

MINUTES
Annual General Meeting of Shareholders in 2026

I. BUSINESS INFORMATION

Company name: 3-2 Investment and Construction Joint Stock Company

Abbreviation: C32

Stock Code: C32

Head office address: No. 45A, Nguyen Van Tiet Street, Lai Thieu Ward, Ho Chi Minh City

Enterprise Registration Certificate No. 3700146225 issued by the Department of Planning and Investment of Binh Duong province for the first time on 24/12/2008; registered for the 16th change issued by the Department of Finance of Ho Chi Minh City on 11/02/2026.

II. TIME, PLACE AND FORM OF ORGANIZATION

- Time: 08:15, April 21, 2026

- Location: Hall of 3-2 Investment and Construction Joint Stock Company, No. 45A, Nguyen Van Tiet Street, Lai Thieu Ward, Ho Chi Minh City.

- The 2026 Annual General Meeting of Shareholders of 3-2 Investment and Construction Joint Stock Company (hereinafter referred to as the "General Meeting") shall be held at the convening of the Board of Directors, in accordance with the provisions of the Law on Enterprises and the Company's Charter.

III. CHECK SHAREHOLDER STATUS AND PARTICIPATION RATE

- Mr. Nguyen Van Sang – Head of the Shareholder Qualification Examination Committee presented the Shareholder Eligibility Examination Report and announced the attendance rate of the General Meeting.

- Total number of shares of the Company according to charter capital: 30,059,290 shares.

+ Total number of voting shares: 30,058,290 shares

+ Total number of non-voting shares: 1,000 treasury shares

- At the time of the opening of the General Meeting: there were 14 shareholders and authorized representatives, representing 22,224,176 shares, accounting for 73.94% of the total voting shares.

- Number of shareholders attending via remote voting: None

With the above participation rate, the Company's 2026 Annual General Meeting of Shareholders is eligible to be conducted in accordance with the provisions of law and the Company's Charter.

IV. PARTICIPANTS AND ESTABLISHMENT OF COMMITTEES

1. **Participants:** Board of Directors, Board of Directors and authorized shareholders/representatives.

2. **Presiding Board:**

- Mr. Tu Vinh Trung – Chairman of the Board of Directors – Chairman of the meeting

- Mr. Nguyen Viet Duc – Independent Member of the Board of Directors – Chairman of the Audit Committee

And invited Mr. Nguyen The Phi – General Director of the Company to participate in supporting the Presiding Board in the presentation and professional explanation at the Congress.

3. **Secretariat:**

- Mr. Lu Minh Quan - Head of Department

- Ms. Pham Ngoc Thao - Membership

4. **Vote counting committee:**

- Mr. Phan Huy Thuan - Head of Department

- Ms. Tran Thi Thanh An - Membership

- Mr. Nguyen Van Ky - Membership

The Congress voted to approve the list of the Vote Counting Committee with an approval rate: 100% in the form of holding up voting cards.

V. APPROVAL OF THE STATUTE AND PROGRAM OF THE CONGRESS

1. The General Meeting voted to approve the Working Regulations of the Annual General Meeting of Shareholders in 2026 with an approval rate: 100% in the form of holding up a voting card.

2. Program of the Congress:

The General Meeting approved the meeting agenda, including the following contents:

(1) Audited Consolidated Financial Statements 2025

(2) Corporate Governance Report 2025

(3) 2025 Annual Report

(4) Report on the activities of the Board of Directors in 2025, business orientation and plan in 2026

- (5) Report of the Independent Board Member of the Audit Committee
- (6) Report on the profit distribution plan in 2025 and the plan for 2026
- (7) Report on the selection of an audit firm for the fiscal year 2026
- (8) Proposal to amend and supplement the Company's Charter (XVIII)
- (9) Proposal for amendments and supplements to the Internal Regulation on corporate governance (the 6th time)
- (10) Proposal to amend and supplement the Operation Regulation of the Board of Directors (the fourth time)
- (11) Discussing and voting to approve the contents to be submitted to the General Meeting
- (12) Approving the Regulation on the election of additional members of the Board of Directors for the term 2026 – 2031
- (13) Introducing candidates for election of additional members of the Board of Directors for the term 2026 – 2031
- (14) Approving the list of candidates for election of additional members of the Board of Directors
- (15) Shareholders vote
- (16) Break – Vote Counting Committee
- (17) Announcement of voting results and election results
- (18) Elected members of the Board of Directors to launch the General Meeting
- (19) Approving the Minutes of the General Meeting
- (20) Voting to approve the Minutes of the meeting
- (21) Closing of the Congress.

