

Number: 1660 /MH-TĐ

Hanoi, 01st April 2025

MEETING INVITATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Dear Shareholders of Cienco4 Group Joint Stock Company

The Board of Directors of Cienco4 Group Joint Stock Company respectfully invites shareholders to attend the 2025 Annual General Meeting of Shareholders:

1. Time: Starting from 08:30 April 25, 2025.

2. Location: 11th Floor, ICON4 Building, No. 243A De La Thanh, Dong Da, Hanoi.

3. Agenda: Meeting agenda is attached.

4. Conditions for participation: All shareholders owning shares of Cienco4 Group Joint Stock Company according to the shareholder list closed on March 24, 2025 or those duly authorized to attend.

5. Shareholders are requested to bring the following documents when attending:

Original ID card/Passport, Power of Attorney (for authorized attendees).

(Authorization form can be downloaded from the website: www.cienco4.vn).

6. Documents: Documents for the General Meeting of Shareholders are requested to be viewed by Shareholders at the Website: www.cienco4.vn.

7. Time to receive shareholder proposals:

Proposals from shareholders or authorized persons regarding the agenda of the General Meeting of Shareholders, please send in writing to the Organizing Committee before **4:00 p.m. on April 22, 2025** .

8. Confirm meeting attendance:

In order to organize the meeting carefully, we respectfully request that shareholders or authorized persons confirm their attendance at the General Meeting of Shareholders before **4:00 p.m. on April 24, 2025** by contacting or sending the Attendance Confirmation to the Organizing Committee at the following address:

Organizing Committee of the General Meeting of Shareholders of Cienco4 Group Joint Stock Company

Address: 10th-11th Floor, ICON4 Building, No. 243A De La Thanh, Dong Da, Hanoi

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

Mobile: 0983321973

Email: huyen.c4g@gmail.com

Fax: 84-4 -38611275

Sincerely announce./.

Recipient:

- As above;

- Save: Meeting Organizing Committee, Board of Directors Office.

On behalf of the BOARD OF DIRECTORS

CHAIRMAN



Nguyen Van Tuan

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness



....., date month 2025

POWER OF ATTORNEY

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

Dear: Cienco4 Group Joint Stock Company

Shareholder name:

Citizen ID Number/Business Registration Number:

Issued on: At:

Address:

Total shares owned : shares

I hereby authorize:

Mr / Mrs:

Citizen Identification Number: Issued on: At:

Address:

Number of authorized shares: shares

Authorized to replace me/the Company to attend the 2025 Annual General Meeting of Shareholders of Cienco4 Group Joint Stock Company held in Hanoi City and to exercise all rights and obligations related to the General Meeting of Shareholders corresponding to the number of authorized shares. This authorization is valid during the time of attending the General Meeting of Shareholders of Cienco4 Group Joint Stock Company.

We are fully responsible for this authorization and commit to strictly comply with current regulations of the Law and the Charter of Cienco4 Group Joint Stock Company .

AUTHORIZED PERSON

(Sign and print full name)

AUTHORIZED PERSON

(Sign and print full name)

Note: Please fax and send the original Power of Attorney (before 10:00 a.m. on April 24, 2025) to the following address:

**ORGANIZING COMMITTEE OF SHAREHOLDERS' MEETING OF CIENCO4 GROUP
JOINT STOCK COMPANY**

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

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

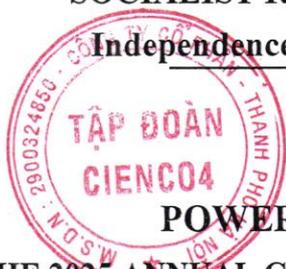
Mobile: 0983321973

Email: huyen.c4g@gmail.com;

Fax: 84-4 -38611275

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....., date month 2025

POWER OF ATTORNEY

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

Dear: Cienco4 Group Joint Stock Company

Today, on the, at, we are shareholders owning.....shares, accounting for.....% of voting shares of Cienco4 Group Joint Stock Company whose names are on the List enclosed with this authorization, hereby agree to authorize:

Mr / Mrs:

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

Permanent address:

Phone:

Authorized to represent us to attend the 2025 Annual General Meeting of Shareholders of Cienco4 Group Joint Stock Company held in Hanoi City and to exercise all rights and obligations related to the General Meeting of Shareholders corresponding to the number of authorized shares. This Power of Attorney is valid during the time of attending the General Meeting of Shareholders of Cienco4 Group Joint Stock Company .

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

AUTHORIZED PERSON
(Sign and print full name)

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

Note: Please fax and send the original Power of Attorney (before 10:00 a.m. on April 24, 2025) to the following address:

**ORGANIZING COMMITTEE OF SHAREHOLDERS' MEETING OF CIENCO4 GROUP
JOINT STOCK COMPANY**

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

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

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

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

(Authorized for Mr./Ms.:)

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

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....., date month 2025

CERTIFICATE

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

Dear: Cienco4 Group Joint Stock Company

Shareholder name (Individual/Organization) :

.....

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

.....

Address:

Phone: Fax: Email:

Total number of shares owned :

.....

(In words:))

Confirmation of attendance at the 2025 Annual General Meeting of Shareholders of Cienco4 Group Joint Stock Company held at 8:30 a.m. on April 25, 2025 at the Conference Room, 11th Floor, ICON4 Building, 243A De La Thanh, Dong Da, Hanoi .

SHAREHOLDERS

(Sign and print full name)

.....

*Note: Please fax and send the original Power of Attorney (**before 10:00 a.m. on April 24, 2025**) to the following address:*

**ORGANIZING COMMITTEE OF SHAREHOLDERS' MEETING OF CIENCO4 GROUP
JOINT STOCK COMPANY**

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

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

Mobile: 0983321973

Email: huyen.c4g@gmail.com;

