of Supervisors in supervising the activities of the Board of Directors and the Board of Managements when implementing resolutions of the General Meeting of Shareholders. Supervise the issuance and implementation of resolutions and decisions of the Board of Directors in accordance with the interests of the Group and shareholders.

- The Board of Supervisors will conduct regular supervision related to all areas of the Group's operations. Periodically inspect the financial situation of the Group and its joint ventures and associated companies. Periodically or suddenly conduct inspections, supervisions, and prepare supervision reports to reflect the Group's current situation, and at the same time make timely and appropriate recommendations to help the leadership better manage all areas of the Group.

Above is the Report of the Board of Supervisors submitted to the 2025 General Meeting of Shareholders.

I wish all shareholders good health and a successful Congress./.

Thanks a lot!

Recipient :

- General meeting of shareholders;
- Save: Control Board.

On behalf of the Board of Supervisors
Board's Leader



Đào Thị Thanh Mai

Hanoi, 01 date 4 month 2025 year

SUBMISSION

Regarding the plan to issue shares to pay dividends in 2024

To: General Meeting of Shareholders of Cienco4 Group Joint Stock Company

- Pursuant to the Law on Enterprises No. 59 /2020/QH14 dated June 17, 2020 ;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019 and documents guiding its implementation ;
- Pursuant to Decree 155/2020/ND - CP dated December 31, 2021 detailing the implementation of a number of articles of the Law on Securities ;
- Eat and drink Charter of Cienco4 Group Joint Stock Company ("Company") ;
- Based on the actual situation of the Company.

On the basis of Assess the actual business situation , with the aim of enhancing production capacity , expanding the scale of operations and maximizing existing resources , as well as To ensure the implementation of business activities according to the Company's orientation in 2025 , the Board of Directors ("Board of Directors") respectfully submits to the General Meeting of Shareholders (" General Meeting of Shareholders") for approval of the plan to issue shares to pay dividends in 2024, details as follows :

1. Details of the plan to issue shares to pay dividends in 2024

Stock name:	CIENCO Group Joint Stock Company 4.
Stock type:	Common stock.
Stock code:	C4G.
Face value:	10,000 (<i>Ten thousand</i>) VND/share.
Number of shares outstanding:	357,300,754 shares (Three hundred fifty seven million, three hundred thousand, seven hundred fifty four shares).
Dividend Payout Ratio	5% (for every 100 shares, you will receive 05 new shares)
Exercise ratio:	100:05 (<i>on the record date to exercise the rights exercised by the Vietnam Securities Depository and Clearing Corporation, shareholders owning 01 share will receive 01 right, shareholders owning 100 rights will receive 05 new shares</i>).

Number of shares expected to be issued :	Maximum 17,865,037 (<i>Seventeen million, eight hundred sixty -five thousand, zero thirty-seven</i>) shares.
Total expected issuance value:	Maximum 178,650,370,000 VND (<i>One hundred seventy eight billion, six hundred fifty million, three hundred seventy thousand dong</i>).
Dividend beneficiaries:	Existing shareholders whose names are on the list on the last registration date of the List of shareholders entitled to receive shares issued by Vietnam Securities Depository and Clearing Corporation provide ("List").
Issued capital:	<p>Undistributed profit after tax calculated based on the 2024 Audited Financial Statements (Consolidated) and/or other legal capital sources of the Company at the time of issuance (if necessary).</p> <ul style="list-style-type: none"> - The balance of Undistributed Profit after Tax as of December 31, 2024 on the Separate Financial Statements is: 488.470.632.512 VND . - The balance of Undistributed Profit after Tax as of December 31, 2024 on the Consolidated Financial Statements is: 317,005,890,648 copper. - In which use: Maximum 178,650,370,000 VND
Method of rounding and handling fractional shares:	<p>The number of shares each Shareholder receives upon issuance will be rounded down to the nearest unit. The odd number of shares (decimal parts) (if any) arising will be canceled by the Company.</p> <p>For example: Shareholder Nguyen Van A owns 82 shares, shareholder A will receive additional issued shares calculated as follows: $82 : 100 \times 05 = 4.1$.</p> <p>Shareholder Nguyen Van A receives 04 new shares. In this case, 0.1 odd shares will be canceled by the Company.</p>
Expected release date:	Quarter II/2025 or Quarter III/2025 (after approval from the State Securities Commission).
Securities registration and registration for additional trading/ additional listing of additional issued shares:	shares will be registered for centralized depository and additional trading/listing registration in accordance with regulations.