Supplementing the meeting agenda at the request of shareholders:

- (1) Dismissal of members of the Board of Directors for Mr. Dinh Van Trong and election of additional independent members of the Board of Directors for the term 2026 – 2031.

Voting results:

- Approved: 22,224,176 shares, accounting for: 100%
- Disapprove: 0 shares, 0%
- No opinions: 0 votes, 0%

- (2) Change of the Company's governance model (change from the model with the Audit Committee under the Board of Directors to the model with the Supervisory Board)

Voting results:

- Approval: 7,820,500 shares, accounting for: 35.19%

- Disapprove: 14,403,676 shares, accounting for: 64.81%

- No opinions: 0 votes, 0%

This content is not enough to pass and is not included in the meeting agenda.

(3) Other recommendations: None.

The Congress voted to approve the Meeting Agenda, including the additional contents approved by the Congress; Contents that do not have enough voting rate are not included in the meeting agenda, with an approval rate: 100%.

VI. PRESENTATION OF REPORTS AND PRESENTATIONS

Representatives of the Executive Board, the Board of Directors and independent members of the Board of Directors in the Audit Committee presented reports and submissions according to the meeting agenda approved by the General Meeting.

VII. DISCUSSION AND RECORDING OF SHAREHOLDERS' OPINIONS

The Congress discussed the contents submitted at the meeting.

The opinions of the shareholders and the reply of the Presiding Board are fully recorded in the attached Appendix.

VIII. VOTING TO APPROVE THE CONTENTS

Mr. Nguyen Van Sang – Head of the Shareholder Eligibility Examination Committee presented a report updating the list of shareholders registered to attend and receive voting slips at the time of voting.

At 09:30 on April 21, 2026, when the General Meeting began to vote on the contents, there were 16 shareholders and authorized representatives attending, representing 22,224,220 shares, accounting for 73.94% of the total voting shares of the Company.

Voting method: shareholders vote on each content according to the voting slip issued by the Organizing Committee at the General Meeting, corresponding to the number of shares owned and represented.

Shareholders cast their votes in the ballot box according to the instructions of the Vote Counting Committee. The Vote Counting Committee conducts the vote counting in accordance with the Working Regulations and the Vote Counting Regulations approved by the Congress.

IX. INTRODUCTION OF CANDIDATES AND ELECTION OF ADDITIONAL INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS FOR THE TERM 2026 – 2031

1. Regulations on election of additional members of the Board of Directors

The General Meeting approved the Regulation on the election of additional members of the Board of Directors with an approval rate: 100% in the form of holding up voting cards.

2. List of candidates for election to additional members of the Independent Board of Directors:

Based on the valid nomination dossiers, the Congress recorded the list of candidates as follows:

No .	Candidate's name	Born in	Nominated shareholders/groups of shareholders	Number of Nominated Shares	Percentage %	Notes
1	Mr. Le Hung Chien	1972	Ms. Bui Thu Huyen	7,320,644 shares	24,35%	Independent Board Candidate

Information related to the candidate has been published on the Company's website at the address: www.c32.vn – Shareholder Relations – General Meeting of Shareholders – 2026.

The Chairman proposes shareholders or groups of shareholders to attend the General Meeting, meet the conditions as prescribed, to nominate additional candidates for the position of independent members of the Board of Directors.

➤ At the Congress, there were no more candidate nominations.

The General Meeting voted to approve the list of candidates for the election of additional members of the Independent Board of Directors mentioned above with an approval rate: 100% in the form of holding up voting cards.

3. Election organization

The Chairman invites the Vote Counting Committee to distribute election ballots and guide the election rules according to the Regulation approved by the Congress.

Shareholders shall vote in the election according to the instructions. The Vote Counting Committee collects and counts votes.

RECESS – THE VOTE COUNTING COMMITTEE CONDUCTS VOTE COUNTING

X. RESULTS OF VOTE COUNTING

Mr. Phan Huy Thuan – Head of the Vote Counting Committee announced the results of vote counting and election results of the General Meeting of Shareholders as follows:

- Total number of shares of the Company according to charter capital: 30,059,290 shares.

+ Total number of voting shares: 30,058,290 shares

+ Total number of non-voting shares: 1,000 treasury shares

- Total number of shareholders and authorized representatives attending the General Meeting: 16 shareholders, representing 22,224,220 shares, accounting for 73.94% of the total voting shares.

- Total number of votes issued: 16 votes, equivalent to 22,224,220 shares, accounting for 100% of the shares attending the meeting.