Fax: 84-4 -38611275

**PROGRAMME
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Time: From 08:30 to 12:00, April 25, 2025

Order	Time	Content	Perform
1	8:30-9:00	<p>Reception and shareholder qualification check</p> <ul style="list-style-type: none"> - Welcoming shareholders - Check shareholder status, make list of shareholders present 	<p>Organizing Committee Shareholder Qualification Review Board</p>
2	9:00 - 9:10	<p>Opening of the General Meeting of Shareholders</p> <ul style="list-style-type: none"> - Report on shareholder qualification verification, announcement of shareholder attendance rate ; - Salute the flag; - Declare reasons and introduce delegates; - Approve the Working Regulations of the General Meeting of Shareholders ; Announce the meeting agenda ; Introduce the Chairman and Secretary . 	<p>Shareholder Qualification Review Board Organizing Committee Organizing Committee Organizing Committee</p>
3	9:10 – 11:30	<p>Present reports, discuss and vote</p> <ul style="list-style-type: none"> - Report on the activities of the Board of Directors; - General Director's report on 2024 production and business results and 2025 plan; - Report on financial plan and profit distribution plan; Plan for remuneration payment to the Board of Directors and Board of Supervisors; - Report 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 ; - Report of the Board of Supervisors; - Submission on the proposal to select an auditing unit; - Proposal to amend and supplement the Internal Regulations on Corporate Governance; - Proposal on authorizing the Board of Directors to decide on a number of matters within the authority of the General Meeting of Shareholders between two annual meetings; - Manage the discussion of reports and presentations; - Respond to shareholders' comments; - Submit to the General Meeting of Shareholders issues that need approval; - Elect additional members of the Board of Supervisors for the 2024-2029 term: + <i>Approval of the proposal to elect 01 additional controller for the 2024-2029 term;</i> + <i>Adopt the Election Regulations;</i> + <i>Through the list of nominees and candidates for controller ;</i> + <i>Through the candidate's CV.</i> - The chair introduces the vote to elect the Election Committee and count the votes; - The election and counting committee works: + <i>Instructions on how to record and cast ballots, voting forms for issues that need to be approved;</i> + <i>Shareholders vote;</i> + <i>Vote counting.</i> - Congress break 	<p>Chairman of the Board of Directors Board of Directors Chief Accountant Chief Accountant Chief Accountant Chief Accountant Head of Control Board Head of Control Board Chairperson Chairperson Chairperson Chairperson Chairperson Chairperson Chairperson Counting Committee</p>
4	11:30 – 12:00	<p>End of Congress:</p> <ul style="list-style-type: none"> - Announcement of results of election of additional controllers ; - Announce the voting results of the issues to be approved; - Approval of the Minutes of the General Meeting of Shareholders; - Closing statement of the end of the General Meeting of Shareholders. 	<p>Counting Committee Counting Committee Secretary Chairperson</p>

Number: 2510/QD-TD

Hanoi, 01 April 2025

DECISION

**On promulgating the Working Regulations at the General Meeting of Shareholders
Annual General Meeting 2025 Cienco4 Group**

Board of Directors OF CIENCO4 GROUP

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

Pursuant to the Charter of Cienco4 Group;

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

DECISION:

Article 1. To issue with this Decision the "Working regulations at the 2025 Annual General Meeting of Shareholders" of Cienco4 Group.

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

Members of the Board of Directors, General Director, Deputy General Director, Chief of Office, Directors of Departments under the Group and shareholders attending the 2025 Annual General Meeting of Shareholders of Cienco4 Group are responsible for implementing this decision./.

Recipient:

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

On behalf of
the Board of Directors
CHAIRMAN



Nguyen Van Tuan

WORKING REGULATIONS
ANNUAL GENERAL MEETING OF SHAREHOLDERS 20 25

*(Issued with Decision No .: /QĐ- TĐ , date / /20 25
of the Board of Directors of Cienco4 Group4)*

Article 1. Scope of application

Regulations apply to the organization of the 2025 Annual General Meeting of Shareholders of Cienco4 Group.

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

Article 2. Shareholders attending the General Meeting of Shareholders

1. Conditions for attending the meeting

All shareholders owning shares of Cienco4 Group according to the list closing on March 24, 2025 or those duly authorized to attend.

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

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

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

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

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

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

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

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



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

Article 3. Presidium.

1. The list of the Presidium is voted on by the Congress by raising voting ballots.

2. Rights and obligations of the Presidium:

a. Conduct the meeting's activities according to the agenda approved by the General Meeting of Shareholders. Carry out necessary work so that the meeting takes place in an orderly manner; meeting the wishes of the majority of shareholders attending.

b. Guide delegates and the Congress to discuss.

c. Submit drafts of necessary contents for voting at the General Meeting of Shareholders.

d. Respond to issues requested by the Congress or designate someone to respond.

Article 4. Board of Shareholders Qualification Examination

The Board of Directors of the Group decides to establish the Board of Shareholders Qualification Examination. The Board of Shareholders Qualification Examination of the Group is responsible for checking the qualifications of shareholders or authorized persons attending the meeting, determining the validity according to the provisions of law and comparing it with the list of shareholders entitled to attend the meeting as of March 24, 2025; Distributing meeting documents and voting ballots; Reporting before the meeting and being responsible for the results of checking the qualifications of shareholders attending the meeting before the meeting is officially held.

Article 5. Meeting Secretariat

1. The Presidium introduces the Secretariat, the General Meeting of Shareholders selects and votes to approve at the General Meeting.

2. The Secretariat performs support tasks assigned by the Presidium, including:

a. meeting contents fully and honestly .

b. Assist the Presidium in announcing draft Minutes and Resolutions of the meeting and in sending notices of the Presidium to shareholders upon request.

c. Receive shareholder's opinion form.

Article 6. Election and Vote Counting Committee

1. The Election and Vote Counting Committee consists of 03 people introduced by the Presidium and selected and approved by the General Meeting of Shareholders at the meeting.

2. The Election and Vote Counting Committee has the following duties:

a. Disseminate election regulations, approve the candidate list, and guide shareholders to conduct elections according to the provisions of the election regulations.

b. Supervise the voting of shareholders or representatives attending the meeting;

c. Prepare ballot boxes, instructions on how to write ballots, and voting procedures;



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

Article 7. Conditions for conducting a meeting

The General Meeting of Shareholders is held when the number of shareholders attending the meeting represents more than 50% of the total number of voting shares according to the list of shareholders as of **March 24, 2025**.

Article 8. How to vote on issues at a meeting

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

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

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

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

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

- Approve the meeting minutes;

- And other content according to actual developments.

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

Article 9. The election of controllers shall be carried out in accordance with the Regulations on the election of Controllers of Cienco4 Group Joint Stock Company for the 2024 - 2029 term issued by the Board of Directors of Cienco4 Group.

Article 10. Approval of Minutes of the General Meeting of Shareholders

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

Article 11. Minutes and Resolutions of the General Meeting of Shareholders

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

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

Article 12. This Charter consists of 12 articles issued by the Board of Directors of Cienco4 Group in compliance with legal regulations.

Shareholders and members of the Organizing Committee of the 2025 Annual General Meeting of Shareholders of Cienco4 Group are responsible for implementation./.



On behalf of
the BOARD OF DIRECTORS
CHAIRMAN



Nguyen Van Tuan



DECISION

**On promulgating the Regulations on the election of additional Controllers
Cienco4 Group Joint Stock Company term 2024 - 2029**

BOARD OF DIRECTORS OF CIENCO4 GROUP

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

Pursuant to the Charter of Cienco4 Group Joint Stock Company;

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

DECISION:

Article 1. To issue, together with this Decision, the "Regulations on the election of additional Supervisors of Cienco4 Group Joint Stock Company for the term 2024 - 2029" at the 2025 Annual General Meeting of Shareholders.

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

Members of the Board of Directors, General Director, Deputy General Director, Chief of Office, Directors of Departments under the Group and shareholders attending the 2025 Annual General Meeting of Shareholders of Cienco4 Group Joint Stock Company are responsible for implementing this decision./.

Recipient:

- As Article 3;
- Board of Directors, Communist Party Committee of the Group;
- Board of Control;
- Trade Union, Youth Union of the Group;
- Save: Board of Directors Office, Human Resources Department, Offices.

