

Number: 01/NQ-DHĐCĐ

Hanoi, April 21st, 2026

RESOLUTION

**Regarding the approval of the contents at
Annual General Meeting of Shareholders 2026**

**SHAREHOLDER MEETING
SONG HONG CONSTRUCTION JOINT STOCK COMPANY**

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the Socialist Republic of Vietnam;

Based on the Charter of Organization and Operation of Song Hong Construction Joint Stock Company;

Based on the Minutes of the Vote Counting Meeting of the Annual General Meeting of Shareholders of Song Hong Construction Joint Stock Company in 2026;

Based on the Minutes of the General Meeting of Shareholders No. 01/BB-DHĐCĐ dated April 21, 2026.

RESOLUTION:

1. Approval of the Board of Directors' activity summary report for 2025 and the 2021-2026 term.

2. Report on business performance in 2025 and business plan for 2026

2.1 Approve the Company's Business Performance Report for 2025 with the following key indicators:

TT	Content	Unit	Plan 2025	To be implemented by 2025
1	Total revenue	Billion VND	66,62	45,14
2	Profit before tax	Billion VND	19,35	19,07
3	Corporate Income Tax	Billion VND	3,87	0
4	Net profit after tax	Billion VND	15,48	19,07
5	Dividend payout ratio	%	0	-
6	Average labor	People	28	28
7	Average monthly salary	Tr.dong	21,2	22,8

2.2. Approval of the 2026 business plan with the following key targets:

TT	Content	Unit	To be implemented by 2025	Plan 2026
1	Total revenue	Billion VND	45,14	78,30
2	Profit before tax	Billion VND	19,07	33,62
3	Corporate Income Tax	Billion VND	0	6,72
4	Net profit after tax	Billion VND	19,07	26,90
5	Dividend payout ratio	%	-	15
6	Average labor	People	28	29
7	Average monthly salary	Tr.dong	22,8	35

3. Approval of the Supervisory Board's activity report for 2025

4. Through the audited financial report for 2025

5. By allocating a portion of undistributed profits to shareholders:

Undistributed profits as of the end of 2025 are: VND 57,702,374,239

The undistributed profits will be used to pay dividends at a rate of 25%, equivalent to VND 43,930,000,000.

6. Through the Profit Utilization Plan for 2025

STT	Spending	Year 2025
1	Undistributed after-tax profits as of December 31, 2025	57.702.374.239
2	Proposed profit distribution for 2025	49.500.000.000
3	Fund allocation	
-	5% Reward Fund	2.475.000.000
-	5% Welfare Fund	2.475.000.000
4	Remuneration for the Board of Directors and Supervisory Board	492.000.000
5	Dividend distribution in 2025	43.930.000.000
-	Proportion	25%
6	Undistributed profit	8.330.374.239

7. Approve the remuneration levels for the Board of Directors and Supervisory Board in 2026.

TT	Position	Number	Remuneration (VND/month/person)	Month	Total remuneration year 2026 (d)
1	Board of Directors	5			720.000.000
a	Chairman of the Board	1	20.000.000	12	240.000.000
b	Other members	4	10.000.000	12	480.000.000
2	Supervisory Board	3			240.000.000
a	Head of the Supervisory Board	1	10.000.000	12	120.000.000
b	Other members	2	5.000.000	12	120.000.000
3	Total				960.000.000

8. Through the selection of an auditing firm. for the 2026 financial statements Authorize the Board of Directors to negotiate the price and work schedule, and select one company from the following list:

- AASC Auditing Firm Co., Ltd. (AASC)
- Vietnam Auditing and Valuation Company Limited (AVA)
- MOORE AISC Auditing and IT Services Co., Ltd. (MOORE AISC)

9. Regarding the organization and preparation for the Shareholders' General Meeting: Send invitations and materials to shareholders to attend the general meeting in the following manner:

The invitation to the General Shareholders' Meeting was published in a central newspaper and a local newspaper for three consecutive issues.

Documents related to the Annual General Meeting will be posted on the company's website. These documents will also be sent directly to shareholders when they attend the meeting.

10. Through the issuance of internal regulations on corporate governance and regulations on the operation of the Supervisory Board.

11. Through research, preparation of investment, and implementation of overseas investment projects.

12. Through the election of Board of Directors and Supervisory Board members for the term 2026-2031

13. Approval of the election results for members of the Board of Directors and Supervisory Board for the term 2026-2031:

The Board of Directors consists of the following members:

1. Mr. Pham Hung
2. Ms. Pham Quynh Trang
3. Ms. Nong Thi Thu Trang
4. Mr. Tru Hoai Nam
5. Mr. Pham Quang Huy

The Supervisory Board members include:

1. Ms. Mai Hong Linh
2. Ms. Nguyen Hoai Thu
3. Ms. Tran Thi Thuy Linh

14. Authorize the Board of Directors to implement these decisions in accordance with the Company's Articles of Association and the law, and agree to allow the Board of Directors to separate each of the above decisions into individual documents for use in related procedures and documentation.

**TM. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE BOARD OF
DIRECTORS**

(signed)

Pham Hung

Number: 01/BB-DHĐCĐ

Hanoi, April 21st, 2026

MEETING MINUTES

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026 SONG HONG CONSTRUCTION JOINT STOCK COMPANY

I. SONG HONG CONSTRUCTION JOINT STOCK COMPANY:

1. Business registration certificate number 0100107042 issued by the Hanoi Department of Planning and Investment, registered for the 13th time on August 14, 2025.
2. Address: 164 Lo Duc Street, Hai Ba Trung Ward, Hanoi City.

II. TIME AND LOCATION:

1. Start time: 9:00 AM on April 21, 2026
2. Location: Trade Union Hotel - 14 Tran Binh Trong Street, Hoan Kiem Ward, Hanoi City

III. PARTICIPANTS IN THE CONFERENCE:

1. Mr. Pham Hung - Chairman of the Board of Directors - Presiding over the General Meeting
2. Members of the Board of Directors, the General Management Board, and the Supervisory Board
3. And 18 shareholders who own (or authorize representatives to own) the shares have the right to vote.

IV. SHAREHOLDER QUALIFICATIONS REVIEW COMMITTEE:

1. Ms. Tran Thi Hai Yen - Head of the Committee
2. Mr. Dang Truong Giang - Member
3. Mr. Ta Duc Dung - Member

V. REPORT CONFIRMING SHAREHOLDER ELIGIBILITY AND CONDITIONS FOR CONDUCTING THE GENERAL MEETING OF SHAREHOLDERS:

The shareholder eligibility verification committee has reported the following list of shareholders (and duly authorized representatives) attending the General Meeting who have the right to vote:

TT	Content	Quantity	Unit
1.	Total number of shareholders (or authorized representatives) attending the meeting	18	Shareholders
2.	Total number of voting shares	17.572.000	Share
3.	Total number of voting shares present at the meeting	11.482.706	Share
4.	Ratio of total number of voting shares present at the meeting / Total number of voting shares	65,35	%

Based on Article 145 of the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, of the Socialist Republic of Vietnam, which stipulates the conditions for holding a General Meeting of Shareholders, the meeting is eligible to proceed.

VI. VOTE COUNTING COMMITTEE:

1. Mr. Pham Minh Cuong - Head of the Committee
2. Mr. Do Ngoc Anh Duy - Member
3. Mr. Ta Van Cuong - Member

VII. UNITED CONTENT:

1. Through the summary report of the Board of Directors' activities in 2025 and the 2021-2026 term.

The number of votes in favor represents 11.482.706 shares, representing 100% of the voting shares present at the meeting.

2. Report on business performance in 2025 and business plan for 2026

2.1 Approve the Company's Business Performance Report for 2025 with the following key indicators:

TT	Content	Unit	Plan 2025	To be implemented by 2025
1	Total revenue	Billion VND	66,62	45,14
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6	Average labor	People	28	28
7	Average monthly salary	Tr.dong	21,2	22,8

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2.2. Approval of the 2026 business plan with the following key targets:

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3. Approval of the Supervisory Board's activity report for 2025

The number of votes in favor represents 11.482.706 shares, representing 100% of the voting shares present at the meeting.

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5. By allocating a portion of undistributed profits to shareholders:

Undistributed profits as of the end of 2025 are: VND 57,702,374,239

The undistributed profits will be used to pay dividends at a rate of 25%, equivalent to VND 43,930,000,000.

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6. Through the proposed use of profits in 2025

STT	Spending	Year 2025
1	Undistributed after-tax profits as of December 31, 2025	57.702.374.239
2	Proposed profit distribution for 2025	49.500.000.000
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7. Approve the remuneration levels for the Board of Directors and Supervisory Board in 2026.

TT	Position	Number	Remuneration (VND/month/person)	Month	Total remuneration year 2026 (d)
1	Board of Directors	5			720.000.000
a	Chairman of the Board	1	20.000.000	12	240.000.000
b	Other members	4	10.000.000	12	480.000.000
2	Supervisory Board	3			240.000.000
a	Head of the Supervisory Board	1	10.000.000	12	120.000.000
b	Other members	2	5.000.000	12	120.000.000
3	Total				960.000.000

The number of votes in favor represents 11.482.706 shares, representing 100% of the voting shares present at the meeting.

8. Through the selection of an auditing firm for the 2026 financial statements:

Authorize the Board of Directors to negotiate the price and work schedule, and select one company from the following list:

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12. Through the election of Board of Directors and Supervisory Board members for the term 2026-2031

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13. Through the election results for members of the Board of Directors and Supervisory Board for the term 2026-2031:

The Board of Directors consists of the following members:

1. Mr. Pham Hung
2. Ms. Pham Quynh Trang
3. Ms. Nong Thi Thu Trang
4. Mr. Tru Hoai Nam
5. Mr. Pham Quang Huy

The members of the Supervisory Board include:

1. Ms. Mai Hong Linh
2. Ms. Nguyen Hoai Thu
3. Ms. Tran Thi Thuy Linh

The number of votes in favor represents 11.482.706 shares, representing 100% of the voting shares present at the meeting.

VIII. CONCLUSION:

The General Meeting of Shareholders of Song Hong Construction Joint Stock Company concluded at 11:00 AM on the same day. The minutes of the meeting were approved in full by the Annual General Meeting of Shareholders of Song Hong Construction Joint Stock Company in 2026.

Attached to this Minutes are the Vote Counting Minutes and all the documents of the Congress.

CONFERENCE SECRETARY

(Signed)

Le Thi Thao

**CHAIRMAN OF THE
CONFERENCE
CHAIRMAN OF THE BOARD OF
DIRECTORS**

(Signed)

Pham Hung

Hanoi, March 30th 2026

No: 63 /BC-HĐQT

**REPORT ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025
AND THE TERM 2021-2026 SUBMITTED TO THE ANNUAL GENERAL
MEETING OF SHAREHOLDERS IN 2026**

To: Annual General Meeting of Shareholders 2026

Based on the Articles of Association of Song Hong Construction Joint Stock Company;

Based on the Resolution of the General Meeting of Shareholders of Song Hong Construction Joint Stock Company in 2025;

Based on the 2025 business performance report and the 2026 business plan of the Company's General Director.