2. Change of charter capital and amendment of company charter on charter capital

The General Meeting of Shareholders approves and authorizes the Board of Directors to register the increase in charter capital with the competent state agency and adjust the charter capital item in the Company's Charter corresponding to the total value of shares (at par value) actually issued according to the Issuance Plan.

3. Registration, depository and additional trading/listing registration

The General Meeting of Shareholders approves that the number of additional shares issued in the issuance will be registered, deposited with the Vietnam Securities Depository and Clearing Corporation and registered for additional trading/listing on the Stock Exchange where the Company's shares are registered for trading.

4. Assign and delegate to the board of directors:



The General Meeting of Shareholders assigns and authorizes the Board of Directors to decide on all matters related to the issuance of shares to pay dividends, securities registration and registration for trading/additional listing of shares to ensure the successful issuance of shares, including but not limited to the following tasks:

- Proactively prepare and explain the application for securities issuance to the State Securities Commission. At the same time, proactively adjust the issuance plan and other related documents as required by the State Securities Commission and other competent authorities;
- Choose the appropriate time to implement the approved issuance plan and choose the time to close the shareholder list to pay dividends to shareholders;
- Centralized securities registration and additional trading/listing registration for issued shares.

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

Best regards!

On behalf of the Board of Directors

CHAIRMAN 

Nguyen Van Tuan

Hanoi, 01 April 2025

SUBMISSION

Approving a change in the plan for using the proceeds from the offering with a change value greater than 50% of the proceeds from the 2022 and 2023 offerings.

To: General Meeting of Shareholders of Cienco 4 Group Joint Stock Company

- Pursuant to the Law on Enterprises No. 59 /2020/QH14 dated June 17, 2020 ;
- Pursuant to the Securities Law No. 54/2019/QH14 dated November 26, 2019 and documents guiding its implementation ;
- Pursuant to Decree 155/2020/ND - CP dated December 31, 2021 detailing the implementation of a number of articles of the Law on Securities ;
- Pursuant to Charter of CIENCO 4 Group Joint Stock Company (“ Group ”) ;
- Based on the actual situation of the Group.

On the basis of assessing the actual business situation of the Group , some contracts have not yet reached the payment deadline and may be paid later than planned, and in order to optimize capital use efficiency, bring the best profit to the Group and long - term benefits to shareholders, the Group is allowed to use an amount greater than 50 % (but not exceeding 60 %) of the proceeds from the offerings in 2022 and 2023 to deposit/lend/purchase short-term deposit certificates at financial institutions and economic organizations (*ensuring flexibility , not affecting the capital use period, in accordance with the purpose and capital use plan*) to get the best financial return for the Group .

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

Best regards!

Recipient :

- As above ;
- Note : Organizer Shareholders ' meeting , Board of Directors' meeting, Offices .

On behalf of the Board of Directors

CHAIRMAN



Nguyen Van Tuan

SUBMISSION

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

To: General Meeting of Shareholders of Cienco4 Group Joint Stock Company

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

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

Pursuant to the Charter of Cienco4 Group Joint Stock Company;

At the 2024 Annual General Meeting of Shareholders, the General Meeting of Shareholders decided to approve the listing of C4G shares on a centralized exchange and authorized the Board of Directors to choose, based on the actual situation, an appropriate time to list C4G shares on one of the two exchanges: Ho Chi Minh City Stock Exchange (HOSE) or Hanoi Stock Exchange (HNX). However, due to the lack of a suitable time, the Board of Directors decided to temporarily suspend the transfer of shares in 2024.

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

1. Proactively choose to list C4G shares on one of two stock exchanges in Vietnam, the Ho Chi Minh City Stock Exchange (HOSE) or the Hanoi Stock Exchange (HNX);
2. Proactively choose the appropriate time to list in 2025 or another time suitable to the market situation and actual conditions;
3. Have full authority to decide and handle issues arising in relation to procedures, documents, and order of registration for stock listing; including deciding and handling issues under the decision-making authority of the General Meeting of Shareholders (if any) during the implementation process;
4. Report to the General Meeting of Shareholders on the progress and results of stock listing registration until the completion of stock listing according to regulations.

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

Recipient:

- As above;
- Board of Directors, Control Board ;
- Offices, Office of the Board of Directors.

On behalf of the Board of Directors

CHAIRMAN



Nguyen Van Tuan

SUBMISSION

On amending and supplementing the Internal Regulations on Corporate Governance

To: Cienco4 Group General Meeting of Shareholders.