**On behalf of the Board of Directors
CHAIRMAN**



Nguyen Van Tuan

RULES

**To Elect additional Controller for term 2024 - 2029
at the 2025 Annual General Meeting of Shareholders**

*(Attached to Decision No.2511/QD-TD dated 01/04/2025 of the Board of Directors)
Cienco4 Group)*

Article 1. Number and qualifications of Controllers.

1. Number of controllers.

The number of additional controllers of Cienco4 Group for the 2024 - 2029 term is 01 member.

2. Standards of Controller.

According to the provisions of Clause 4, Article 39 of the Group's Charter:

a. Have full civil act capacity and not be prohibited from establishing and managing an enterprise according to the provisions of the Law on Enterprises.

b. Not being a family relative of a member of the Board of Directors, General Director and other managers;

c. Not allowed to hold a management position in the Group; not necessarily a shareholder or employee of the Group;

d. Not working in the accounting and finance department of the Group;

e. Not being a member or employee of an independent auditing company that audited the Group's financial statements in the previous three (03) consecutive years;

f. Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or a major suitable for the Group's business activities;

g. Not to be the representative of the enterprise's capital at the Group.

Article 2. Nomination and candidacy for Controller

1. Shareholders holding voting shares of Cienco4 Group Joint Stock Company may pool their votes together to nominate candidates for the Board of Supervisors.

A shareholder or group of shareholders holding 10% or more of the voting shares may nominate one (01) candidate;

2. In case shareholders do not nominate or nominate enough candidates for Supervisory Board or the nominated candidates do not meet the prescribed conditions and standards, the Supervisory Board will nominate Supervisory Board candidates.

Article 3. Application documents for candidacy and nomination of candidates to elect Controllers

- Application for candidacy and nomination to join the Board of Supervisors (according to form);

- Candidate's self-declared CV (according to form);

- Copy of Citizen ID card, Passport if overseas Vietnamese, foreigner and degrees, diplomas and certificates certifying cultural level, professional level.

- Public report of related interests (According to form).

- Documents proving that the candidate meets the standards and conditions prescribed by law (if any).

Article 4. Selection of candidates



Based on the Nomination /Application Form of shareholders/groups of shareholders, the Organizing Committee will prepare a list of candidates who meet the prescribed conditions to elect additional Supervisors for the 2024 - 2029 term.

Article 5. Subjects of election

Shareholders owning voting shares (according to the list of securities owners of the Group prepared by the Vietnam Securities Depository and Clearing Corporation on the last registration date of March 24, 2025) or authorized representatives of shareholders owning voting shares of the Group.

Article 6. Ballots and ballot recording

1. List of candidates for Controller.

The list of candidates is arranged in alphabetical order by name, with full names written on the ballot.

2. Ballot and ballot recording

- Shareholders or authorized representatives are given additional ballots for the Supervisory Board according to the attendance code (*owned and authorized*);

- In case of incorrect recording, shareholders request the Vote Counting Committee to change the ballot;

- Shareholders or authorized persons must personally write the number of votes for each candidate in the blank box of that candidate on the ballot, sign and clearly state their full name.

3. Cases of invalid ballots

- The ballot does not follow the form prescribed by the Congress Organizing Committee and does not have the stamp of Cienco4 Group.

- Ballots crossed out, corrected, added or incorrectly filled with names, not on the list of candidates unanimously approved by the General Meeting of Shareholders before voting;

- The total number of votes for candidates of the shareholder exceeds the total number of voting rights held by that shareholder (including owned and authorized).

Article 7. Election method

- Each shareholder or authorized person attending the meeting is given a ballot to elect additional controllers with the number of votes corresponding to the number of shares owned (or represented).

- Voting to elect additional Controllers is conducted by secret ballot using the cumulative voting method;

- Shareholders can cast all their votes for one person or several people, but not more than the number of candidates approved by the General Meeting of Shareholders.

Specifically according to the provisions of Clause 3, Article 2 of the Internal Regulations on Corporate Governance.

Article 8. Ballot counting committee, voting and counting principles

1. Vote counting committee

- The vote counting committee is nominated by the Chairman and approved by the General Meeting of Shareholders;

- The counting committee is responsible for:

+ Adopt the Election Regulations;

+ Distribute ballots and instruct on how to fill out ballots;

+ Conduct vote counting;

+ Announce election results before the Congress.

- Members of the Ballot Counting Committee must not be on the list of nominees and candidates for the position of Controller.

2. Principles of voting and counting



- Voting principles: The election of additional controllers is carried out according to the principle of cumulative voting.

- The ballot counting committee checks the ballot boxes in the presence of shareholders;

- Voting begins when the distribution of ballots is completed and ends when the last shareholder places his ballot in the ballot box;

- The counting of votes must be carried out immediately after the voting ends;

- The vote counting results are recorded in writing and announced by the Head of the Election and Ballot Counting Committee before the Congress.

Article 9. Principles for election of Controllers

Principle of election: The elected Controller is the one with the highest number of votes. In case there are two or more candidates with the same highest number of votes, the person who owns, represents the ownership or is recommended by the group owning more shares will be selected. If the number of shares owned, represented or recommended by the group is equal, a re-election will be held among these candidates to select.

Article 10. Preparation and publication of the vote counting minutes

- After counting the votes, the Counting Committee must make a vote counting record.

- The full text of the Minutes of the vote counting must be announced before the Congress.

Article 11. Complaints about voting and vote counting will be resolved by the meeting chairman and recorded in the minutes of the Shareholders' Meeting.

This Charter consists of 11 articles and is read publicly before the General Meeting of Shareholders for approval by vote.

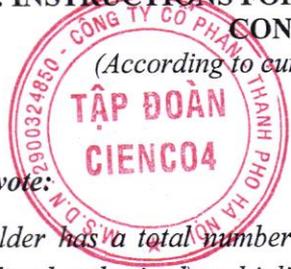
On behalf of
the BOARD OF DIRECTORS
CHAIRMAN



Nguyen Van Tuan



**APPENDIX: INSTRUCTIONS FOR WRITING SUPPLEMENTARY VOTES
CONTROLLER**



(According to cumulative voting method)

1. Record your vote:

- Each shareholder has a total number of votes corresponding to the total number of voting shares (including owned and authorized) multiplied by the number of elected Supervisors.
- Shareholders can divide the total number of votes for all candidates, or concentrate all votes on one or several candidates, but the total number of votes for candidates must not exceed the total number of their votes.

For example:

The General Meeting of Shareholders voted to select 02 supervisors from a total of 02 candidates. Shareholder Nguyen Van A holds (including ownership and authorization) 10,000 voting shares. At that time, the total number of votes of shareholder Nguyen Van A is:

$10,000 \text{ shares} \times 2 = 20,000 \text{ votes}$

Shareholder Nguyen Van A can vote cumulatively in the following manner:

Case 1: Shareholder Nguyen Van A casts his votes for 01 candidate (equivalent to the candidate receiving 20,000 votes)

Full name candidate	Number of voting rights elected
1. Candidate 1	20,000
2. Candidate 2	0
Total votes	20,000

Case 2: Shareholder Nguyen Van A cast his vote for 2 candidates.