The Board of Directors reports to the General Meeting of Shareholders on the activities of the Board of Directors of the Company in 2025, the orientation for 2026 and the term 2021-2026 as follows:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025:

1. The general economic situation and the real estate situation in particular.

In 2025, the global macroeconomic landscape clearly shows two trends: growth remains uninterrupted, but risks and uncertainties are increasing, particularly from geopolitical factors, debt burdens, and trade protectionism. Overall, the global economy maintains an upward trend, but the growth momentum is less dynamic than in the pre-pandemic period.

The growth picture across economies continues to show divergence. China is under deflationary pressure and weak domestic demand, while many emerging markets – notably India – maintain strong growth thanks to domestic demand and investment. Japan is taking another step out of deflation, paving the way for monetary policy normalization. Europe enters 2025 with modest prospects, with Germany being a "bottleneck".

In financial markets, volatility has become the "new normal." Gold and silver benefit from safe-haven demand and expectations of monetary easing in several major economies, with gold prices repeatedly reaching new highs and silver prices also surging to record

levels. The cryptocurrency market continues to experience significant volatility as capital flows and new investment channels expand their accessibility, but also reverses rapidly as risk appetite shifts.

2025 will see two parallel themes shaping risk appetite: continued global debt growth, shrinking policy space, and increased sensitivity of capital costs to interest rate fluctuations; and the artificial intelligence (AI) craze, which will both unlock a new growth engine and test the waters for capital markets.

In parallel with the above factors, geopolitical hotspots and protracted conflicts continue to add uncertainty to the economic outlook.

In 2025, Vietnam's economy will operate against a backdrop of a global economy that continues to recover slowly, with many underlying uncertainties. Global growth has improved but is uneven; inflation, while under control, still puts pressure on production costs; and monetary policies in major economies remain cautious. Furthermore, geopolitical tensions, trade conflicts, and localized disruptions to supply chains continue to impact international trade and investment.

Domestically, the economy simultaneously pursued macroeconomic stability, inflation control, and growth promotion, while also implementing administrative restructuring, streamlining the apparatus, and establishing a two-tiered local government model. This created a foundation for improving the effectiveness and efficiency of state management, but also gave rise to new demands in governance, implementation, and resource allocation. In particular, the economy faced unprecedented natural disasters, causing severe consequences for production and livelihoods.

Nevertheless, 2025 is still considered a year of spectacular breakthroughs for the Vietnamese economy, far exceeding early forecasts:

- GDP growth: Reached 8.02%, placing it among the fastest-growing countries in the world. The official size of the economy exceeded \$514 billion.

- GDP per capita: Estimated to reach US\$5,026 (approximately VND 125.5 million), an increase of over US\$300 compared to 2024.

- Inflation (CPI): Well controlled at 3.31%, leaving room for further monetary easing policies.

- Imports and exports: Set a new record with total trade reaching US\$930.05 billion, and a trade surplus of over US\$20 billion.

- FDI capital: Total registered capital reached over 28.5 billion USD, with real estate continuing to be the second largest sector attracting capital (accounting for approximately 20.7%).

Regarding the real estate market in 2025, the market is expected to see significant growth. Research data from the Vietnam Real Estate Market Assessment Institute shows that the preliminary new supply in 2025 will increase by 50% compared to 2024. Notably, supply is approaching its 2018 peak with numerous new and restarted projects, particularly the 1,759 land and housing projects that have been cleared in Hanoi, Ho Chi Minh City, Khanh Hoa, and Tay Ninh.

According to the Ministry of Construction's report assessing the results of real estate market management and social housing development in 2025, presented at the fourth meeting of the Central Steering Committee on Housing and Real Estate Market Policy on December 17, 2025, there are 3,297 projects nationwide with a scale of approximately 5.9 million units, totaling 7.42 trillion VND in investment. Of these, commercial housing and urban areas play a leading role with 2,358 projects, equivalent to 5.2 million units, and a total investment of 6.74 trillion VND.

Despite a significant increase in supply, housing projects are still being absorbed well. The absorption rate of new projects has reached over 60%, with many projects even selling out quickly. This is thanks to the continued high demand for both actual housing and medium- and long-term investment.

Alongside the recovery in transactions, real estate prices continued their upward trend. Apartment buildings continued to lead the market, recording the strongest increase in the last three years. At the time of statistics at the end of Q3 2025, compared to 2019, the average selling prices of projects in the sample selected by the research institute to calculate the price index increased by: Hanoi 96.2%, Da Nang 72.6%, and Ho Chi Minh City 56.9%. Notably, in some short periods in Hanoi, selling prices increased by several hundred million to billions of dong within just one month. Other housing segments such as land plots, villas, townhouses, and detached houses also recorded high price increases, up to 30% in the year.

From the end of Q4 2025, real estate prices showed signs of stabilizing and sideways movement in some markets, but no signs of decline were actually recorded. "Stop-loss" transactions were only seen in properties purchased at high premiums or transactions driven by FOMO (fear of being left behind) during previous short-term price surges. Given that most investors are not under significant financial pressure, and market sentiment is

bolstered by numerous solutions aimed at economic growth, particularly the simultaneous commencement of many large-scale projects, especially transportation infrastructure projects, real estate prices are unlikely to experience a widespread and significant decline.

2. Activities of the Board of Directors in 2025

2.1. Regarding the management, operation, and implementation of the Shareholders' Meeting Resolution:

Based on the development orientation approved at the 2025 Annual General Meeting of Shareholders, the Board of Directors will continue to manage the Company focusing on its core business of real estate investment and trading. The Board of Directors intends to streamline investment activities in projects where the Company does not hold controlling interest, and concentrate on projects where the Company holds controlling interest.

Some of the Board of Directors' key decisions for 2025 are:

- Approval of adjustments to the Commercial Center, Office and Apartment Complex Project at Vinh Tuy Bridge in Long Bien Ward, Long Bien District, Hanoi City.

- Through borrowing capital and authorizing the signing of credit documents with the Vietnam Investment and Development Bank - Hanoi Branch to implement the construction of the Vinh Tuy Project Phase 2.

- Approval of the selection of Vietnam Auditing and Valuation Company Limited (AVA) to conduct the review report and financial statements for 2025.

- Approval of adjustments to the total investment, product selling price, and sales policy for the mixed-use building block within the shopping mall, office, and apartment complex project at Vinh Tuy Bridge (Northern Emerald Building).

- Raising capital from the subsidiary (SHF) to supplement working capital for the last six months of the year.

- Approval of the adjustment to the total investment for the Xuan La Shopping Center, Market, Supermarket, and Office for Rent project in Xuan La Ward, Tay Ho District, Hanoi City.

- Through borrowing capital and authorizing the signing of credit documents with the Vietnam Investment and Development Bank (BIDV) to implement the construction of the Xuan La Shopping Center, Market, Supermarket, and Office for Rent Project.

- Approval of the selection of the exclusive distributor for the mixed-use building block within the shopping mall, office, and apartment complex project at Vinh Tuy Bridge (Northern Emerald Building).

- Approve the transfer of the Company's shares in Sao Mai Production and Trading Joint Stock Company.

- Approve the transfer of office space at the Northern Emerald Building.

- Approval of termination of the apartment lease agreement on the 12th floor of the North Sea mixed-use high-rise building.

- Through borrowing capital to contribute to the establishment of a subsidiary company (Xuan La Tower Joint Stock Company).

In 2025, the Board of Directors held 22 meetings and issued 25 decisions, the main focus of which was on preparing for project investments, adjusting the company's organization and operation to suit the new situation, and other financial investment issues.

Furthermore, in managing, operating, and executing the tasks of the General Meeting of Shareholders, the Board of Directors always adheres to the provisions of the law, the Articles of Association, and the Company's Governance Regulations, respecting and ensuring the rights of shareholders, and safeguarding the rights and obligations of the Company.

2.2. Supervisory activities of the Board of Directors

In order to ensure the Company's operations are safe, compliant with legal regulations, and implemented in accordance with the Resolutions of the General Meeting of Shareholders and the Board of Directors, the Board of Directors has strengthened the supervision of the General Director's activities and other management personnel through several specific forms as follows:

- The General Director regularly reports to the Board of Directors on the company's financial and business performance.

- Participate in meetings with the Board of Directors and relevant partners when important company issues arise.

- Provide input or direct guidance on important or unexpected issues that arise.

Furthermore, the Board of Directors also focuses on risk management, simultaneously implementing the standardization of governance processes and regulations, and strengthening the inspection and supervision of the implementation of these processes and regulations in all aspects of the Company's operations. The activities of the Supervisory Board and the Board of Directors are also strengthened to enhance their important role in monitoring the Company's operations, promptly detecting and rectifying weaknesses, creating momentum for sustainable development, and ensuring a harmonious balance of

interests between the Company, the State, shareholders, partners, and customers, as well as the rights of employees.

The leadership and staff in charge of the departments and divisions have seriously conducted regular and unscheduled inspections, thus preventing material damage and work-related violations, minimizing waste and operational risks.

The Board of Directors' inspection and supervision are within their authority, highly effective, and do not hinder or overlap with the management's operations.

II. DIRECTION OF ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026:

1. Forecast of the overall economic situation and the real estate market in particular.

In 2026, the global economy is projected to experience slow growth but avoid a full-blown recession. Major international organizations such as the IMF, World Bank, and OECD have all presented cautious scenarios, with global GDP growth fluctuating around 2.9-3.1%. The main reasons stem from the delayed impact of higher tariffs, policy uncertainty, and increasing public debt in many major economies.

The US – the primary engine of global economic growth – is projected to slow significantly as the impacts of trade protectionism, immigration policies, and high interest rates become apparent. Europe continues to face weak growth, while China is under pressure from deflation, weakening domestic demand, and industrial overcapacity. Conversely, India and several emerging Asian economies remain bright spots thanks to strong domestic consumption and structural reforms.

Global inflation is trending downward, creating room for major central banks to gradually ease monetary policy. However, the risk of inflation returning remains, especially if tariffs and geopolitical conflicts continue to drive up import and energy costs. There is also a risk of instability in bond markets, particularly in economies with large deficits.

In Vietnam, 2026 is a significant year, marking the beginning of a new development phase. It is the year of the 14th National Congress of the Party, and the election of deputies to the 16th National Assembly and representatives to People's Councils at all levels for the 2026-2031 term.

The national GDP growth target for 2026 is to strive for 10% or more, while maintaining macroeconomic stability, controlling inflation, and ensuring major balances. Simultaneously, it aims to leverage the strength of unity, continuously innovate, be bold in thinking and acting, be confident, self-reliant, and strategically independent, with high

determination, great effort, and decisive action under the theme "Discipline and responsibility; proactive and effective; innovation; accelerated breakthroughs; sustainable growth" with five key guiding principles and priorities for governance.

