

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

**GENERAL MEETING OF SHAREHOLDERS OF INVESTMENT AND
CONSTRUCTION JOINT STOCK COMPANY 3-2**

Pursuant to the Law on Enterprises No. 59/2020/QH14 and amending and supplementing documents;

Pursuant to the Law on Securities No. 54/2019/QH14 and amending and supplementing documents;

Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020 and amending and supplementing documents;

Pursuant to the Charter of Investment and Construction Joint Stock Company 3-2;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders No. 01/BB-ĐHĐĐ dated April 21, 2026.

RESOLVED:

Article 1. Through the following contents:

Content 1: Unified audited financial statements for 2025.

Content 2: Report on corporate governance in 2025.

Content 3: Annual report in 2025.

Content 4: Report on the operation of the Board of Directors and production and business results in 2025; orientations and plans for production and business in 2026, enclosed with the main targets of finance, investment, labor and income in 2025 and the plan for 2026 as follows:

1. Results of production and business activities, investment in project implementation, labor and income in 2025

(Based on the Company's audited 2025 Separate Financial Statements, excluding consolidated data from subsidiaries and associated companies):

No.	Criteria	Unit of calculation	Year 2025		
			Plan	Implementation	% Implementation Compared to Plan
I. Financial indicators:					
1	Charter capital (increased charter capital on 29/12/2025)	Million VND	150,301.45	300,592.9	199.9%

No.	Criteria	Unit of calculation	Year 2025		
			Plan	Implementation	% Implementation Compared to Plan
	<i>due to the issuance of shares to increase share capital from equity)</i>				
2	Net sales and service revenue	Million VND	505,682	546,833	108.1%
3	Profit after corporate income tax	Million VND	10,910	14,851	136.1%
4	Basic earnings per share <i>(increase in charter capital on 29/12/2025 due to the issuance of shares to increase share capital from equity)</i>	VND/share	726	494.1	68.1%
5	Expected dividend payout ratio <i>(due to the increase in charter capital on 29/12/2025 to issue shares to increase share capital from equity)</i>	%/Charter capital	6%	3%	50%
II. Total investment value:		Million VND	49,711	4,474	9.00%
1	Capital construction investment	Million VND	1,087	0	0%
2	Investment in machinery and equipment	Million VND	3,050	400	13.1%
3	Project Investment	Million VND	45,574	4,074	8.9%
III. Labor and income:					
1	Total number of employees	People	234	167	71.4%
2	Average salary/person/month	Million VND	14.3	17.5	122.4%

No.	Criteria	Unit of calculation	Year 2025		
			Plan	Implementation	% Implementation Compared to Plan
3	Average income/person/month	Million VND	17.1	18	105.3%

2. Plan for production and business activities, investment situation for project implementation, labor and income in 2026

(Based on the Company's audited 2026 Separate Financial Statements, excluding consolidated data from subsidiaries and associated companies):

No.	Criteria	Unit of calculation	Year 2026		
			Implementation 2025	Plan for 2026	+/- Plan 2026 compared to 2025 implementation
I. Financial Indicators					
1	Charter capital	Million VND	300,592.9	300,592.9	0%
2	Net sales and service revenue	Million VND	546,833	626,953	+14.7%
3	Profit after tax	Million VND	14,851	43,113	+190.3%
4	Basic earnings per share	VND/share	494,1	1,434	+190.3%
5	Expected dividend payout ratio	%/Charter capital	3%	6%	+100%
II. Total investment value:		Million VND	4,474	127,100	+7,379.2%
1	Capital construction investment	Million VND	0	1,950	%
2	Investment in machinery and equipment	Million VND	400	4,150	937.5%
3	Project Investment	Million VND	4,074	121,000	2,870%
III. Labor and income:					
1	Total number of employees	People	167	183	9.6%

No.	Criteria	Unit of calculation	Year 2026		
			Implementation 2025	Plan for 2026	+/- Plan 2026 compared to 2025 implementation
2	Average salary/person/month	Million VND	17.5	21.6	23.4%
3	Average income/person/month	Million VND	18	22.1	22.8%

Content 5: Report of independent members of the Board of Directors in the Audit Committee to be submitted to the 2026 Annual General Meeting of Shareholders No. 02/BC-UBKT dated March 26, 2026.