Full name candidate	Number of voting rights elected
1. Candidate 1	12,000
2. Candidate 2	8,000
Total votes	20,000

Case 3: Shareholder Nguyen Van A cast his votes for 2 candidates but did not use all of his votes.

Full name candidate	Number of voting rights elected
1. Candidate 1	10,000
2. Candidate 2	8,000
Total votes	18,000

2. Invalid ballot

- The form does not follow the prescribed form and does not have the Group's seal.

- *Ballots with crossed out, corrected, added or incorrect names, not on the list of candidates unanimously approved by the General Meeting of Shareholders before voting.*
- *The total number of votes for candidates of the shareholder exceeds the total number of voting rights held by that shareholder (including owned and authorized).*
- *Other cases specified in the Election Regulations.*

NOTIFICATION

**Regarding the nomination of personnel to elect additional members of the Board of Supervisors
Cienco4 Group Joint Stock Company, term 2024 - 2029**

1. Basis:

- *Enterprise Law No. 59/2020 /QH14 dated June 17 , 2020 ;*
- *Decree 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law ;*
- *Charter of Cienco4 Group Joint Stock Company;*

To ensure the organizational structure of Cienco4 Group Joint Stock Company In accordance with the provisions of the Enterprise Law and the Group's Charter, the Board of Directors would like to notify the Group 's shareholders about the election of 01 (one) additional member of the Board of Supervisors for the 2024 - 2029 term of Cienco4 Group Joint Stock Company as follows:

2. Conditions for nomination and candidacy for Controller

- Shareholders or groups of shareholders holding 10% or more of total voting shares may nominate one (01) candidate for the Board of Supervisors.

3. Standards of candidates nominated for the Board of Supervisors

- Have full civil act capacity and not be prohibited from establishing and managing an enterprise according to the provisions of the current Enterprise Law;
- Not a family member of the Board of Directors, General Director and other managers;
- Not allowed to hold management positions in the Group; not necessarily a shareholder or employee of the Group;
- Not working in the accounting or finance department of the Group;
- Not being a member or employee of an independent auditing company that audited the Group's financial statements in the previous three (03) consecutive years;
- Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or majors suitable for the Group's business activities;
- Not to be a representative of capital in the Group;
- Good health, good moral qualities, honest and upright, and conscious of obeying the law.

4. Application for nomination as a member of the Board of Supervisors

- Application for nomination to join the Board of Supervisors (according to form);
- CV self-declared by the candidate;
- Copy of Citizen ID card, Passport if overseas Vietnamese, foreigner and degrees, diplomas and certificates certifying cultural level, professional level.
- Public report of related interests (according to form).

For the organization to be thorough, shareholders please send nomination documents to the Organizing Committee of the General Meeting of Shareholders. before **16:00 on April 18 , 2025** to the address:



ORGANIZING COMMITTEE OF SHAREHOLDERS' MEETING OF CIENCO4 GROUP JOINT STOCK COMPANY

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

Phone: 02436420371

Fax: 0243 6811275

Contact: Mr. Pham Van Hieu

Phone: 0904.727.179

2025 Annual General Meeting of Shareholders will compile a list of eligible individuals to run for election and nominate them for the official election at the 2025 Annual General Meeting of Shareholders .

Sincerely announce./.

Recipient :

- As above;
- Save: Congress Organizing Committee, Board of Directors Office, Offices

**On behalf of the Board of
Directors
CHAIRMAN**



Nguyen Van Tuan



SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

NOMINATION FORM

Election of additional members of the Board of Supervisors for the 2024-2029 term

2025 Annual General Meeting of Shareholders

Cienco4 Group Joint Stock Company.

Pursuant to the Notice of the Board of Directors of Cienco4 Group on nomination and candidacy for election of additional members of the Board of Supervisors for the 2024-2029 term at the 2025 Annual General Meeting of Shareholders;

Name of organization/individual:

.....

Citizen ID card / Business registration number:Date of issue:

.....Place of issue:

I am a shareholder common shares of Cienco4 Group Joint Stock Company (equivalent to% of voting shares) as of .../.../2025 .

According to the provisions of the Group's Charter and the Notice of the Organizing Committee, I am eligible to nominate a candidate for the term of controller 2024 - 2029. I would like to nominate the following personnel to the list of candidates for the election of additional controllers for the term of controller 2024 - 2029 of Cienco4 Group Joint Stock Company after considering that the candidate fully meets the standards and conditions to participate in the controller position according to the Notice of the Group's Board of Directors , the provisions of the Enterprise Law and the Group's Charter:

Candidate's full name:

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

Attached to this Nomination Form are:

- Candidate's resume;
- Publicly report related interests.

To be a candidate to join the Board of Supervisors of Cienco4 Group Joint Stock Company for the term 2024 - 2029 , to be additionally elected at the 2025 Annual General Meeting of Shareholders on April 25, 2025.

I hereby certify that all information provided above is accurate and I am legally responsible for the information provided.

....., date month year 2025

SHAREHOLDERS

(Sign and print full name, stamp if any)

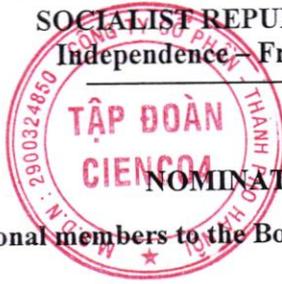
Note :

- Only Shareholders/Groups of Shareholders with a ratio of over 10% can be nominated according to the provisions of the Enterprise Law.
- Nominations must be sent to the Congress Organizing Committee before 16:00 on April 18 , 2025 to the address:

Cienco4 Group Joint Stock Company

Address: 10th-11th floor, ICON4 building, 243A De La Thanh street, Lang Thuong ward, Dong Da district, Hanoi city

Phone: 0243 6420371 Fax: 0243 6811275



NOMINATION FORM

Election of additional members to the Board of Supervisors for the 2024-2029 term

2025 Annual General Meeting of Shareholders
Cienco4 Group Joint Stock Company.

Pursuant to the Notice of the Board of Directors of Cienco4 Group on nomination and candidacy for election of additional members of the Board of Supervisors for the term 2024-2029 at the Annual General Meeting of Shareholders in 2025 ;

We are a group of shareholders who voluntarily gathered to form a group of shareholders who own the company. common shares of Cienco4 Group Joint Stock Company (equivalent to % of voting shares) as of / /2025 , including :

TT	Shareholder name	Citizen ID / Business Registration	Number of shares owned	Shareholder signature/Signature and seal if organization
1	
2	
3	
4	
	Total		

According to the provisions of the Group's Charter and the announcement of the Organizing Committee, we are eligible to nominate candidates for the term of control for 2024 - 2029. We would like to nominate the following personnel to the list of candidates for the election of additional controllers for the term of control for 2024 - 2029 of Cienco4 Group Joint Stock Company after considering that the candidate fully meets the standards and conditions for participating as a controller according to the announcement of the Group's Board of Directors , regulations of the Enterprise Law and the Group's Charter :

Candidate's full name:

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

Attached to this Nomination Form are:

- Candidate's resume;
- Publicly report related interests .