2. Some key directions and targets for 2026

Some of the company's directions for 2026:

- The construction of the mixed-use building complex, including a shopping mall, office, and apartment building at Vinh Tuy Bridge, will be carried out according to schedule and with the quality committed to customers who have purchased products from the Project.

- Focus resources on the construction of the Xuan La commercial center, market, supermarket, and office rental project (expected to be completed in Q1/2027).

- In coordination with Green Town Vietnam Joint Stock Company, we will put the Thanh Xuan villa, weekend retreat, and eco-tourism project's products into business (for items that meet the sales requirements), while continuing to implement the construction of the next phases of the project.

- Research and propose the development of social housing projects, old apartment buildings, and potential real estate projects nationwide, ensuring efficiency and alignment with the Company's strategy and development direction, and the Board of Directors' policies.

- Research and propose investment options for potential overseas projects that will bring economic benefits to the Company.

- Conduct research on portfolio restructuring, proposing the transfer of part or all of the Company's shares in subsidiaries and associated companies, while ensuring revenue meets planned targets.

- Strict control, management, and cost savings in the operation of buildings already in use.

- Fully utilize the company's commercial service areas within the buildings to maximize revenue for the company.

- Implement appropriate fundraising methods, optimize capital utilization efficiency, and eliminate underperforming long-term investments to support the company's 2026 business plan and medium- and long-term strategy.

- We prioritize training and retaining human resources to meet the operational needs of our business.

- Focus on building the INCOMEX brand and promoting real estate products that meet market demand in the Company's key projects.

Some specific targets for 2026 are as follows:

The Board of Directors has set the following targets for 2026:

TT	Content	Unit	Plan 2026
1	Revenue	Billion VND	78,30
2	Profit before tax	Billion VND	33,62
3	Corporate Income Tax	Billion VND	6,72
4	Net profit after tax	Billion VND	26,90
5	Dividend payout ratio	%	15
6	Average labor	People	29
7	Average monthly salary	Million dong	35

III. SUMMARY OF THE ACTIVITIES OF THE BOARD OF DIRECTORS FOR THE TERM 2021-2026

Based on the development orientation for the period 2021-2026 approved at the 2021 Annual General Meeting of Shareholders and at the annual General Meetings of Shareholders, the Board of Directors continues to manage the Company focusing on its core business of real estate investment and trading.

Some of the key decisions made by the Board of Directors during this period were:

- Dissolve KMC Investment Joint Stock Company.
- Approval of adjustments to the total investment, proposed selling price, and sales policy for the mixed-use building within the shopping mall, office, and apartment complex project at Vinh Tuy Bridge (Northern Emerald Building).
- Participated in contributing capital to establish a subsidiary company - Xuan La Tower.
- Complete the transfer procedures for the "Xuan La Commercial Center, Market, Supermarket, and Office for Rent" project in Tay Ho Ward, Hanoi City, to its subsidiary, Xuan La Tower.

A summary of the meetings, decisions, and targets for the period 2021-2026 is as follows:

1. Number of Board of Directors meetings and decisions during the period 2021-2026

Content	2021	2022	2023	2024	2025
Number of meetings	12	12	10	5	22

Number of Decisions	24	11	10	8	25
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2. Some key targets for the period 2021-2026

Target	Unit of measurement	2021	2022	2023	2024	2025
Revenue	Billion VND	25,41	13,28	3,01	15,24	45,14
Profit before tax	Billion VND	15,70	1,72	-8,84	1,00	19,07
Corporate Income Tax	Billion VND	2,30	0,47	0	0,09	0
Net profit after tax	Billion VND	13,39	1,25	-8,84	0,90	19,07
Dividend payout ratio	%	5	0	5	0	-
Average labor	People	27	27	25	25	28
Average monthly salary	Million dong	16	15	15	16,3	22,8

Regarding the dividend payout ratio for 2025: The Board of Directors will seek the decision of the General Meeting of Shareholders at the 2026 Annual General Meeting.

The above is the Report of the Board of Directors of Song Hong Construction Joint Stock Company on the activities of the Board of Directors in 2025, operational orientation for 2026 and term (2021-2026) submitted to the 2026 General Meeting of Shareholders for approval.

We respectfully submit this to the Congress for consideration and decision.

**TM. BOARD OF DIRECTORS
CHAIRMAN**

Recipient:

- Shareholders of the Company;
- Saved: Board of Directors, Human Resources/Executive Committee.

(Signed)

Pham Hung

No: 64/BC-BKS

Hanoi, March 30th, 2026

**REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Regarding the performance results for 2025, the plan for 2026, and the
performance results for the 2021-2026 term.**

**To: The General Meeting of Shareholders of Song Hong Construction Joint
Stock Company**

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Based on the functions and duties of the Supervisory Board as stipulated in the Charter of Organization and Operation of Song Hong Construction Joint Stock Company;
- Based on the 2026 financial statements audited by Vietnam Auditing and Valuation Company Limited;
- Based on the 2026 operational plan approved by the Supervisory Board of Song Hong Construction Joint Stock Company.

The Supervisory Board respectfully reports to the Annual General Meeting of Shareholders 2026 on the results of inspection and supervision work in 2025, the Supervisory Board's activity plan for 2026, and the results of its activities during the 2021-2026 term as follows:

PART I: RESULTS OF INSPECTION AND MONITORING IN 2025

I. The performance of the supervisory board

In 2025, the Supervisory Board conducted inspection and supervision activities in accordance with the powers and duties stipulated in the Enterprise Law, the Company Charter, and the Company's organizational regulations. The Supervisory Board developed a plan, built a work program, and assigned specific tasks to each member, implementing regular inspections and supervision of all Company activities, specifically as follows:

- Review the implementation process of the resolutions of the 2025 General Shareholders' Meeting.

- Inspect and monitor the issuance of resolutions and decisions by the Board of Directors and the General Management Board of the Company, the compliance with the Company's charter, regulations, and rules, and the adherence to legal regulations.

- Review the reasonableness, legality, accuracy, and level of care in accounting, statistics, and financial statement preparation. Examine the Company's six-month financial statements and the 2025 annual financial statements audited by Vietnam Auditing and Valuation Company Limited.

- Attend and participate in discussions at the General Shareholders' Meeting, the Board of Directors' Meeting, and other company meetings.

In 2025, in addition to regular meetings, the Supervisory Board will also hold other meetings to discuss and agree on a number of activities of the Supervisory Board, address emerging issues, and exchange professional knowledge... with the full participation of all members of the Supervisory Board.

II. Monitoring results report

1. Results of the audit of financial statements and business performance for 2025

a. Preparation and auditing of financial statements

- The 2025 financial statements are prepared in accordance with current Vietnamese accounting standards and regulations, and are audited by Vietnam Auditing and Valuation Company Limited.

- The company maintains regular and continuous records and accounting for all economic transactions, accurately reflecting their true economic nature. The reporting system is implemented quickly, promptly, and on schedule.

- The separate and consolidated financial statements fairly and reasonably reflect, in all material respects, the financial position of the Company as of December 31, 2025, as well as the results of operations and cash flows for the fiscal year ended on that date, in accordance with Vietnamese accounting standards and regulations and relevant legal provisions on the preparation and presentation of financial statements.

b. The company's business and financial performance.

Thanks to the efforts of the leadership and all employees in fulfilling key tasks for the year, along with taking advantage of market opportunities, the company has exceeded its production and business plan targets for 2025, specifically as follows:

1. Regarding business results

The specific business performance indicators achieved are as follows:

Stt	Content	Unit	Plan 2025	To be implemented by 2025	Percentage of implementation /plan
1.	Total revenue	Billion VND	66,62	45,14	67,77
2.	Profit before tax	Billion VND	19,35	19,07	98,55
3.	Corporate Income Tax	Billion VND	3,87	0	-
4.	Net profit after tax	Billion VND	15,48	19,07	123,19

2. Regarding the Company's assets

Based on the Company's consolidated balance sheet as of December 31, 2025, the following information is provided:

ASSET	Unit of measurement	31/12/2025	01/01/2025
A. Current assets	Billion VND	998,11	306,16
B. Long-term assets	Billion VND	342,24	224,02
Total assets	Billion VND	1.340,35	530,18
FUNDING		31/12/2025	01/01/2025
C. Liabilities	Billion VND	1.042,64	250,96
D. Equity	Billion VND	297,71	279,22
Total capital	Billion VND	1340,35	530,18

Comment:

- The company's total assets and total capital as of December 31, 2025 are: 1340.35 billion VND, an increase of 2.53 times compared to the beginning of the reporting period.

- The company's total revenue in 2025 reached VND 45.14 billion, achieving 67.77% of the annual plan approved by the General Shareholders' Meeting.

- Total after-tax profit reached VND 19.07 billion, achieving 123.19% of the annual plan unanimously approved by the shareholders' general meeting.

3. Evaluating the performance of the Board of Directors

- The Board of Directors' governance activities in 2025 will be in accordance with the Enterprise Law and relevant legal regulations, the Company Charter, and the Regulations on the Organization and Operation of the Board of Directors.

- In 2025, the Board of Directors held 22 meetings and issued 25 decisions, including those related to approving project adjustments; approving loan activities; approving sales plans and policies; personnel matters, salary adjustments for employees; and asset acquisition and sale activities in accordance with the Company's operational needs. Furthermore, in managing, operating, and executing the tasks of the General Meeting of Shareholders, the Board of Directors always complied with the law, the Company Charter and the Company's Governance Regulations, respected and ensured the rights of shareholders, and ensured the rights and obligations of the Company.

- The Board of Directors has overseen and directed the General Management Board in implementing production and business plan targets and addressing existing problems and obstacles in business operations.

- The Board of Directors' performance report presented to the 2026 Annual General Meeting of Shareholders accurately reflected the actual management and operation of the Company.

4. Evaluating the performance of the Board of Directors

- The Board of Directors' management in 2025 will comply with the provisions of the Enterprise Law, relevant legal regulations, the Company's Charter and internal regulations, ensuring the strict implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors.

- Implementing the directives and resolutions of the 2025 Annual General Meeting of Shareholders, as well as the resolutions and decisions of the company's Board of Directors during the year.

- Throughout the performance of its functions and duties, the Board of Directors has always worked with a high sense of responsibility, closely and decisively directing business operations in the context of a challenging and competitive regional and business sector. They have promptly devised solutions to seize opportunities and manage risks, ensuring optimal investment performance and business efficiency. The company's capital has been preserved and gradually increased over the years.

5. Assess the coordination between the Supervisory Board, the Board of Directors, and the General Management Board.

- In 2025, the Supervisory Board did not receive any complaints or requests from shareholders regarding the performance of the Board of Directors and the General Management Board.