Pursuant to Law on Enterprises No. 59/2020/QH14;

Pursuant to the Charter of Cienco4 Group;

Based on the actual requirements in the management and operation of the Group, the Board of Directors has reviewed the contents of the current Charter. Based on the provisions of the Enterprise Law, Decree and Circular guiding the management of public companies, the Board of Directors found that a number of articles and clauses of the Internal Regulations on Corporate Governance need to be amended and supplemented to suit the management and operation requirements of the Group and in accordance with the provisions of law applicable to public companies with listed shares.

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

Recipient:

- As above;
- Save: Board of Directors, Offices

On behalf of the Board of Directors

CHAIRMAN



Nguyen Van Tuan

CONTENT OF INTERNAL REGULATIONS ON GROUP MANAGEMENT
(Attached with Report No.: 1668, day 01 month 4 year 2025)

A. ADDITIONAL CONTENT OF INTERNAL REGULATIONS ON GROUP MANAGEMENT

Order	Clause	Current regulations	Additional suggestions	Reason for proposed amendment
1.	Clause 4, Article 2 of the Internal Regulations on Corporate Governance	<i>Not specified</i>	<p>4. Procedures for the General Meeting of Shareholders to pass resolutions via online conference (including procedures for organizing meetings and voting), including the following contents:</p> <p>a) Notice of convening an online General Meeting of Shareholders;</p> <p>- Notice of convening the General Meeting of Shareholders shall be sent to all shareholders entitled to attend the meeting at least twenty-one (21) days before the opening date of the meeting (from the date on which the notice is sent or transferred properly, postage is paid or mailed);</p> <p>- The agenda of the General Meeting of Shareholders and documents related to the issues to be voted on at the meeting are sent to shareholders and posted on the Group's Website;</p> <p>b) How to register to attend the online General Meeting of Shareholders;</p> <p>- Shareholders or authorized representatives attending the General Meeting of Shareholders register to attend the General Meeting in the manner stated in the invitation notice in the following main order:</p> <p>+ Shareholders access the link announced by the Group to declare their shareholder status and register to attend the General Meeting of Shareholders;</p> <p>+ Shareholders must accurately declare the necessary personal information that the Group has sent to Shareholders;</p> <p>+ After fully and accurately declaring the above information, the Group will conduct a check on the Shareholder's qualifications. In case the Shareholder is eligible to attend, the Shareholder will access the System to attend the General Meeting of Shareholders.</p> <p>c) Authorization for a representative to attend the online General Meeting of Shareholders;</p> <p>- Shareholders and authorized representatives of organizational shareholders may authorize in writing one or more other individuals or organizations to attend online meetings;</p> <p>- The authorization for an individual or organization to represent the General Meeting of Shareholders must be made in writing. The authorization document must be made in accordance with the provisions of civil law and must clearly state the name of the authorized individual or organization and the number of authorized shares,</p>	In accordance with the Internal Governance Regulations on Corporate Governance in Circular 116/2020/TT-B TC.

Order	Clause	Current regulations	Additional suggestions	Reason for proposed amendment
			<p>the content of the authorization, the scope of authorization, the duration of authorization, and the signatures of the authorizing party and the authorized party. The individual or organization authorized to attend the General Meeting of Shareholders must present the authorization document in the Group's online meeting information system.</p> <p>d) Conditions for implementation;</p> <ul style="list-style-type: none"> - The General Meeting of Shareholders is held when the number of shareholders attending the meeting online represents more than 50% of the total number of votes. - In case the first meeting does not meet the conditions for holding as prescribed in Clause 1 of this Article, a second meeting shall be convened within thirty (30) days from the date of the first meeting. The second General Meeting of Shareholders shall be convened when the number of shareholders attending the online meeting represents at least 33% of the voting shares. - In case the second meeting convened does not meet the conditions for conducting as prescribed in Clause 2 of this Article, a third meeting shall be convened within twenty (20) days from the date of the second online meeting. The General Meeting of Shareholders shall be held regardless of the number of shareholders attending the online meeting. <p>d) Form of passing Resolution of online General Meeting of Shareholders;</p> <p>The General Meeting of Shareholders passes resolutions within its authority by online voting at the meeting.</p> <p>e) How to vote online;</p> <ul style="list-style-type: none"> - When registering shareholders, the Group will issue each shareholder or authorized representative with voting rights an Online Voting Code, which shows the registration number, name of the shareholder and the number of votes that the shareholder has. Online voting will be conducted by voting for approval, disapproval and no opinion in the Online Meeting System. <p>g) Method of online vote counting;</p> <p>The votes will be counted in the order: yes, no, no opinion for each issue performed by the Voting Committee in the System.</p> <p>h) Announcement of vote counting results;</p> <p>The announcement of vote counting results is made publicly on the system for shareholders to know.</p> <p>i) Prepare minutes of the General Meeting of Shareholders;</p> <ul style="list-style-type: none"> - Minutes of the General Meeting of Shareholders are prepared in writing at the Group's headquarters and 	