At the same time we agree to nominate Mr./Ms to represent the group to carry out nomination procedures in accordance with regulations on nomination and candidacy for controller of Cienco4 Group Joint Stock Company.

We guarantee that all information provided above is accurate and are legally responsible for the information provided.

..... , date month year 202 5
REPRESENTATIVE OF SHAREHOLDERS

Note :

- Only Shareholders/Groups of Shareholders with a ratio of over 10% can be nominated according to the provisions of the Enterprise Law.
- Nominations must be sent to the Congress Organizing Committee before 16:00 on April 18 , 2025 to the address:

CIENCO4 Group Joint Stock Company
Address: 10th-11th floor, ICON4 building, 243A De La Thanh street, Lang Thuong ward, Dong Da district, Hanoi city

Phone: 0243 6420371 Fax: 0243 6811275



RELATED INTEREST DISCLOSURE REPORT

Pursuant to Article 164 of the Law on Enterprises 2020, I hereby declare the following related interests:

- Full name:
- Date of birth: month year
- Citizen ID number:, Date of issue: at
- Permanent address:
- Current workplace and position:

1. List of Enterprises in which I own capital contributions and shares:

Order	Business name	Head office	Industry, business	Number, date of issue, place of issue of Business Registration Certificate	Number of shares/capital contribution	Ratio/Enterprise Charter Capital	Time of capital contribution
1							
2							

2. List of Enterprises in which I, my related persons jointly own or separately own shares or capital contributions of more than 10% of charter capital

Order	Business name	Head office	Industry, business	Number, date of issue, place of issue of Business Registration Certificate	Name of declarant/related person holding shares	Relationship with the declarant	Number of shares/capital contribution	Proportion/Charter capital
1								
2								

I hereby certify that the above information is completely complete, accurate and truthful. If incorrect, I will take full responsibility before the General Meeting of Shareholders and before the law.

Hanoi, date year

DECLARANT

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**
2025 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



Nguyen Van Tuan



REPORT OF THE BOARD OF MANAGERMENTS**At the 2025 Annual General Meeting of Shareholders
On production and business results in 2024 - Plan and solutions for 2025****PART 1
2024 BUSINESS PERFORMANCE RESULTS****I. GENERAL SITUATION CHARACTERISTICS****1. Convenient.**

- in 2024, the Government will promote public investment to restore the economy. Therefore, most of the Group's ongoing projects are fully funded.

- The Group owns and masters modern and advanced construction technologies, ensuring the construction of large projects with complex technical requirements. Possessing abundant human resources of technical staff, managers and technical workers... ready to undertake well the work in the field of investment - construction of transportation, technical infrastructure, irrigation, civil...

- The Group's leadership and staff are always united and have stable thinking to build a Cienco4 that is increasingly sustainable.

2. Difficult.

- In the context of the world situation continuing to be unstable, with many difficulties and challenges; the prices of raw materials, fuels, goods and transportation in the world fluctuate strongly, creating pressure on inflation and global growth. In the country, the economy continues to recover positively, however, difficulties and challenges remain very large, especially the double impact of unfavorable external factors and internal limitations and shortcomings that are more clearly revealed in difficult conditions.

- Many key projects (North-South expressway, Long Thanh airport, belt roads...) taking place simultaneously also lead to a shortage of key materials (sand, soil, rock...) which greatly affects the construction progress of the projects.

- BT investment projects: Hieu 2 Bridge - Nghia Dan with prolonged procedures; Thai Nguyen Cho Moi BOT project, although having the Government's policy, has not been completely resolved; The expressway project put into operation leads to toll revenue of Hoang Mai Toll Station (collecting tolls for the BOT project, Nghi Son - Cau Giat section) and Ben Thuy Toll Station (collecting tolls for the BOT project, Vinh City bypass section and Nam Ben Thuy section - Ha Tinh City bypass section); Some projects with long-standing debts have not been fully paid such as: J3 Ben Luc - Long Thanh Package; Hoa Trung Bridge; Dung Bridge; Dong Tru Bridge...

II. RESULTS OF IMPLEMENTATION OF 2024 PLAN TARGETS:

In the general context of many difficulties as above, especially the scarcity of main materials and supplies greatly affects the progress of project construction, leading to output, revenue, profit targets... not reaching the target set by the General Meeting of Shareholders . However, The Group's leaders and all staff have made efforts to maintain stable production, focusing on directing production, acceptance, payment, and strictly controlling projects to ensure that each project brings the highest efficiency to the Group. The specific production and business results in 2024 are as follows:

TT	Indicators	Unit	Plan 2024	Perform	Proportion
1	Total revenue	Billion VND	4,500	3,358.85	74.6%
2	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%

III. EVALUATION OF MANAGEMENT AND OPERATION RESULTS OF Production and Business in 2024:

1. Regarding corporate governance:

- Complete procedures for Joint Stock Company 407 and Joint Stock Company 414 to cease being associate companies of the Group.

- Appointment of leadership positions (Group, departments): Meet production and business requirements and promptly recognize the efforts of officers and employees.

- Recruitment: Ensure to meet the human resource needs for production and business activities.

- Retirement and leave settlement: Satisfactory settlement of regimes for employees according to regulations.

2. About job search:

- In 2024, the Group won bids and signed contracts worth approximately VND 2,000 billion, including: Bidding packages at Long Thanh Airport; Bidding packages at Quang Tri Airport; Bidding package XL10 Upgrading and renovating Khanh Hoa Provincial Road 1B... and other bidding packages .

- In the first quarter of 2025, the Group won the bid and signed the contract: 433 billion VND - Package No. 11 - Investment project to complete the infrastructure of Nam Cao University - Ha Nam province and is currently bidding for many large packages with positive forecasts.

- The Group's leaders regularly grasp information about projects to select projects with clear capital sources, effective investment projects, strengthen joint ventures - associations with domestic and foreign partners to propose appropriate solutions in bidding to win bids, in order to find jobs for the coming time.

3. Regarding production management:

- In 2024, simultaneously construct many projects to ensure safety, quality and progress such as *Bac Quang - Xin Man Road, Ha Giang province; Package XL04 Lai Chau; Yen Xa wastewater plant; Giai Phong Underpass - Package No. 17; Hanoi Ring Road 4 Package No. 11; Da Nang National Highway 14B Package; Quang Tri Airport; Packages of the North-South Expressway Project: Dien Chau - Bai Vot section (PPP); Bung - Van Ninh section - Package XL01; Khanh Hoa - Buon Me Thuot section - Package XL01; Hau Giang - Ca Mau section - Package XL01; Long Thanh Airport Package 4.6 & Package 4.7; Bach Dang 2 Bridge - Binh Duong; Nguyen Van Linh Underpass - Package No. 1; Ho Chi Minh Ring Road 3 Package XL08 & Package XL10; An Phu intersection.... Of which 04 were completed . Projects put into use (Yen Xa wastewater plant; North-South expressway: Dien Chau - Bai Vot section (PPP); Bach Dang 2 Bridge - Binh Duong; Nguyen Van Linh underpass - package 1).*

- Implementing the construction of 02 newly awarded projects: Package No. 10 Upgrading and expanding Provincial Road 1B - Khanh Hoa and Package No. 11: Investment project to complete the infrastructure construction of Nam Cao University - Ha Nam province (newly awarded in early 2025).