- The coordination between the Board of Directors and the General Management Board continues to ensure the principle of serving the legitimate interests of the Company and its shareholders in accordance with the law, the Articles of Association, and the operating regulations.

III. Supervisory Board's Action Plan for 2025

In 2025, the Supervisory Board will continue to perform its duties on behalf of shareholders, regularly inspecting and supervising all business, management, and operational activities of the Company, specifically as follows:

- Monitoring compliance with legal regulations, adherence to the Company Charter, and resolutions approved by the General Meeting of Shareholders of the Board of Directors and the General Management Board.

- Review and monitor the implementation plan for the Company's business and investment activities.

- Review and evaluate the company's six-month and annual financial statements.

- Conduct periodic or unscheduled inspections as requested by shareholders or the Board of Directors during the course of operations, in order to prevent risks and ensure that

the Company operates in accordance with the law and the Company's Articles of Association.

- Other duties as prescribed by the Enterprise Law and the Company's Articles of Organization and Operation.

PART II. RESULTS OF ACTIVITIES DURING THE 2021-2026 TERM

I. Results of the Supervisory Board's activities for the 2021-2026 term.

1. Personnel of the Supervisory Board

The shareholders' meeting for the 2021-2026 term elected the company's Supervisory Board with 3 members:

- Ms. Mai Hong Linh Head of Department

- Mr. Le Duy Manh Member

- Ms. Tran Thi Thuy Linh Member

- Mr. Le Duy Manh has submitted a resignation letter from his position as a member of the Supervisory Board effective April 1, 2024.

- Ms. Nguyen Hoai Thu - An additional member elected at the annual general meeting of shareholders on April 26, 2024.

- Annually, the supervisory board sets out its operational plan for the year and implements activities in accordance with the plan.

2. Activities of the Supervisory Board:

- Throughout its term, the Supervisory Board fully performed its functions and duties assigned by the General Shareholders' Meeting with a sense of responsibility, assigning specific tasks to each member of the Board, appointing representatives to attend Board of Directors meetings, regular meetings, and extraordinary meetings when invited; and developing operational plans.

- Reviewing financial reports, production and business reports of the Company, coordinating with functional departments of the Company to supervise management, operations, human resources, accounting, and financial reporting...

- The Supervisory Board maintains full and regular working relationships with the Board of Directors and the General Director in business operations, monitoring activities

to ensure the company operates in accordance with the law. During its term, no member of the Supervisory Board violated the operating regulations or broke the law.

II. Results of monitoring for the 2021-2026 term.

1. Activities of the Board of Directors

- The Board of Directors for the 2021-2026 term has undergone personnel changes, but the organization and operation will be carried out seriously, in compliance with the law, the charter, and the resolutions of the annual General Meeting of Shareholders.

- The Board of Directors has played a strategic guiding role for the Company, as demonstrated in the General Meeting reports on its operational performance. All information is disclosed in accordance with legal regulations.

- The Board of Directors regularly reviews, amends, and issues regulations and internal rules of operation to suit the current situation.

2. Activities of the Board of Directors

- For the 2021-2026 term, the company's executive board is structured and operates in accordance with the resolutions and directives of the board of directors and the laws of the state.

- Implementing business investments in accordance with the Board of Directors' resolution has resulted in achieving revenue, profits, employee salaries, and other targets as stipulated in the resolution.

- Despite significant economic, market, and legal fluctuations, the Board of Directors has seized crucial opportunities to make strategic decisions and accelerate the implementation of several key projects of the Company, including the mixed-use complex project at Vinh Tuy Bridge (construction to commence in June 2025) and the Xuan La commercial center, market, supermarket, and office rental project (construction to commence in May 2025).

3. Business performance results

- The company's financial statements for each year accurately reflect the key aspects and performance of the company in each year and throughout the term. Accounting records, document retention, and financial reporting comply with accounting standards.

- Annual financial audits and monitoring aim to assess the accuracy and reasonableness of financial figures in accordance with annual financial reporting.

- Annual business performance reports, balance sheets, VAT records, and accounting books and documents are all clear and complete as required for financial reporting.

- The Supervisory Board respectfully presents to the General Meeting of Shareholders the following key targets in accordance with the resolutions of the General Meeting of Shareholders for the years 2021 to 2025:

TT	Target	Unit	2021	2022	2023	2024	2025
I	Assets and capital						
1	Total assets	Billion VND	300,08	484,44	540,78	530,18	1.340,35
2	Liabilities	Billion VND	15,95	177,64	252,21	250,96	1.042,64
3	Equity	Billion VND	284,12	306,79	288,57	279,22	297,71
II	Business performance results						
1	Revenue	Billion VND	25,41	13,28	3,01	15,24	45,14
2	Net profit after tax	Billion VND	13,39	1,25	-8.84	0,90	19,07

The 2021-2026 term was conducted under challenging global economic conditions. Vietnam was not immune to this global situation, having to bear the consequences of the COVID-19 pandemic. In this context, the Board of Directors and the General Management Board of the Company made strenuous efforts and demonstrated flexibility at each stage, while carefully considering every decision, resulting in the following business outcomes:

- Revenue in 2021 reached VND 25.41 billion, and is projected to reach VND 45.15 billion by 2025.

- Net profit after tax reached VND 13.40 billion in 2021, and is projected to reach VND 19.07 billion by 2025.

III. Operational plan of the Supervisory Board

- Develop a work plan for the 2026-2031 term.
- Monitoring the implementation of resolutions of the General Meeting of Shareholders, monitoring the implementation of plans, and monitoring the implementation of the Company's strategies and directions in the new term.
- Inspect and monitor the implementation and compliance with legal regulations and the Company's Articles of Association.
- Review and evaluate the implementation of the internal control system.
- Auditing financial statements as required by regulations.
- Perform other duties as assigned by the Supervisory Board and the General Meeting of Shareholders.

The above is the Supervisory Board's activity report on the results of operations in 2025, the plan for 2026, and the results of operations during the 2021-2026 term.

Presented to the Annual General Meeting of Shareholders 2026.

Best regards./.

TM. BOARD OF SUPERVISORS

Head of Board of Supervisors

Recipient:

- As addressed to
- Board of Directors
- Save: TCHC/CT

(Signed)

Mai Hong Linh

**REPORT ON BUSINESS PERFORMANCE RESULTS FOR 2025
AND THE PRODUCTION AND BUSINESS PLAN FOR 2026**

The General Director of Song Hong Construction Joint Stock Company respectfully reports to the General Meeting on the business results for 2025 and the plan for 2026 as follows:

PART 1

BUSINESS PERFORMANCE RESULTS FOR 2025

1. Assessing the overall situation in 2025

2025 presented numerous opportunities for the real estate market due to the National Assembly's enactment of several amended laws, including the Housing Law, the Real Estate Business Law, and the Land Law, along with a series of guiding decrees from the Government. These new regulations removed obstacles in investment projects and positively impacted the overall real estate market, particularly in Hanoi. Consequently, the real estate market last year saw significant growth with a surge in new supply as numerous projects were approved and restarted. Despite the strong increase in supply, housing projects were still well-absorbed. The absorption rate of new projects reached over 60%, with many projects selling out quickly.

In line with this context, the company has also urgently commenced construction on two key projects in the second quarter of 2025: the mixed-use commercial, office, and apartment complex project at Vinh Tuy Bridge, and the Xuan La commercial center, market, supermarket, and office rental project.

2. Business performance results for 2025

Besides organizing sales for the project that has met the business criteria and generating significant revenue for the Company, the Board of Directors continues to focus on managing other business activities to ensure stable revenue from the exploitation of commercial and service areas, parking areas, and other areas owned by the Company in the buildings. The business results achieved in 2025 are as follows:

STT	Content	Unit	Plan 2025	To be implemented by 2025	Rate perform (%)
1.	Total revenue	Billion VND	66,62	45,14	67,77
2.	Profit before tax	Billion VND	19,35	19,07	98,55
3.	Corporate Income Tax	Billion VND	3,87	0	-
4.	Net profit after tax	Billion VND	15,48	19,07	123,19
5.	Dividend payout ratio	%	0	-	-
6.	Average labor	People	28	28	100
7.	Average monthly salary	Million dong	21,2	22,8	107,55

- Regarding the dividend payout ratio: The Board of Directors will seek the decision of the General Meeting of Shareholders at the annual General Meeting of Shareholders.

3. Corporate governance activities

3.1. Management and administration

- Strictly implement the resolutions of the company's Board of Directors in the management of production and business operations.

- Direct and urge departments to strengthen the review, development, and improvement of the regulations and operational procedures of the Company's departments, ensuring that the Company's activities are carried out in a thorough, professional, and efficient manner.

3.2. Planning and Finance

- Develop a business plan that aligns with investment orientation, project implementation schedule, and is consistent with the actual situation.

- Effectively implement the leasing plan and manage the commercial and service areas owned by the Company in the Projects, ensuring a stable revenue stream from leasing activities.

3.3. Financial and accounting work

- The accounting department of the Company and its subsidiaries shall carry out accounting work in accordance with the current accounting regulations and policies of the State, and in accordance with the Company's charter and financial regulations.

- Focus on and maintain effective short-term, medium-term, and long-term financial planning to ensure sufficient capital for all production and business activities.

- Effectively review input invoices and maintain checks on accounting records and documents of subsidiary companies.

- Strengthening financial risk management and practicing cost-saving measures in all production and business activities will increase the company's profits.

- Ensure sufficient funding is available to meet the operational needs of several affiliated companies.

3.4. Labor and wage management

- Fully implement all insurance schemes (Social Insurance, Health Insurance, Unemployment Insurance) and other benefits for employees. Salaries for staff in the unit are paid based on the quantity, quality, and efficiency of each individual's work, ensuring compliance with State regulations and the Company's salary and bonus payment regulations. Salaries are paid to employees in full and on time each month.

- Regularly paying attention to and taking care of the material and spiritual lives of employees, such as organizing periodic health check-ups, visiting employees who are sick and hospitalized, and assisting families in difficult circumstances...

3.5. Party work, mass organizations, and other activities

- Besides its production and business activities, the company also focuses on political activities, regularly disseminating and explaining the Party's guidelines and policies, and the laws of the State to each Party member and employee.

- The activities of the trade union are maintained regularly. The union organizes well-planned trips, vacations, etc., creating a spirit of enthusiasm and confidence among all employees in the company.

- The company's leadership provided support and funding to ensure full participation in activities commemorating International Women's Day (March 8th) and the founding anniversary of the Vietnam Women's Union (October 20th). The company also presented gifts to children on International Children's Day (June 1st) and to employees on their birthdays.