Order	Clause	Current regulations	Additional suggestions	Reason for proposed amendment
			<p>publicly read by the Secretariat on the General Meeting of Shareholders' Online System. The minutes must be prepared in Vietnamese and must include the following main contents:</p> <ul style="list-style-type: none"> + Name, head office address, business registration number; + Time and place of the General Meeting of Shareholders; + Meeting agenda and content; + Full name of chairman and secretary; + Summarize the meeting proceedings and opinions expressed at the General Meeting of Shareholders on each issue in the meeting agenda; + Number of shareholders and total number of votes of shareholders attending the meeting, appendix of list of shareholders registered, shareholder representatives attending the meeting with corresponding number of shares and votes; + Total number of votes for each voting issue, clearly stating the voting method, total number of valid, invalid, approving, disapproving and abstaining votes; corresponding ratio to the total number of votes of shareholders attending the meeting; + Issues passed and corresponding percentage of votes passed; + Full name and signature of the chairman and secretary. <p>k) Announcement of Resolution of the General Meeting of Shareholders.</p> <p>The announcement of resolutions of the General Meeting of Shareholders shall comply with the provisions of the law on securities.</p>	

Hanoi, 01 April 2025

SUBMISSION

On authorizing the Board of Directors to decide on certain matters within the authority of the General Meeting of Shareholders between two annual meetings

To: General Meeting of Shareholders of Cienco4 Group Corporation

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

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

Pursuant to the Charter of Cienco4 Group Joint Stock Company ("Group");

The Group's main business area is investment in the construction of transport infrastructure and real estate projects. The characteristic of this area is that the projects have a large total investment value, the implementation procedures often take place quite quickly, even urgently, requiring the Group's leaders to have flexible and timely decisions. Meanwhile, according to current legal regulations, with the Group's current capital, most of the large projects that the Group is aiming for will have to go through the approval procedures at the General Meeting of Shareholders. With the order and procedures according to the law, the time to complete can be prolonged, which can lead to the loss of the best business opportunities.

Therefore, in order to ensure flexibility in management and operation in order to provide timely instructions so that the Group can grasp business opportunities, enhance competitiveness, ensure that the Group's business activities comply with current regulations, and better protect the rights and interests of shareholders, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to proactively decide and exercise a number of rights and obligations under the authority of the General Meeting of Shareholders between the two annual meetings of 2025 - 2026 as follows:

1. Proactively adjust business targets and budgets for 2025 in accordance with market developments, macroeconomic policies and legal regulations;
2. Decision to invest or sell assets with a value equal to or greater than 35% of the total asset value recorded in the Group's most recent financial report ;

The content of this Authorization includes the Authorization for the Board of Directors to negotiate and transfer the Thai Nguyen - Cho Moi BOT project when the State acquires this project and the total transfer value exceeds 35% of the total asset value recorded in the Group's most recent financial report. The specific transfer value is decided by the Board of Directors on the basis of ensuring the harmony of interests of the related parties.

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

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

5. Update and supplement new regulations to the Charter, Internal Regulations on Corporate Governance , Operating Regulations of the Board of Directors and the Board of Supervisors, in accordance with current laws.

6. Decision to buy back more than 10% of total sold shares of each type .

The Board of Directors is responsible for reporting the implementation status of the above contents (if any) before the meeting. General meeting of shareholders at the most recent meeting.

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

Recipient:

- As above;
- Save: Offices, Board of Directors office.

On behalf of
BOARD OF DIRECTORS
CHAIRMAN



Nguyen Van Tuan



Hanoi, April 1, 2025

SUBMISSION
Regarding the selection of an auditor for the 2025 Financial Statements
of CIENCO4 Group

To: General Meeting of Shareholders

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

The Group's Board of Supervisors respectfully submits to the 2025 Annual General Meeting of Shareholders to authorize the Board of Directors to select one of the following auditing companies to audit the 2025 financial statements:

1. AASC Auditing Firm Limited Liability Company.
2. Nhan Tam Viet Auditing Company Limited.

These are units qualified to audit Financial Statements for publicly listed companies.

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

Recipient :

- As above;
- Finance Department, Board of Directors Office;
- Office of the Control Board.

On behalf of the Board of Supervisors
Board's Leader



Đào Thị Thanh Mai