- Total number of votes collected: 16 votes, equivalent to 22,224,220 shares, accounting for 100% of the shares attending the meeting.

- Total number of valid votes: 16 votes, equivalent to 22,224,220 shares, accounting for 100% of the shares attending the meeting.

- Total number of invalid votes: 0 votes, equivalent to 0 shares, accounting for 0% of the shares attending the meeting.

The voting to approve the contents submitted to the General Meeting shall be carried out on the principle: 01 voting share corresponding to 01 voting vote.

(Enclosed with an appendix to the list of shareholders/shareholder representatives attending the meeting and the corresponding number of shares)

1. Voting results of contents to be submitted to the Congress:

No.	Voting content	Total number of shares in favor	Rate (%)	Total number of disapproving shares	Total number of shares without opinion
1	Audited Consolidated Financial Statements 2025	22,224,220	100%	0	0
2	Corporate Governance Report 2025	22,224,220	100%	0	0
3	2025 Annual Report	22,224,220	100%	0	0
4	2025 Board Activities Report and 2026 Plan	14,403,720	64.81%	7,820,500	0
5	Report of the Independent Board Member of the Audit Committee	22,224,220	100%	0	0
6	Profit distribution plan in 2025 and profit distribution plan in 2026	18,904,220	85.06%	320,000	3,000,000

No.	Voting content	Total number of shares in favor	Rate (%)	Total number of disapproving shares	Total number of shares without opinion
7	Selection of auditors in 2026	22,224,220	100%	0	0
8	Amendment to the Company's Charter (XVIII)	14,403,720	64.81%	7,820,500	0
9	Amendment to the Internal Regulation on Corporate Governance (VI)	19,224,220	86.50%	3,000,000	0
10	Amendment to the Operating Regulations of the Board of Directors (IV)	22,224,220	100%	0	0
11	Dismissal of the title of member of the Board of Directors for the term 2025-2030 for Mr. Dinh Van Trong from 21/04/2026	22,224,220	100%	0	0

2. Results of vote counting for the election of additional members of the Independent Board of Directors for the term 2026-2031:

- Total number of shares of the Company according to charter capital: 30,059,290 shares.

+ Total number of voting shares: 30,058,290 shares

+ Total number of non-voting shares: 1,000 treasury shares

- Total number of shareholders and authorized representatives attending and directly voting at the General Meeting: 16 shareholders, representing 22,224,220 shares, accounting for 73.94% of the total voting shares.

The election of members of the Board of Directors shall be carried out by the method of cumulative voting, whereby each shareholder has a total number of votes corresponding to the number of shares owned multiplied by the number of elected members (01 member).

- Total number of votes cast: 16 votes, equivalent to 22,224,220 votes, accounting for 100% of the shares attending the meeting.

- Total number of votes collected: 16 votes, equivalent to 22,224,220 votes, accounting for 100% of the shares attending the meeting. In which:

+ Total number of valid votes: 16 votes, equivalent to 22,224,220 votes, accounting for 100% of the shares attending the meeting.

+ Total number of invalid votes: 0 votes, equivalent to 0 votes, accounting for 0% of the shares attending the meeting.

The list of elected members of the independent Board of Directors is determined according to the number of votes from high to low as follows:

No.	Full name of candidate	Total votes	Rate
1	Mr. Le Hung Chien	14,143,520	63.64%
Plus:			

XI. CONTENTS APPROVED BY THE GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises, the Company's Charter and the results of vote counting, the following contents have been approved by the General Meeting of Shareholders with corresponding voting rates:

No.	Contents approved by the General Meeting	Percentage of shares in favor
1	Approval of the 2025 Audited Financial Statements	100%
2	Adopted the 2025 Corporate Governance Report	100%
3	Adoption of the 2025 Annual Report	100%
4	Approval of the 2025 Board of Directors Activity Report and 2026 Plan	64.81%
5	Adoption of the Report of the Independent Board Member of the Audit Committee	100%
6	Approving the profit distribution plan in 2025 and the profit distribution plan in 2026	85.06%
7	Approval of the selection of auditors in 2026	100%
8	Approving the amendment of the Company's Charter (XVIII)	64.81%
9	Approving the amendment of the Internal Regulation on Corporate Governance (the sixth time)	86.50%

No.	Contents approved by the General Meeting	Percentage of shares in favor
10	Approving the amendment to the Regulation on the operation of the Board of Directors (the fourth time)	100%
11	Dismissal of the title of member of the Board of Directors for the term 2025-2030 for Mr. Dinh Van Trong from April 21, 2026.	100%

RESULTS OF THE ELECTION OF ADDITIONAL INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS FOR THE TERM 2026 – 2031

No.	Full name	Date of birth	Qualifications
1	Mr. Le Hung Chien	30/12/1972	Bachelor of Banking

Based on the results of the election vote count, Mr. Le Hung Chien was elected as an independent member of the Board of Directors for the term 2026 – 2031 in accordance with the law and the Company's Charter.