4. Status of the Company's investment projects

Over the past year, several legal procedural obstacles have been removed and resolved. Besides a number of key projects that have commenced construction, the

company is still focusing on researching and proposing the implementation of several other potential projects in Hanoi. Specifically, these are as follows:

4.1. Commercial Center, Office and Apartment Complex Project at Vinh Tuy Bridge - Apartment Building (Phase 1)

Project Status: The project has been completed and handed over to customers for stable use. The company continues to manage, operate, and exploit the office spaces, service areas, and parking facilities within the project.

4.2. The Commercial Center, Office and Apartment Complex Project at Vinh Tuy Bridge - Mixed-Use Building (Phase 2)

Project Status: Construction resumed in Q2/2025. By November 2025, the project was eligible for commercial operation, and 95% of the total apartments have been sold to date. The company is continuing to construct the building structure according to the approved schedule.

4.3. Thanh Xuan Villa, Weekend Resort and Ecotourism Project

Project status: The project continues with the construction of subsequent phases and the development of products/sections that meet the sales requirements.

4.4. Xuan La Commercial Center, Market, Supermarket, and Office Rental Project

Project status: Construction on the project commenced in Q2/2025 and the underground section is currently being completed.

4.5. Sao Mai Commercial Center, Office and Residential Complex Project

Project status: The company is finalizing the procedures for transferring all of its shares in Sao Mai Production and Trading Joint Stock Company.

4.6. Kim Lien Area B Reconstruction and Renovation Project, Phase 2

Project status: The company has submitted the application to the Department of Construction to register as the project's investor, as required by regulations.

4.7. Project to renovate the old apartment building at 135 Nguyen Van Cu, Long Bien

Project status: The company is coordinating with the People's Committee of Bo De Ward to approve the planning and select an investor to implement the project in accordance with regulations.

PART 2
BUSINESS PRODUCTION PLAN FOR 2026

1. Production and business plan targets

In 2026, the Company anticipates revenue from the sale of products from eligible real estate projects, the exploitation of commercial service areas held by the Company in buildings, and financial revenue from dividends or from the transfer of capital contributions in affiliated companies. Therefore, the projected targets for 2026 are as follows:

STT	Content	Unit	Plan 2026
1.	Total revenue	Billion VND	78,30
2.	Profit before tax	Billion VND	33,62
3.	Corporate Income Tax	Billion VND	6,72
4.	Net profit after tax	Billion VND	26,90
5.	Dividend payout ratio	%	15
6.	Average labor	People	29
7.	Average monthly salary	Million dong	35

2. Implementation solutions

Following the restructuring phase, 2026 is considered the starting point for a stable and sustainable development cycle based on a solid legal foundation. However, major challenges from geopolitical fluctuations, fuel price volatility, inflationary pressures, exchange rates, etc., will significantly impact the global economy in general and Vietnam in particular. Given these conditions, although the products from the projects the Company is currently developing have great potential to generate substantial profits once they meet trading requirements, to achieve the production and business plan targets assigned by the General Shareholders' Meeting, the Company's leadership will focus all resources and implement a comprehensive set of solutions, specifically as follows:

- Expedite the construction progress of the mixed-use building block within the Vinh Tuy Bridge complex project, which includes a shopping mall, office, and apartment

building, ensuring safety and quality as committed to customers who have purchased products from the project; and urge the collection of payments according to the plan.

- Focus resources on the construction of the Xuan La commercial center, market, supermarket, and office rental project (expected to be completed in Q1/2027).

- In coordination with Green Town Vietnam Joint Stock Company, Thanh Xuan Joint Stock Company (the investor) continues to implement the construction of the next phases of the Thanh Xuan villa, weekend retreat and eco-tourism project, bringing products/sub-areas that meet the sales requirements into operation, finalizing the project components and distributing dividends when eligible.

- Research and propose the development of social housing projects, old apartment buildings, and potential real estate projects nationwide, ensuring efficiency and alignment with the Company's strategy and development direction, and the Board of Directors' policies.

- Research and propose investment options for potential overseas projects that will bring economic benefits to the Company.

- Conduct research on portfolio restructuring, proposing the transfer of part or all of the Company's shares in subsidiaries and associated companies, while ensuring revenue meets planned targets.

- Strict control, management, and cost savings in the operation of buildings already in use.

- Fully utilize the company's commercial service areas within the buildings to maximize revenue for the company.

- Implement appropriate fundraising methods, optimize capital utilization efficiency, and eliminate underperforming long-term investments to support the company's 2026 business plan and medium- and long-term strategy.

- We prioritize training and retaining human resources to meet the operational needs of our business.

- Focus on building the INCOMEX brand and promoting real estate products that meet market demand in the Company's key projects.

- Strive to meet and exceed the production and business plan targets set by the Council.governance goals set for the period 2025-2029.

The above is the Report on Business Performance in 2025 and the Business Plan for 2026 of Song Hong Construction Joint Stock Company. We respectfully request the Board of Directors to consider and submit it to the General Meeting of Shareholders for approval.

GENERAL DIRECTOR

Recipient:

- Board of Directors; Supervisory Board;
- Saved: TCHC/CT.

Pham Quynh Trang

SUBMISSION

Re: Distribution of a portion of undistributed profit to shareholders

To: The 2026 Annual General Meeting of Shareholders of Song Hong
Construction Joint Stock Company

- *Pursuant to the Law on Enterprises 2020;*
- *Pursuant to the audited financial statements for the year 2025;*
- *Pursuant to the Charter on Organization and Operation of Song Hong
Construction Joint Stock Company;*

In 2025, in addition to maintaining revenue from its core business activities, including leasing commercial service areas and car parking spaces in its buildings, the Company also generated additional income from dividends received from Green Town Vietnam Joint Stock Company and from apartment sales at the Complex of Commercial Center, Office and Residential Apartments at Vinh Tuy Bridge after the project became eligible for business operations (receiving an amount equivalent to 30% of the apartment sale and purchase contract value).

The undistributed profit as of the end of 2025 amounts to VND **57,702,374,239**.

The Board of Directors proposes a dividend payout ratio of 25%, corresponding to an amount of VND **43,930,000,000**.

We respectfully submit to the General Meeting of Shareholders for approval.

Respectfully!

Recipients:

- *As stated above;*
- *File: Administration Department/Company*

**ON BE HALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Pham Hung

**SONG HONG
CONSTRUCTION JOINT
STOCK COMPANY**

No: 67 /TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 30st, 2026

SUBMISSION
Re: Proposal for the utilization of 2025 profits

To: The 2026 Annual General Meeting of Shareholders of Song Hong
Construction Joint Stock Company

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter on Organization and Operation of Song Hong Construction Joint Stock Company;
- Pursuant to the audited financial statements for the year 2025.

The Board of Directors of Song Hong Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the plan for the utilization of profits for the year 2025 as follows:

Unit: VND.

No	Target	Year 2025
1	Retained earnings(undistributed after – tax profit) as of December 31, 2025	57.702.374.239
2	Proposed profit distribution for the year 2025	49.500.000.000
3	Appropriation to funds	
-	Bonus fund 5%	2.475.000.000
-	Welfare fund 5%	2.475.000.000
4	Remuneration for the Board of Directors and the Supervisory Board	492.000.000
5	Dividend distribution for the year 2025	43.930.000.000
-	Ratio/rate	25
6	Remaining undistributed profit	8.330.374.239

We respectfully submit to the General Meeting of Shareholders for approval.

Recipients:

- As stated above;
- File: Administration Department/Company.

**ON BE HALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Pham Hung

**SONG HONG
CONSTRUCTION JOINT
STOCK COMPANY**

No: 68 /TTr-HDQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 30st, 2026

SUBMISSION

Regarding: Remuneration levels for the Board of Directors and the
Supervisory Board for 2026

To: The 2026 Annual General Meeting of Shareholders of Song Hong Construction Joint Stock
Company

- Pursuant to the Law on Enterprises 2020;
- Pursuant to the Charter on Organization and Operation of Song Hong Construction Joint Stock Company;

The Board of Directors of Song Hong Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration levels for the Board of Directors and the Supervisory Board for 2026 as follows:

TT	Position	Number	Salary level (VND/mont h/person)	Month	Total remuneration in 2026 (VND)
1	Board of Directors	5			7200.000.000
a	Chairman of the Board	1	20.000.000	12	240.000.000
b	Other members	4	10.000.000	12	480.000.000
2	Board of Control	3			240.000.000
a	Head of Supervisory Board	1	10.000.000	12	120.000.000
b	Other members	2	5.000.000	12	120.000.000
3	Total				960.000.000

We respectfully submit to the General Meeting of Shareholders for approval.

Respectfully!

Recipients:

- As stated above;
- File: Administration Department/Company.

**ON BE HALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Pham Hung

**SONG HONG
CONSTRUCTION JOINT
STOCK COMPANY**

No: 69/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 30st, 2026

SUBMISSION

Regarding: Selection of an auditing firm for the 2026 Financial Statements

To: The 2026 Annual General Meeting of Shareholders of Song Hong
Construction Joint Stock Company

- *Pursuant to the Law on Enterprises 2020;*
- *Pursuant to the Charter on Organization and Operation of Song Hong Construction Joint Stock Company;*

The Board of Directors of Song Hong Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the following contents:

1. To decide on the selection of an auditing firm to conduct the audit of the 2026 financial statements. The list of proposed audit firms includes:

- Vietnam Auditing and Valuation Company Limited (AVA)
- MOORE AISC Auditing and Informatics Services Company Limited (MOORE AISC)
- AASC Auditing Firm Company Limited (AASC)

The above audit firms have been approved by the State Securities Commission of Vietnam (SSC) to audit public interest entities in the securities sector for 2026.

2. After selecting the audit firm, to authorize the Board of Directors to decide on the contract value and work schedule in accordance with the Company's business and production conditions.

We respectfully submit to the General Meeting of Shareholders for approval.

Respectfully!

Recipients:
- As above;
- File: TCHC/CT.

**ON BE HALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Pham Hung

**SONG HONG
CONSTRUCTION JOINT
STOCK COMPANY**

No: 70/TTr-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, March 30st, 2026

SUBMISSION

Re: Preparation and organization of the Annual General Meeting of Shareholders

To: The 2026 Annual General Meeting of Shareholders of Song Hong Construction Joint Stock Company

- *Pursuant to the Law on Enterprises 2020;*
- *Pursuant to the Charter on Organization and Operation of Song Hong Construction Joint Stock Company;*
- *Pursuant to the Company's operational situation,*

The Board of Directors of Song Hong Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the method of sending invitations and meeting materials to shareholders attending the General Meeting as follows:

- The invitation to attend the General Meeting of Shareholders will be published in one central newspaper and one local newspaper for three consecutive issues.
- Documents related to the Annual General Meeting will be posted on the company's website. These documents will also be sent directly to shareholders when they attend the meeting.

We respectfully submit to the General Meeting of Shareholders for approval.

Respectfully!