4. Regarding technical management, construction quality, labor safety and environmental sanitation:

- The Group's leaders regularly organize inspections and production meetings at projects, direct and control operations, inspect product quality of each construction item, promptly prevent and handle issues affecting project quality. At the same time, promptly grasp technical issues (especially difficult and complicated content) to come up with appropriate and effective solutions, especially prioritizing the use of available resources of the Group and units as well as minimizing the need to mobilize other resources.

- Organize many inspections on Labor Safety and Environmental Hygiene on construction sites and projects. Through inspection, shortcomings of units were promptly detected and reminded for correction, and at the same time, there were rewards and penalties for units that performed well and poorly.

5. About Investment work:

5.1. Project investment:

a) Investment projects:

- BOT project Vinh bypass and section South of Ben Thuy bridge - Ha Tinh bypass; National Highway 38 project Yen Lenh - Vuc Vong section; Nghi Son - Cau Giat project: Carry out well the project exploitation, maintenance work... ensuring quality, progress and legal procedures. Continue working with relevant departments on the remaining project settlement.

- Thai Nguyen - Cho Moi Project: A document has been sent to the Ministry of Transport (now the Ministry of Construction) requesting the competent State agency to approve the allocation of State budget capital: VND **2,810.77 billion** to pay the project enterprise to terminate the BOT contract ahead of schedule. The proposed State budget value is provisional at the time of payment on June 30, 2025 and the Investor and the Lenders have shared part of the risks in the project in accordance with the direction of the Government Standing Committee. Currently: The Ministry of Construction has completed the project to resolve difficulties and obstacles in BOT transport projects and submitted it to the Government. In the event of favorable conditions, the content of the difficulties in the Thai Nguyen - Cho Moi BOT project will be approved by the competent authority in June 2025.

- Hieu bridge project and roads at both ends of the bridge, Thai Hoa town under BT form:

+ Hieu Bridge project: Continue working with Thai Hoa Town People's Committee and the Department of Finance to settle loan interest during the construction phase. (The Ministry of Finance has given its opinion, Nghe An Department of Finance has sent a document to Thai Hoa People's Committee).

+ Corresponding land project: Urgently coordinating with the People's Committee of Thai Hoa town to approve the plan for Site Clearance, payment to households, settlement of interest on loans advanced for Site Clearance of Long Son urban areas, updating documents to continue recording revenue and expenditure in the 5th phase. Solving remaining land issues of Long Son 1B and Long Son 3 areas; Completing procedures to have the Provincial People's Committee approve the land price of Long Son 1B area.

- Project 61 Nguyen Truong To, Vinh City: The Group assigned Cienco4 Land to manage and invest. It has been handed over to customers, and continues to sell the remaining part.

- Project 180 Nguyen Thi Minh Khai: Regularly have plans to find tenants to always fill vacant areas, increasing efficiency.

- North-South expressway investment project, Dien Chau - Bai Vot section: Completed and put into operation.

b) Ongoing projects:

- Project of Vinh City Bypass Management Unit, North-South bus stop and General Service Trade Center in Hung Dao commune, Hung Nguyen district, Nghe An province: Currently carrying out legal procedures related to additional land purchased to add to the project and implementing the next steps.

- Cau Cau mixed-use tourism, service and resort project: Continuing to work with Nghe An Provincial People's Committee to carry out extension procedures.

- Office area 116 Le Van Duyet, 37 Dao Duy Anh (Ho Chi Minh City); 29 Quang Trung (Vinh City): Planning for more effective exploitation.

- Quang Tri airport investment project: Investment is being implemented to ensure progress.

- Nghi Hai Eco-Culinary Area Project, Nghi Hai Commune, Vinh City: Carrying out procedures to extend land use progress, selecting consultants, contractors and continuing to level the ground.

- Urban area project of Van Thanh commune, Yen Thanh district, Nghe An province: Continuing to carry out procedures for approving 1/500 planning and related legal procedures.

5.2. Investment and management of circulating equipment and materials:

- Focus on the management, preservation, maintenance, and repair of motorbike equipment and circulating materials; Conduct inspections and assessments of the mobilization and exploitation of motorbikes and equipment at the Group's projects. Review idle equipment and materials and the needs of units to promptly transfer equipment to ensure effective exploitation.

- In 2024, investment in equipment, circulating materials and other auxiliaries to meet the needs of the projects has been carried out in accordance with regulations.

6. Regarding acceptance, settlement, and debt collection:

The Group's leaders always focus on the work of payment, settlement and debt collection at projects. Regular meetings are held to analyze the causes and propose solutions to remove obstacles in the work of acceptance and payment at each project, thereby resolving existing problems and difficulties to facilitate the Group's debt collection work.

7. Regarding financial work:

- Financial work is carried out promptly and ensures capital to maintain production and business activities.

- Group with large deposit balance should always ensure capital for production and business.

- Accounting work such as: Accounting books, Quarterly and annual financial settlement reports are clear and timely in accordance with regulations on the Stock Exchange.

8. Other work:

- Launch a competition to collect debts, compete to complete tasks periodically and sign a commitment to compete on progress, quality and safety at the Project Management Boards.

- Timely rewards for projects that achieve progress, quality, safety and efficiency for groups and individuals.

- Completed payment of Insurance (Social Insurance; Health Insurance; Voluntary Insurance) in 2024. In addition, the Group has also purchased Personal Insurance for all officers and employees to work with peace of mind.

- Always focus on organizing activities to celebrate holidays: International Women's Day March 8, Ho Chi Minh Communist Youth Union founding day March 26, Vietnamese Women's Day October 20....

- Successfully organized a sports festival to celebrate the 62nd anniversary of the Group's founding (December 27, 1962 - December 27, 2024) with sports: men's and women's soccer, tug of war....

- Organize travel and vacation programs to enhance solidarity and create a joyful atmosphere for all staff.

Besides production and business, enterprise development, the Group also cares about social work, gratitude activities, humanitarian charity. Regularly giving gifts, sponsoring, supporting organizations, individuals...

PART 2

BUSINESS PRODUCTION PLAN 2025

The year 2025 is of special significance, a year of acceleration, breakthrough, and finishing, the final year of implementing the 5-year socio-economic development plan 2021-2025 and preparing and consolidating the fundamental factors, creating a premise to confidently enter a new era - the era of the country's rise to wealth and prosperity.