Content 6: Profit distribution plan for setting up funds, remuneration and dividend payment in 2025; Profit distribution plan in 2026:

1. Plan to set up funds, remuneration and dividend payment in 2025

(Based on the Company's audited 2025 Separate Financial Statements, excluding consolidated data from subsidiaries and associated companies):

Unit: VND

No.	Criteria	Plan 2025	Implementation 2025
1	Profit after tax	10,910,000,000	14,850,662,354
2	Deduction for development investment fund (6% / profit after tax)	654,600,000	891,039,741
3	Deduction for setting up a welfare reward fund (5% / profit after tax)	545,500,000	742,533,118
4	Deduction from the reward fund of the Board of Directors (2.5% / profit after tax)	272,750,000	371,266,559
5	Deduct the total remuneration of the Board of Directors, the Audit Committee and the Head of Corporate Governance at a fixed rate/year	360,000,000	360,000,000
6	Payment of company dividends in cash (plan 6% - implementation 3%/charter capital)	9,018,087,000	9,017,787,000
7	Remaining after-tax profit after setting up funds (7=1-2-3-4-5-6)	59,063,000	3,468,035,936
8	Accumulated undistributed profit after tax by the end of the previous year	112,665,504,538	112,724,567,538
9	Total undistributed profit after tax (9=7+8)	112,724,567,538	116,192,603,474

The Annual General Meeting of Shareholders in 2026 unanimously approved the adjustment of the cash dividend payment ratio in 2025 from 06% to 03%/charter capital, as the Company has increased its charter capital from VND 150,301 million to VND 300,593 million through the issuance of shares from equity (bonus shares) on December 29, 2025. The payment of dividends to shareholders shall comply with the provisions of law after being approved by the Annual General Meeting of Shareholders.

The Board of Directors is assigned to decide on the dividend payment time of 2025: 03%/charter capital within a maximum period of not more than 6 months from the end of the Annual General Meeting of Shareholders in 2026.

2. Profit distribution plan for setting up funds, remuneration and dividend payment in 2026

(Based on the Company's audited 2026 Separate Financial Statements, excluding consolidated data from subsidiaries and associated companies):

Unit: VND

No.	Criteria	Implementation 2025	Plan 2026
1	Profit after tax	14,850,662,354	43,113,000,000
2	Deduction for development investment fund (15% / profit after tax)	891,039,741	6,466,950,000
3	Deduction for setting up a welfare reward fund (5% / profit after tax)	742,533,118	2,155,650,000
4	Deduction from the reward fund of the Board of Directors (2% / profit after tax)	371,266,559	862,260,000
5	Deduct the total remuneration of the Board of Directors, the Audit Committee and the Head of Corporate Governance at a fixed rate/year	360,000,000	432,000,000
6	Cash dividend payment (6%/charter capital)	9,017,787,000	18.035.574.000
7	Remaining after-tax profit after setting up funds (7=1-2-3-4-5-6)	3,468,035,936	15,160,566,000
8	Accumulated undistributed profit after tax by the end of the previous year	112,724,567,538	116,192,603,474
9	Total undistributed profit after tax (9=7+8)	116,192,603,474	131,353,169,474

The Annual General Meeting of Shareholders in 2026 approved the plan to pay the company's cash dividend in 2026 at the rate of 06%/charter capital.

Content 7: Approve the list of independent auditing firms and authorize the Board of Directors to select an audit unit for the fiscal year 2026 as follows:

- AASC Auditing Firm Limited Liability Company.

- A&C Auditing and Consulting Co., Ltd.
- RSM Vietnam Auditing & Consulting Co., Ltd.

Content 8: Approving and promulgating the XVIII amended and supplemented Charter of the Company on 21/4/2026. This Charter replaces the Charter of the Company previously issued.

Content 9: Approving and promulgating the Internal Regulation on Corporate Governance amended and supplemented for the sixth time.

Content 10: Approving and promulgating the Regulation on the operation of the Board of Directors amended and supplemented for the fourth time.

Content 11: Dismissal of the title of member of the Executive Board for the term 2025-2030 for Mr. Dinh Van Trong from April 21, 2026.

Content 12: 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

Article 2. This Resolution takes effect from the date of approval by the Annual General Meeting of Shareholders in 2026.

Article 3. Shareholders, the Board of Directors, the Audit Committee, the General Director and relevant units are responsible for organizing the implementation of this Resolution according to their assigned functions and tasks and complying with the provisions of current law and the Company's Charter.

Recipients:

- As in Article 3;
- Save: Clerk.

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



Tu Vinh Trung