Recipients:

- *As stated above;*
- *File: Administration Department/Company*

**ON BE HALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Pham Hung

SUBMISSION

**Re: Issuance of the Internal Corporate Governance Regulation and the
Supervisory Board's Operating Regulation**

To: The 2026 Annual General Meeting of Shareholders of Song Hong
Construction Joint Stock Company

- *Pursuant to the Law on Enterprises 2020;*
- *Pursuant to the Charter on Organization and Operation of Song Hong
Construction Joint Stock Company;*

The Board of Directors of Song Hong Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the Internal Corporate Governance Regulation and the Operating Regulation of the Supervisory Board of Song Hong Construction Joint Stock Company.

We respectfully submit to the General Meeting of Shareholders for approval.

Respectfully!

Recipients:

- *As stated above;*
- *File: Administration Department/Company*

**ON BE HALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Pham Hung

Hanoi, [date] 2026

(DRAFT)

INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

(Issued pursuant to Resolution No./NQ-DHĐCĐ of the Annual General Meeting of Shareholders dated month year 2026)

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 (hereinafter referred to as the "Securities Law");

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 (hereinafter referred to as the "Enterprise Law");

Based on 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;

Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;

Based on the Charter of Song Hong Construction Joint Stock Company (hereinafter referred to as "Company Charter");

Based on Resolution No. of the General Meeting of Shareholders dated month year 2026;

The Board of Directors has issued the Internal Regulations on Corporate Governance of Song Hong Construction Joint Stock Company, which include the following contents:

CHAPTER 1 - GENERAL PROVISIONS

Article 1. Scope of application

1. Scope of application: This regulation sets out the basic principles of corporate governance to ensure a transparent governance structure and protect the legitimate rights and interests of shareholders; establishes standards of conduct and professional ethics for members of the Board of Directors, Supervisory Board, Executive Board, and other management personnel of the Company; regulates the coordination of activities between the Board of Directors, Supervisory Board, and Director; and serves as the basis for evaluating the implementation of governance at the Company.

2. Applicable subjects:

- Member of the Board of Directors;

- Member of the Supervisory Board;
- The management board consists of: the General Director, the Deputy General Directors, and the Chief Accountant.
- Subcommittees of the Board of Directors (if any);
- Other management staff of the Company

Article 2. Explanation of terms and abbreviations

1. Company: This means Song Hong Construction Joint Stock Company
2. Company Charter: This refers to the current organizational and operational charter of Song Hong Construction Joint Stock Company.
3. Related parties are individuals or organizations as defined in Clause 23, Article 4 of the Enterprise Law and Clause 46, Article 4 of the Securities Law.
4. Company: is a Joint Stock Company
5. Board of Directors: refers to the Board of Management.
6. Nomination: is self-nomination
7. BKS: stands for Supervisory Board
8. Representative: is a shareholder or a representative (a person authorized by a shareholder).

CHAPTER 2 - SHAREHOLDER MEETINGS AND MEETINGS OF SHAREHOLDERS

Article 3. Notice regarding the closing of the list of shareholders entitled to attend the General Meeting of Shareholders.

The list of shareholders entitled to attend the General Meeting of Shareholders is compiled based on the shareholder register and the securities owner register of the company. The list of shareholders entitled to attend the General Meeting of Shareholders is compiled no more than ten (10) days before the date of sending the invitation to the General Meeting of Shareholders.

Article 4. Procedures for registering to attend the General Meeting of Shareholders

1. How to register to attend the Shareholders' General Meeting before the meeting opens:
 - a. The procedure for registering to attend the General Meeting of Shareholders is clearly stipulated in the Notice of the General Meeting of Shareholders, including contacting the Company or sending the Registration Form for Attending the Meeting

(attached to the Notice of the General Meeting of Shareholders sent to shareholders) to the Company.

b. Shareholders can choose to register to attend the General Meeting of Shareholders in the manner specified in the notice, including:

- Attend and vote in person at the meeting;
- Authorize another representative to attend the meeting and comply with the provisions of Clause 2 of this Article;
- Participate and vote via online conference, electronic voting, or other electronic means;
- Submit your ballot to the meeting via mail, fax, or email;
- The forms of registration for attending the General Meeting of Shareholders and/or other voting activities are in accordance with the provisions of the law;
- The company must make every effort to apply modern information technologies so that shareholders can best participate and express their opinions at the General Meeting of Shareholders, including guiding shareholders to vote through online General Meeting of Shareholders, electronic voting, or other electronic forms as prescribed by law.

2. Regulations regarding authorization to attend the congress

a. Shareholders who are legally entitled to attend the General Meeting of Shareholders may authorize an individual or organization to represent them.

b. The authorization for a representative to attend the General Meeting of Shareholders must be in writing, using the Company's form, and must be signed as follows:

- In cases where an individual shareholder is the authorized representative, the power of attorney must be signed by that shareholder and the individual or legal representative of the organization authorized to attend the meeting.

- In the case where the institutional shareholder is the authorized representative, the power of attorney must be signed by the authorized representative, the legal representative of the institutional and individual shareholder, and the legal representative of the organization authorized to attend the meeting; Organizations owning at least 10% of the total number of common shares may authorize a maximum of 03 (three) representatives.

- In other cases, the power of attorney must be signed by both the legal representative of the shareholder and the person authorized to attend the meeting.

- Authorized representatives attending the General Shareholders' Meeting must submit the authorization document when registering to attend the meeting before entering the meeting room.

- c. The vote of an authorized representative attending the meeting within the scope of their authorization remains valid if any of the following situations occur after the authorized representative has cast their vote:

- The grantor has died, is restricted in their legal capacity, or has lost their legal capacity;

- The person granting the authorization revokes the designation.

- The person granting the authorization revokes the authority of the person granting the authorization.

This clause does not apply if the Company receives notice of any of the above events before the opening of the General Meeting of Shareholders or before the meeting is reconvened.

3. Instructions on how to register to attend the General Shareholders' Meeting and verify delegate eligibility on the day of the General Shareholders' Meeting:

- a. Before the meeting commences, the Company must carry out the shareholder registration procedure and must continue registration until all shareholders entitled to attend the meeting have registered.

- b. When registering shareholders, the Company issues each shareholder or authorized representative a voting card/voting slip, which includes the registration number, the shareholder's full name, the authorized representative's full name, and the shareholder's voting rights.

- c. Shareholders or their authorized representatives who arrive after the meeting has commenced and are late for the General Meeting of Shareholders have the right to register immediately and subsequently participate in and vote at the meeting immediately after registration. The chairperson is not obligated to stop the meeting to allow late-arriving shareholders to register, and the validity of any previously voted-on items remains unchanged.

Article 5. Voting on matters at the congress

1. General principles

- a. The General Meeting elects those responsible for counting or supervising the vote count upon the Chairman's recommendation. The number of members of the vote counting committee is decided by the General Meeting of Shareholders based on the Chairman's recommendation.

b. All matters on the agenda and content of the General Meeting must be discussed and voted on publicly at the Shareholders' General Meeting.

c. Voting cards and ballot papers are printed, stamped with the company seal, and sent directly to delegates at the general meeting (along with the shareholder meeting attendance documents). The voting cards and ballot papers clearly state the delegate's code, full name, number of shares owned, and authorized voting rights.

2. Regulations regarding the validity of Voting Cards

a. Valid voting card The form must be a pre-printed template issued by the Organizing Committee, without any erasures, alterations, tears, or damage. No additional content should be written beyond what is stipulated for this form. It must be signed, with the full handwritten name of the participating delegate below the signature.

b. Invalid voting card:

- Add other information to the Voting Card;
- Voting cards that do not conform to the pre-printed template issued by the Organizing Committee, cards without the company's red seal, or cards that have been altered, erased, or have had additional content added beyond what is required for voting cards, will all voting content on the ballot be considered invalid.

Article 6. Voting Procedures

1. General principles

- The General Meeting of Shareholders discusses and votes on each item on the agenda.

- Delegates vote to approve, disapprove, or abstain from an issue put to a vote at the Congress by raising their Voting Cards or filling in their chosen options on the Voting Form.

- The chairperson proposed the voting methods for each item on the agenda for the Congress to approve.

2. Forms of voting

a. Voting by raising the Voting Card: When voting by raising the Voting Card, the front of the Voting Card must be raised towards the Chairperson. If a delegate does not raise the Voting Card in all three times of voting in Approve, Disapprove, or Abstain on an issue, it will be considered as a vote in favor of that issue. If a delegate raises the Voting Card more than once (01) when voting in Approve, Disapprove, or Abstain on an issue, it will be considered an invalid vote. According to the method of voting by raising the Voting Card, the Member of the Delegate Eligibility Verification Committee/Vote Counting Committee marks the delegate code and the corresponding number of votes for each shareholder in Approve, Disapprove, Abstain, and Invalid.

b. Voting by direct ballot: When voting by filling out a Voting Card, for each item, delegates select one of the three pre-printed options "Agree," "Disagree," or "No opinion" on the Voting Card by marking an "X" or "X." into the box of your choice. After completing all the voting items of the Congress, delegates submit their ballots to the sealed ballot box at the Congress according to the instructions of the Ballot Counting Committee. The ballot card must be signed and clearly state the full name of the delegate.

3. The form of ballot and the voting procedure for each issue are specified in detail in the Rules of Procedure for the meeting, which are approved by the General Meeting of Shareholders before the start of the meeting.

Article 7. Method of vote counting, Announcement of vote counting results

The vote counting shall be conducted in accordance with the regulations on working procedures and voting/election at the meeting and in compliance with the provisions of Article 19 of the Company's Charter. The results of the vote counting must be recorded in a vote counting report with the full signatures of all members of the vote counting committee. The ballot papers, vote counting report, and related documents must be sealed and handed over to the meeting chair after the conclusion of the General Meeting of Shareholders.

CHAPTER 3 - HBOARD OF DIRECTORSAND THE MEETINGBOARD OF DIRECTORS

Article 8. Composition and term of office of the Board of Directors

1. The number of Board of Directors members is stipulated in the Company's Charter. The term of office of a Board of Directors member shall not exceed five (05) years and may be re-elected for an unlimited number of terms.

2. The structure of the Board of Directors is as follows:

The total number of non-executive board members must account for at least one-third (1/3) of the total number of board members.

3. A member of the Board of Directors loses their status as a member of the Board of Directors if they are dismissed, removed from office, or replaced by the General Meeting of Shareholders.

a. Not eligible to be a member of the Board of Directors according to the provisions of the Enterprise Law or prohibited by law from being a member of the Board of Directors;

b. A resignation letter was submitted and accepted;

c. Repeated and serious violations of the duties of a Board member, obstructing the activities of the Board of Directors and the production and business operations of the Company;

d. A person suffering from a mental disorder, and other members of the Board of Directors possessing professional evidence demonstrating that the person is no longer capable of acting;

e. Not participating in Board of Directors activities for six (06) consecutive months, except in cases of force majeure;

f. According to the decision of the General Meeting of Shareholders;

g. Other cases as prescribed by law and the company's charter.