The world situation is forecast to continue to fluctuate in a complex and unpredictable manner. The global economy and trade continue to recover but still contain many potential risks and challenges. Strategic competition, geopolitical instability, energy security, food security, natural disasters, climate change... are increasingly unpredictable. Enterprises in the Vietnamese transport construction industry are facing many difficulties and challenges such as scarcity of raw materials, large price fluctuations...

In 2025, the Government and ministries will focus on strategic transport infrastructure routes. This is a great opportunity for transport infrastructure construction enterprises in general and CIENCO4 in particular.

Based on the assessment of the general advantages and difficulties of the domestic and world economies, in 2025 the Group sets a target of steady growth, continues to improve production and business efficiency, strives to achieve and exceed the set targets.

The General Director presents to the General Meeting of Shareholders the 2025 production and business plan and implementation solutions, specifically as follows:

I. MAIN INDICATORS:

TT	Indicators	Unit of measure	Plan 2025
1	Total revenue	Billion VND	4,000
2	Realized profit (after tax)	Billion VND	>200
3	Debt Coverage Ratio	Time	> 1
4	Dividends	%	7

II. KEY SOLUTIONS :

1. On corporate governance

- Continue to complete the requirements of the State Securities Commission as well as management agencies to soon complete the plan to list C4G shares on the centralized stock exchange (HNX) .

- Continue to implement the contract work well to increase labor productivity and production and business efficiency;

- Continue to promote joint ventures and partnerships with Japanese partners to expand the market into the fields of interior equipment business, building operation management, renewable energy and labor export.

- Continue to improve the quality of operations of the Group's advisory boards and project management boards in the direction of streamlining, clearly assigning tasks, and effectively performing tasks.

- Resolutely and thoroughly implement the work of classifying and arranging staff and increasing the income of staff. Have solutions to improve work awareness and labor productivity. Provide solutions to streamline the management system, reduce cumbersome, encourage staff to contribute, and ensure the criteria of "one person doing many things". Resolutely eliminate the situation of poor awareness, lack of motivation, shirking, and shirking responsibility among all staff of the Group.

- Continue to recruit and promptly mobilize personnel for functional departments and executive boards; train staff and prepare labor force to directly implement the new model.

2. About job search:

- Continue to closely follow the target projects of interest. Increase initiative in approaching, negotiating to expand the market, and forming joint ventures with domestic and foreign partners to participate in project bidding.

- Research, analyze and have good preparations in terms of human resources, technology and equipment capacity, related partners... to be ready to participate in the construction of works belonging to the North-South high-speed railway project, the East-West railway lines (Lao Cai - Hanoi - Hai Phong, Lang Son - Hanoi...), Metro lines in Hanoi and Ho Chi Minh City.

- Participate in bidding for projects with foreign capital (such as JICA, WB, ADB...), bond capital, State budget is prioritized for funding and assessed as effective.

- Participate in bidding, expand market in the fields of irrigation, wastewater treatment, renewable energy.

- Search for foreign partners with experience and financial potential to coordinate investment in PPP projects. Develop real estate projects, industrial park infrastructure, urban areas. Priority in big cities such as Ho Chi Minh City, Hanoi and places with potential for land exploitation .

3. Regarding production management:

- Manage the construction of ongoing projects to ensure safety, quality, progress, aesthetics and efficiency. The Group's leaders regularly inspect the site and critical path of the project, proactively adjust plans to increase manpower, equipment and materials to meet the specific requirements of each project.

- Continuously improve and enhance production management methods to suit each project as well as maximize the use of the Group's resources.

- Implement decisively and systematically from the beginning for newly-winning projects/packages to shorten initial preparation time, avoid creating unnecessary critical paths and increase the efficiency of production and business.

4. Regarding investment work:

4.1. Investment projects:

a) Investment projects currently in operation:

- Regularly inspect and perform tasks during the exploitation phase of PPP projects (BOT Contract) invested by the Group (maintenance, overhaul, black spot handling, emergency repairs, etc.) to ensure compliance with regulations, safe exploitation, and savings.

- Closely follow ministries and localities to complete the final settlement of the remaining parts of completed projects (Nam Cau Ben Thuy Project - Ha Tinh bypass and additional items; Nghi Son - Cau Giat Project and additional items, Hieu 2 Bridge - Thai Hoa Town ...) and agree on Project Management costs during the exploitation phase according to the regulations of the non-stop automatic toll collection project.

- For Thai Nguyen - Cho Moi Project: Continue working with the Ministry of Construction and relevant agencies so that the competent authority can soon issue a decision on the State's support for payment of invested capital for the project so that the Group can reinvest in other projects.

- Long Son land project: Continue working with relevant agencies to complete the remaining contents and procedures of the project.

- Building 180 Nguyen Thi Minh Khai: Continue to manage well, focus on environmental sanitation, security and order, fire prevention and safety during operation. Proactively inform customers through channels to proactively fill the rental space during operation.

b) Ongoing projects:

- Cau Cau mixed-use tourism, service and resort project: The Group's leaders worked with the People's Committee of Nghe An province and relevant departments to extend the project's progress.

- Research and have plans to exploit and use more effectively for projects at 29 Quang Trung - Vinh City; Office area 116, Dinh Tien Hoang...

- For the Vinh City Bypass Management Project, the North-South bus stop and the general service trade center in Hung Dao commune, Hung Nguyen district, Nghe An province: Continue to carry out legal procedures related to the additional land purchased to add to the project and implement the next steps.

- Nghi Hai Eco-Culinary Area Project: Carry out procedures to extend construction progress, adjust investment plan and ensure effective investment implementation.

- Quang Tri airport investment project: Carry out related procedures to ensure investment efficiency.

- Urban area project of Van Thanh commune, Yen Thanh district, Nghe An province: Continue working with relevant agencies to carry out procedures for approving 1/500 planning and related legal procedures for project investment.

4.2. Equipment investment:

- Continue to review and implement investment in necessary equipment and circulating materials to meet project requirements.

- Regularly review the status of equipment (equipment quality, equipment usage plan) to ensure that equipment is exploited effectively.

5. Regarding financial work and debt collection:

- Perform financial reporting work to ensure accuracy and timeliness to meet requirements.

- Capital structure, balance enough capital for production, business and investment. Use capital for the right purpose, strictly manage assets, materials and capital, reduce costs, preserve and develop capital.

- Mobilize capital from legal sources to ensure timely balance and sufficient capital for production, business activities and development investment in each period.

- Continue to research and implement financial investment to increase capital efficiency.

- Closely follow and work with investors to obtain advance funds, acceptance and timely payment for projects. At the same time, grasp the progress of projects and balance capital well to ensure timely payment to customers; Use project funds for the right purposes, ensuring that they do not affect the implementation of projects.