XII. APPROVAL OF THE MINUTES AND CLOSING OF THE MEETING

The minutes were presented by the Secretariat to the Congress.

The Congress voted to approve the full text of the Minutes of the meeting with an approval rate: 100% in the form of holding up voting cards.

The Chairman announced the closing of the Annual General Meeting of Shareholders in 2026.

The meeting ended at 11:30 a.m. on the same day. The minutes are made in writing and have the same legal validity, kept at the Company.

The Chairman and the Head of the Secretariat sign and certify below.

**ON BEHALF OF THE SECRETARIAT
OF THE GENERAL MEETING
HEAD OF THE SECRETARIAT**

Lu Minh Quan

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
REPRESENTATIVE PERSON**



Tu Vinh Trung

Appendix

SHAREHOLDERS' OPINIONS AND REPLIES OF THE PRESIDING BOARD

I. OPINIONS OF SHAREHOLDERS

1. Shareholders bearing code C32.003:

- Regarding production and business plans: in the period from the end of 2025 to the end of the first quarter of 2026, the construction market has many fluctuations, especially the strong development trend of concrete components. However, the Company's current plan targets do not fully reflect these changes, suggesting that the Board of Directors review and adjust the 2026 plan to suit the actual situation and new development orientation.

- Proposing to rebuild the production and business plan in 2026 on the basis of the new Executive Board, not continuing to use the status quo of the plan developed from the previous Executive Board, in order to ensure feasibility and conformity with the current operating orientation.

- Regarding the project investment situation: The company currently has many projects that are being implemented and will be implemented, shareholders request the Board of Directors to provide more specific information about the progress, efficiency and implementation ability of each project so that shareholders have a basis to evaluate.

- Regarding the implementation of the Resolution of the Board of Directors: shareholders reflect that some contents in the implementation process have not been implemented in accordance with the orientation of the Board of Directors, especially related to business activities with debt elements (for example, debt control in iron and steel business). It is proposed that the Executive Board clearly explain the causes and control and remedial measures in the coming time.

- Request the Board of Directors to clearly assess the advantages and difficulties in production and business activities, especially for investment projects, in order to have appropriate management solutions, improve operational efficiency and improve business results, contributing to increasing the value of the Company's shares.

2. Shareholders bearing code C32.004:

- Regarding the content of amendments to the Company's Charter: the draft amended Charter has many contents that need to be reviewed to ensure legality and suitability for operational practices, avoid restrictive regulations, causing difficulties for administration. Specifically:

+ Regulations related to business secrets and trade secrets need to be adjusted in a reasonable direction, ensuring both information confidentiality and creating conditions for the Executive Board to carry out work.

+ The regulations on legal representatives need to be clearly and uniformly expressed, avoid the use of the word "or" causing different interpretations, it is necessary to specify the title or clearly define responsibilities.

+ Regulations on the rights of shareholders, the group of shareholders needs to clarify that the focal point for receiving information is the Company, instead of the person in charge of corporate governance to avoid causing difficulties when shareholders exercise their rights.

+ The time limit for responding to shareholders' petitions needs to be adjusted more appropriately, proposed from 03-05 days to ensure feasibility.

- Regarding the production and business plan in 2026: shareholders have not agreed with the plan submitted at the General Meeting, requesting the Executive Board to review and rebuild the appropriate plan to be submitted again in the coming time.

- Regarding the draft Regulation on corporate governance: it is proposed to ensure full regulations related to the management of investment capital; in case of adjustment, it should be clearly stipulated in the Regulation on financial management to ensure the management and control basis.

3. Shareholders bearing code C32.0427:

- At the Annual General Meeting of Shareholders in 2025, shareholders requested the Board of Directors to develop a medium and long-term development plan (5-year plan) on the basis of effectively exploiting the Company's land and assets. Request the Executive Board to update the implementation of this content.

- Shareholders evaluate the Company's development potential, especially related to the land fund, and request the Board of Directors and the Executive Board for the new term to develop a 5-year development plan, and at the same time announce it for shareholders to follow during the General Meetings or on the Company's website.