4. The appointment of board members must be disclosed in accordance with the regulations of the law on securities and the securities market.

5. Board members may not necessarily be shareholders of the company.

Article 9. Rights and Responsibilities of Board Members

1. Board members have all the rights stipulated in the Enterprise Law, relevant laws, and the company's charter, including the right to be provided with information and documents on the financial situation and business operations of the company and its subsidiaries.

2. Board members are responsible as stipulated in the Enterprise Law and the company's charter, and must also fulfill the following responsibilities:

a. Perform your duties honestly and diligently for the best interests of shareholders and the company;

b. Attend all board meetings and provide clear input on the issues discussed;

c. They must promptly and fully report to the Board of Directors all remuneration they receive from subsidiaries, affiliated companies, and other organizations in which they represent the company's capital contributions;

d. Report to the competent authorities and disclose information when conducting stock transactions of the company in accordance with the law.

Article 10. Rights and obligations of the Board of Directors

1. The Board of Directors is accountable to the Shareholders for the management of the Company; ensuring that the Company's operations comply with the law, resolutions/decisions of the General Meeting of Shareholders, the Company's Charter, this Regulation, the Board of Directors' Regulations, and the Company's internal management regulations; treating all Shareholders equally; and respecting the interests of stakeholders.

2. The Board of Directors must fully comply with the rights and responsibilities stipulated in the Enterprise Law, resolutions/decisions of the General Meeting of Shareholders, the Company's Charter, this Regulation, the Board of Directors' Regulations, and the Company's Internal Management Regulations.

3. The company stipulates the procedures for nominating, electing, dismissing, and removing members of the Board of Directors, as well as the procedures for holding Board of Directors meetings; and the procedures for coordinating activities between the Board of Directors and the General Director, including the following main contents:

a. Procedures for nominating, electing, dismissing, and removing members of the Board of Directors:

- Criteria for Board of Directors membership;
- The nomination and candidacy of members of the Board of Directors;
- The method for electing members of the Board of Directors;
- Cases of dismissal or removal of members of the Board of Directors; and
- Announcement regarding the election, dismissal, and removal of members of the Board of Directors.

b. Procedures for organizing a Board of Directors meeting:

- Notify the Board of Directors of the meeting, including the agenda, time, location, relevant documents, and voting slips for Board members who are unable to attend;
- Conditions for holding a Board of Directors meeting;
- Voting procedures at the Board of Directors meeting;
- The process for passing resolutions/decisions by the Board of Directors;
- Record the minutes of the Board of Directors meeting; and
- Announcement of resolutions/decisions of the Board of Directors.

c. Procedures and processes for coordinating activities between the Board of Directors and the General Director:

- Procedures and processes for convening, notifying, and recording meeting minutes, and communicating meeting results between the Board of Directors and the General Director;
- Communicating resolutions/decisions of the Board of Directors to the CEO and business executives;
- Cases where the General Director requests the convening of a Board of Directors meeting and matters requiring the Board of Directors' opinion;

- The General Director's report to the Board of Directors on the performance of assigned duties and responsibilities;
- Evaluating the implementation of resolutions/decisions and matters of delegation, decentralization, or delegation of authority from the Board of Directors to the CEO;
- The issues the CEO must report to, provide information on, and the manner in which to communicate this information to the Board of Directors; and
- Coordinate control, management, and supervision activities between the members of the Board of Directors and the General Director according to the specific tasks of the Board members.

4. The Board of Directors shall prescribe the procedures for selecting, appointing, and dismissing the business's executives, including the following main points:

- a. Criteria for selecting a business executive;
- b. Appointment of the Business Executive;
- c. Sign an employment contract with the business manager;
- d. Cases of dismissal of the business executive; and
- e. Announcement of the appointment and dismissal of the business's CEO.

5. The Board of Directors is responsible for establishing mechanisms for evaluating the performance, rewarding, and disciplining the business's executives.

6. The Board of Directors is responsible for reporting on its activities at the annual General Meeting of Shareholders.

Article 11. Procedures for nominating, electing, dismissing, and removing members of the Board of Directors.

1. Board members must ensure they meet the standards for board members as stipulated in Article 155 of the Enterprise Law. A member of the Company's Board of Directors cannot simultaneously be a member of the Board of Directors in more than five (05) other companies.

2. The nomination and election of Board of Directors members shall be carried out in accordance with the provisions of Article 24 of the Company Charter. Shareholders or groups of shareholders who pool their voting shares to nominate candidates for Board of Directors must send a notice of nomination of candidates for Board of Directors to the convener of the General Meeting of Shareholders at least ten (10) days before the date of the meeting. The notice must include the shareholder's information, the total number of voting shares held, the full name of the nominated candidate, and relevant information about the candidate for Board of Directors as stipulated in Clause 1, Article 24 of the Company Charter.

3. The election of Board members, by cumulative voting, must be conducted in accordance with the regulations approved by the General Meeting of Shareholders before the election takes place and must comply with the provisions of Clause 2, Article 24 of the Company's Charter.

4. The company discloses information regarding the nomination, candidacy, election, dismissal, and removal of members of the Board of Directors in accordance with the provisions of securities law.

5. If the number of candidates for the Board of Directors, both through nominations and candidacies, is still insufficient, the incumbent Board of Directors will prepare a list of candidates based on the following criteria:

- Number of candidates: This is the number remaining after compiling the list of eligible candidates through nominations and applications.

- Candidates nominated by the Board of Directors must be approved by a majority vote of the incumbent Board members;

- Candidates nominated by the Board of Directors must meet at least the conditions and standards stipulated in Article 155 of the Enterprise Law.

Article 12. Board Meetings

1. General regulations regarding Board of Directors meetings

a. The Board of Directors must hold a meeting at least once every quarter (01) in accordance with the procedures stipulated in the company's charter and this Regulation. The organization of the Board of Directors meeting, the meeting agenda and related documents shall be notified in advance to the members of the Board of Directors within the time limit stipulated by law and the company's charter.

b. The minutes of the Board of Directors meeting must be detailed and clear. The meeting chair and the person recording the minutes must sign the minutes. The minutes of the Board of Directors meeting must be kept in accordance with the law and the company's charter.

2. Rules regarding the first meeting

In the event that the Board of Directors elects a Chairman, the Chairman of the Board of Directors shall be elected at the first meeting of the Board of Directors' term within seven (07) working days from the date of the end of the election of the Board of Directors for that term. This meeting shall be convened and chaired by the member with the highest number of votes. In the event that there is more than one (01) member with the highest number of votes or the highest percentage of votes, the members shall vote by majority to choose one (01) person among them to convene the meeting of the Board of Directors.

3. Regulations regarding regular and extraordinary meetings

a. The Chairman of the Board of Directors must convene regular and extraordinary Board of Directors meetings, set the agenda, time and place of the meeting at least five (05) working days before the meeting date. The Chairman may convene a meeting when deemed necessary, but must hold at least one (01) meeting every quarter.

b. The Chairman of the Board of Directors must convene a meeting of the Board of Directors, without delay unless there is a valid reason, when one of the following parties requests in writing, clearly stating the purpose of the meeting and the issues to be discussed:

- Supervisory board or independent board member;
- General Director or at least five (05) other executives;
- At least two (02) members of the Board of Directors;
- Other cases will be decided by the Chairman of the Board of Directors in the best interests of the Company.

c. The Chairman of the Board of Directors must convene a meeting of the Board of Directors within seven (07) working days from the date of receiving the request mentioned in Point b, Clause 3 of this Article. In case of not accepting the request to convene a meeting, the Chairman of the Board of Directors shall be responsible for any damages incurred by the Company; the persons who proposed to organize the meeting mentioned in Point b, Clause 3 of this Article have the right to convene a meeting of the Board of Directors.

Article 13. Regulations on the order and procedures for organizing Board of Directors meetings.

1. Notice of Board of Directors meeting (including the meeting agenda, time, location, relevant documents, and ballots for Board members unable to attend):

a. The notice of the Board of Directors meeting must be sent to the members of the Board of Directors and the Supervisors at least one (01) working day before the meeting date. A member of the Board of Directors may refuse the notice of the meeting in writing; this refusal may be changed or revoked in writing by that member of the Board of Directors. The notice of the Board of Directors meeting must be made in writing in Vietnamese and must fully inform the time, place of the meeting, agenda, content of the issues to be discussed, along with necessary documents on the issues to be discussed and voted on at the meeting and the voting ballot of the members.

b. The meeting notice shall be sent by mail, fax, email, or other means, but must ensure that it reaches the contact address of each Board member and Supervisory Board member registered with the Company.

c. The Chairman of the Board of Directors or the person convening the meeting sends the notice of meeting and accompanying documents to the Supervisors as with the members of the Board of Directors. Supervisors have the right to attend Board of Directors meetings; they have the right to discuss but not to vote;

d. Meeting location: Board of Directors meetings are held at the Company's head office or other locations in Vietnam or abroad as decided by the Chairman of the Board of Directors and with the agreement of the Board of Directors.

e. Other types of meetings:

Board meetings may be held in the form of online conferences among board members when all or some members are in different locations, provided that each participating member is able to:

- Listen to each of the other board members who participated in the meeting speak;
- Address all other attendees simultaneously.

Discussions among members may be conducted in person by telephone or by other means of communication, or a combination of these methods. Board members participating in such meetings are considered to be "present" at that meeting. The meeting location, as stipulated in this regulation, is the location where the largest number of Board members are present, or the location where the meeting chair is present.

2. Decisions made during a formal meeting held and conducted by telephone are effective immediately upon the conclusion of the meeting but must be confirmed by the signatures of all Board of Directors members present at the meeting in the minutes. Conditions for holding a Board of Directors meeting:

a. The first meeting of the Board of Directors is held when at least three-quarters (3/4) of the members of the Board of Directors are present in person or through a representative (authorized person) if approved by a majority of the members of the Board of Directors;

b. If the required number of members is not present, the meeting must be convened a second time within seven (07) days from the date of the first scheduled meeting. The second meeting will be held if more than half (1/2) of the Board of Directors members are present;

3. Voting method:

a. Except as provided in point b of this clause, each member of the Board of Directors or authorized person as prescribed in Clause 2 of this Article who is present in person at the Board of Directors meeting has one (01) voting right;

b. Board members are not permitted to vote on contracts, transactions, or proposals in which they or persons related to them have an interest that conflicts with, or may conflict with, the interests of the Company. Board members are not counted toward the minimum quorum required to convene a Board meeting regarding decisions on which they do not have the right to vote.

c. According to Clause d, Section 3 of this Article, when an issue arises at a meeting relating to the interests or voting rights of a Board member who does not voluntarily relinquish their voting rights, the chairman's decision shall be final, except in cases where the nature or scope of the Board member's interests in question has not been fully disclosed;

d. A member of the Board of Directors who benefits from a contract stipulated in the Company's Articles of Association is deemed to have a substantial interest in that contract;

e. A Board member who directly or indirectly benefits from a contract or transaction that has been or is being considered for conclusion with the Company, and who is aware of their own interest, is responsible for disclosing this interest at the first Board meeting discussing the conclusion of such contract or transaction. If a Board member is unaware of their own or related parties' interest at the time the contract or transaction is concluded with the Company, that Board member must disclose the relevant interest at the first Board meeting held after they become aware of their interest or potential interest in the aforementioned transaction or contract.

f. Board members may send voting ballots to the meeting via mail, fax, or email. In the case of sending voting ballots to the meeting via mail, the ballot must be enclosed in a sealed envelope and must be delivered to the Chairman of the Board of Directors no later than one (01) hour before the opening. Voting ballots may only be opened in the presence of all attendees.