- The Group's leaders in charge, the Executive Board, and departments have drastic solutions to work with the Ministries, Investors to resolve the backlog to recover capital and ensure the earliest completion of settlement for the backlog packages as well as the packages that have been settled for a long time but have not been allocated capital such as: *Dong Tru bridge, Dung bridge, Hoa Trung bridge...*

6. Regarding science and technology, technical management, quality of labor safety and environmental sanitation:

- Focus on research to provide design solutions and construction technology suitable for projects in different regions, taking advantage of the Group's available materials and equipment, ensuring efficiency, enhancing brand reputation to create competitiveness in the new period; effective construction solutions to save materials during the construction process of projects that the Group directly constructs.

- Strengthen the role and responsibility of individuals of the Project Management Board and Construction Team in quality management, aesthetics, completion and handover of works, especially the role and responsibility of the Director of the Management Board and Team Leader. Maintain regular site inspections at each specific project, promptly detect and handle technical issues, ensure project quality and progress.



- Continue to proactively strengthen the direction, inspection and supervision of Labor Safety and Environmental Hygiene at construction sites. Maintain weekly reporting to urge projects to perform well in Labor Safety and Environmental Hygiene.

7. Other work:

- Organize activities to celebrate holidays such as March 8, March 26, October 20, December 27 (traditional days of the Group)... to enhance corporate culture, improve health and spirit of staff, contributing to production and business.

- Continue to innovate emulation and reward work in a more realistic and specific direction; launch a labor emulation movement, increase labor productivity from the smallest tasks, from internal work to the field, consider it as the goal and motivation for daily, weekly and monthly work of departments, offices and staff. Directors, heads of departments, directors of project management boards proactively plan and set emulation goals for their departments to register with the Standing Committee of the Emulation and Reward Council to organize launching, preliminary and final reviews, and clear and timely rewards and punishments.

- Continue to improve the salary payment mechanism to ensure fairness, linked to work efficiency to create motivation and responsibility in the work of staff.

- Carry out social charity activities well, repay gratitude.

Above is the report of the Board of Managements respectfully presented to the Congress.

Thanks very much . /.

GENERAL DIRECTOR



Nguyen Tuan Huynh

**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 2024 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



Dao Thi Thanh Mai

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.

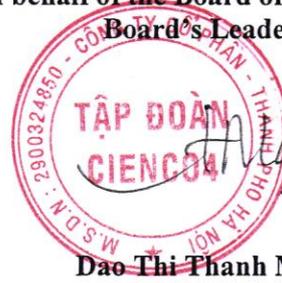
Respectfully submit to the General Meeting of Shareholders for consideration and decision.

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

Number: 1664 /BC-TD

Hanoi, 1st April 20 25

**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)	
- Board of Directors	11	10,000,000	1,275,621,174	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 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, 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 (Seventeen million, eight hundred sixty -five thousand, zero thirty-seven) shares.
Total expected issuance value:	Maximum 178,650,370,000 VND (One hundred seventy eight billion, six hundred fifty million, three hundred seventy thousand dong).
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



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



Nguyen Van Tuan

No: 1667/TTr-Board of Directors

Hanoi, 01 April 2025

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:

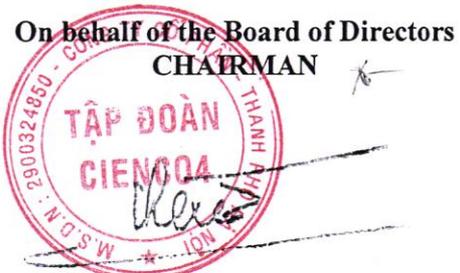
1. Proactively choose to list C4G shares on one of two stock exchanges in Vietnam, the Ho Chi Minh City Stock Exchange (HOSE) or the Hanoi Stock Exchange (HNX);
2. Proactively choose the appropriate time to list in 2025 or another time suitable to the market situation and actual conditions;
3. Have full 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



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.	<p>Clause 4, Article 2 of the Internal Regulations on Corporate Governance</p>	<p><i>Not specified</i></p>	<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> <ul style="list-style-type: none"> - 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); - 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>b) How to register to attend the online General Meeting of Shareholders;</p> <ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> + Shareholders access the link announced by the Group to declare their shareholder status and register to attend the General Meeting of Shareholders; + Shareholders must accurately declare the necessary personal information that the Group has sent to Shareholders; + 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>c) Authorization for a representative to attend the online General Meeting of Shareholders;</p> <ul style="list-style-type: none"> - Shareholders and authorized representatives of organizational shareholders may authorize in writing one or more other individuals or organizations to attend online meetings; - 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.</p>

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 *for*



No: 1670 /TTr-Board of Directors

Hanoi, 01 April 2025

SUBMISSION
On the addition of a Group Controller

To: Cienco4 Group General Meeting of Shareholders

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

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

According to the provisions of the Charter of Cienco4 Group, the number of controllers of the Group is three (03) people. On August 14, 2024, Mr. Thai Hong Lam submitted a resignation letter from the position of Controller of Cienco4 Group. The number of Controllers of the Group to date is 02 people, 01 person is missing.

To ensure the sufficient number of Supervisors as prescribed by the Group's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders to elect 01 additional Supervisor for the 2024 - 2029 term to replace the resigned Supervisor.

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

Recipient:

- As above;
- Save: General Meeting of Shareholders, Board of Directors' office, Offices.

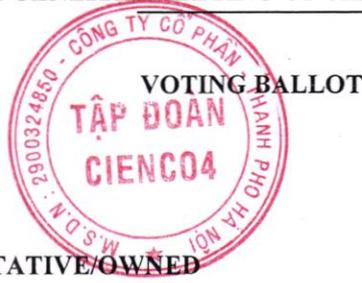
On behalf of
BOARD OF DIRECTORS
CHAIRMAN



Nguyen Van Tuan

**CIENCO4 GROUP JOINT STOCK COMPANY
ANNUAL GENERAL MEETING OF SHAREHOLDERS 20 25**

Draft



SHAREHOLDERS :

CODE:

**NUMBER OF REPRESENTATIVE/OWNED
SHARES:**

NUMBER OF AUTHORIZATION SHARES:

TOTAL NUMBER OF VOTING SHARES:

We respectfully request shareholders to give their opinions by marking (X) in the corresponding square:

Order	Content	Voting plan		
		Approved	Disapprove	No comments
1	Approval of the Board of Directors' 2024 performance report and 2025 plan			
2	Approval of Financial Report and Profit Distribution Plan for 2024			
3	Approval of the Production and Business Plan and financial targets for 2025			
4	Approval of the Board of Supervisors' 2024 performance report			
5	Approval of remuneration levels for the Board of Directors and the Board of Supervisors in 2024 and payment plan for 2025			
6	Approval of the plan to issue shares to pay dividends in 2024			
7	Approving the change in the plan for using the proceeds from the 2022 and 2023 issuances.			
8	Approval of plan to list C4G shares on centralized stock exchange			
9	Approval of the revised content of the Internal Regulations on Corporate Governance			
10	Through 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			
11	Approving the authorization for the Board of Directors to select an auditor for the 2025 Financial Statements			

Hanoi, April 25, 2025

Shareholder/Authorized person signs and prints full name



(DRAFT)

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 %	178.650.377.000
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
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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 Mr./Ms.... 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