- Request to provide more information about the operation situation in the past year of C32 Land Company (established in 2025).

- Request the Chairman/Executive Board to clarify the investment plan and implementation orientation for affiliated units such as Thu Duc - Long An Centrifugal Concrete Joint Stock Company and Mien Dong Joint Stock Company.

- Regarding the dividend payment policy: shareholders propose the Company to consider the dividend payment in 2026 at a higher level (about 10%/charter capital) to ensure shareholders' interests.

II. REPLY OF THE PRESIDING PANEL

1. Reply to shareholders' comments C32.003

- Regarding the implementation of the Resolution of the Board of Directors: in 2025, there are a number of contents that the Board of Directors have not complied with the Resolution of the Board of Directors, especially related to debts, sales and

risk management. The Board of Directors has considered and handled according to regulations, and at the same time consolidated the new Executive Board to ensure transparent, effective and oriented management. Currently, the Board of Directors and the Audit Committee are continuing to closely monitor the implementation.

- Regarding the production and business plan in 2026: the plan has been approved by the Board of Directors on the basis of evaluating the results in 2025 and the actual situation of the market. Some major influencing factors include: the construction and public investment market is still volatile, the disbursement progress and capital decentralization have been adjusted; raw material prices and input costs tend to increase; construction and installation activities are generally affected by the market. The steel business has been adjusted in the direction of limiting debt sales, switching to selling money immediately to strengthen risk control and ensure cash flow, so revenue has decreased. The real estate segment is in the process of legal completion and implementation, which is expected to contribute to business results when the implementation conditions are ensured.

- Regarding management orientation: The new Board of Directors are personnel who have been attached to the Company for a long time, are reviewing and operating flexibly according to the actual situation, strengthening control, and having weekly meetings with the Board of Directors to monitor the progress and efficiency of work. During the implementation process, the Company will continue to adjust in accordance with market developments and will consult shareholders when necessary.

- The Board of Directors and the Board of Directors always aim to ensure operational efficiency, comply with the law and respect the right to decide of shareholders.

2. Reply to shareholders' comments C32.004

- Regarding the content of amending the Charter: The Company develops the Charter in a more detailed direction than the Model Charter in order to be in line with management practices and limit risks in the operating process.

For regulations related to business secrets and trade secrets: The company specifies to clearly define the scope of information to be confidential, avoid general understandings and ensure information control in practice.

For legal representatives: The Company uses the word "or" to identify the representative from time to time, associated with specific responsibilities. This regulation is in accordance with Clause 2, Article 137 of the Law on Enterprises 2020, whereby the Chairman of the Board of Directors or the General Director may be the legal representative of the Company.

The use of the word "or" aims to ensure flexibility in the management organization and clearly delineate responsibilities from time to time. In case of using the word "and", it will arise a requirement to specify in detail the functions and powers of each title, as well as the mechanism for signing contracts, banking transactions, etc. easily lead to overlap or lack of clarity in the implementation process.

For the receipt of shareholders' petitions: The Presiding Board agreed to adjust in the direction of shareholders sending documents to the Company through the person in charge of corporate governance to ensure the focal point of reception and handling.

For the time limit for responding to petitions: agree to adjust to 03 working days to ensure feasibility.

- Regarding the production and business plan in 2026: The Board of Directors notes shareholders' opinions and will continue to monitor, review and adjust the plan when necessary to suit the actual situation.

3. Response to shareholders' comments C32.0427

- The Board of Directors records the opinions of shareholders on the development of medium and long-term development plans (5-year plan) and will direct the Executive Board and General Director to build in the coming time to submit to shareholders for consideration.

- Regarding development orientation: The company has potential in terms of land and assets, but the exploitation needs to be carried out in accordance with the law, ensuring full legal procedures and investment efficiency.

- Regarding related projects and units: Nguyen Van Tiet residential area is in the process of construction, consumption depends on market developments and product completion progress; The land fund of the non-fired brick factory is in the process of reviewing and completing legal and planning procedures for appropriate implementation; C32 Land Company and related units are in the stage of implementation and completion, the efficiency will be improved according to the implementation progress and market conditions.

- Regarding the dividend plan: the dividend level in 2026 is built on the basis of balancing the financial situation and business plan; in case of more favorable conditions, the Board of Directors will consider and submit to shareholders appropriate adjustments.

- In the current context, production and business activities are generally affected by the market; The company is actively adjusting and implementing solutions to improve operational efficiency in the coming time./.