4. How the Board of Directors passes resolutions:

a. The Board of Directors makes decisions and passes resolutions based on a majority vote of the Board members present at the meeting. In the event of a tie vote, the vote of the Chairman of the Board of Directors is the deciding vote.

b. Resolutions adopted through written consultation are based on the unanimous agreement of a majority of the voting members of the Board of Directors. This resolution has the same effect and value as a resolution adopted at the meeting.

5. Record the minutes of the Board of Directors meeting:

a. Board of Directors meetings must be recorded in minutes and may also be audio-recorded, recorded and stored in other electronic forms. Minutes must be written in

Vietnamese and may also be written in a foreign language, containing the following main contents:

- Name, registered office address, business registration number;
- Purpose, agenda, and content of the meeting;
- Time and location of the meeting;
- The full names of each member attending the meeting or their authorized representatives, and the manner of attendance; the full names of members absent from the meeting, and the reasons for absence;
- Issues were discussed and voted on at the meeting;
- Summarize the statements made by each meeting participant in chronological order of the meeting's proceedings;
- The voting results clearly indicate the number of members who approved, disapproved, and abstained.
- The issues have been resolved;
- The names, signatures of the chairperson and the person recording the minutes.

The chairperson and the person recording the minutes are responsible for the truthfulness and accuracy of the content of the Board of Directors meeting minutes.

b. Minutes of the Board of Directors meeting and documents used in the meeting must be kept at the Company's head office;

c. Minutes prepared in Vietnamese and foreign languages have equal validity. In case of discrepancies between the content of the Vietnamese and foreign language minutes, the content of the Vietnamese minutes shall prevail.

d. The Chairman of the Board of Directors is responsible for sending resolutions and minutes of the Board of Directors' meetings to the members, and these minutes serve as authentic evidence of the work done at the meeting unless there is an objection to the content of the minutes within ten (10) days from the date of sending.

Article 14. Reporting of the Board of Directors' activities at the Annual General Meeting of Shareholders

The Board of Directors' activity report presented to the Annual General Meeting of Shareholders must include at least the following contents:

- a. Evaluate the company's performance during the fiscal year;
- b. Results of performing tasks as authorized, delegated, or assigned by the General Meeting of Shareholders;
- c. Results of monitoring the General Director and business executives;

- d. Future plans and plans for the next fiscal year;
- e. Summarize the activities and meetings of the Board of Directors, the resolutions/decisions of the Board of Directors, and evaluate the performance of the Board of Directors; and
- f. Remuneration, benefits, and operating expenses of the Board of Directors and of each member of the Board of Directors.

CHAPTER 4 - THE AUDIT COMMITTEE

Article 15. Composition of the Supervisory Board

1. The number of Supervisors of the Company is 03 members. The term of the Supervisors is not more than five (05) years and can be re-elected for an unlimited number of terms. In case the Supervisory Board ends its term before a new Supervisory Board is elected, the expired Supervisory Board will continue to exercise its rights and obligations until a new Supervisory Board is elected and takes office.

2. The Supervisors elect one (01) person among themselves as the Head of the Supervisory Board by majority principle. The Head of the Supervisory Board has the following rights and responsibilities:

- a. Convene a meeting of the Supervisory Board;
- b. Request the Board of Directors, the Director, and other executives to provide relevant information for reporting to the Supervisory Board;
- c. Prepare and sign the Supervisory Board's report after consulting with the Board of Directors, for submission to the General Meeting of Shareholders.

Article 16. Rights and obligations of the Auditor

1. The Supervisory Board has the rights stipulated in the Enterprise Law, relevant laws, and the company's charter, including the right to access information and documents related to the company's operations. Members of the Board of Directors, the Director, and other business executives are responsible for providing timely and complete information as requested by the Supervisory Board.

2. The auditor is responsible for complying with legal regulations, the company's charter, and professional ethics in exercising their assigned rights and obligations. The company may provide guidance on the auditor's activities and duties in accordance with legal regulations and the company's charter.

Article 17. Rights and obligations of the Supervisory Board

The Supervisory Board has the rights and obligations as stipulated in Article 170 of the Enterprise Law and the company's charter. In addition, the Supervisory Board has the following rights and obligations:

1. Propose and recommend that the General Meeting of Shareholders approve the list of auditing firms approved to audit the Company's financial statements; decide on the approved auditing firm to conduct an inspection of the Company's operations, and dismiss approved auditors when deemed necessary;

2. Accountable to shareholders for their supervisory activities;

3. Monitoring the company's financial situation, the legality of the activities of board members, directors, and other business executives, and the coordination of activities between the Supervisory Board, the Board of Directors, the directors, and shareholders;

4. In the event of discovering any illegal conduct or violation of the company's charter by a member of the Board of Directors, the Director, or other business executives, the Board of Directors must be notified in writing within 48 hours, requiring the offending party to cease the violation and take measures to remedy the consequences;

5. Report presented at the Shareholders' General Meeting as required.

Article 18. Standards and conditions for becoming a Supervisor

The auditor must meet the standards and conditions stipulated in Clause 1, Article 169 of the Enterprise Law, the company's charter, and must not fall under the following cases:

- Working in the accounting and finance department of the company;
- Being a member or employee of an independent auditing firm that audited the company's financial statements for the three (03) consecutive years prior to that.

Article 19. Meeting of the Supervisory Board

1. The Supervisory Board may issue regulations on the meetings of the Supervisory Board and the way the Supervisory Board operates. The Supervisory Board must meet at least two (02) times a year and the meeting shall be held when at least two-thirds (2/3) of the Supervisors are present.

2. The Supervisory Board has the right to request members of the Board of Directors, the Director, and representatives of the independent auditing firm to attend and answer questions of concern to the Supervisors.

CHAPTER 5 - THE BUSINESS MANAGER

Article 20. Standards for business executives

1. Standards and conditions for becoming a CEO
 - a. Having full legal capacity and not being subject to the restrictions on managing businesses as stipulated in Clause 2, Article 17 of the Enterprise Law;

b. Possesses professional qualifications and experience in company business management;

c. Other standards as required by applicable law and the Company's Articles of Association.

2. Standards and conditions for becoming a Deputy General Director

a. Having full legal capacity and not being subject to the restrictions on managing businesses as stipulated in Clause 2, Article 17 of the Enterprise Law;

b. Possesses professional qualifications and experience in company business management;

c. Other standards as required by applicable law and the Company's Articles of Association.

3. Standards and requirements for becoming Chief Accountant

a. Not subject to the prohibition from performing accounting duties as stipulated in the Accounting Law and its implementing regulations;

b. Possessing professional ethics, honesty, integrity, and a strong sense of compliance with the law;

c. Possesses professional qualifications and expertise in accounting;

d. Possess professional qualifications and expertise in accounting at the university level or higher;

e. Possesses a chief accountant training certificate;

f. There is at least three (03) years of practical accounting work experience for people with accounting expertise from university level or higher and at least five (05) years of practical accounting work experience for people with accounting expertise at intermediate or college level.

g. Other standards as required by applicable law and the Company's Articles of Association.

Article 21. Appointment of business executives

1. Appointment of the CEO:

a. The Board of Directors appoints one (01) member of the Board of Directors or another person as General Director; signs a contract which stipulates the remuneration, salary and other benefits. The remuneration, salary and other benefits of the General Director must be reported at the Annual General Meeting of Shareholders, shown as a separate item in the Annual Financial Statement and included in the Company's Annual Report.

b. The term of office of the General Director is five (05) years and can be reappointed for an unlimited number of terms. The General Director must not be a person prohibited by law from holding this position and must meet the standards and conditions as prescribed by law and the company's charter.

2. Appointment of Deputy General Director, Chief Accountant, or other business executives:

a. The Company's Board of Directors recruits business executives in a number and with qualifications appropriate to the Company's structure and governance regulations. Business executives must be responsible and diligent in supporting the Company to achieve its operational and organizational goals.

b. The remuneration, salary, benefits, and other terms of the employment contract for the General Director are determined by the Board of Directors, and contracts with other executives are determined by the Board of Directors after consultation with the General Director.

Article 22. Signing employment contracts with business managers

The authority to sign and decide on the terms of the employment contract is exercised in accordance with the provisions of the law on the Company's Articles of Association. An authorized member of the Board of Directors will sign the employment contract with the General Director.

The Board of Directors may consider including additional clauses and conditions in the employment contract for the CEO.

Article 23. Cases of dismissal of business executives

1. No longer meets the qualifications and conditions stipulated in the Company Charter and these Regulations;

2. There is a resignation letter;

3. Individuals prohibited from participating in business management are those specified in Clause 2, Article 17 of the Enterprise Law.

Article 24. Notification of appointment and dismissal of enterprise executives

After a decision is made regarding the appointment or dismissal of the company's executives, the company is responsible for disclosing the information internally and to relevant authorities, as well as on the company's website, in accordance with the procedures and regulations of current law.

CHAPTER 6 - REGULATIONS ON COORDINATION OF ACTIVITIES BETWEEN HBOARD OF DIRECTORS, BOARD OF SUPERVISORS AND GENERAL DIRECTOR

Article 25. Principles of coordination in management, operation, and control activities.

1. The Board of Directors manages the Company; directs, controls, and supervises the activities of the General Director and the Business Executive. The General Director manages the daily operations of the Company. Management, operation, and control are carried out in accordance with the provisions of the Company Charter, this Regulation, the Board of Directors Regulations, and the Company's Internal Management Regulations.

2. The Board of Directors and its members shall not interfere with or obstruct the management work of the General Director and the company's executives. When the General Director or the company's executives make a decision or sign any document that violates the law, the Company Charter, this Regulation, the Board of Directors' Regulations, and other regulations related to the Company's internal management, the Board of Directors has the right to request the General Director or the company's executives to suspend that decision or document. If the General Director or the company's executives fail to comply, the Board of Directors has the right to convene a meeting of the Board of Directors to consider the responsibility of the General Director or the company's executives and must initiate necessary legal procedures to claim compensation for damages if the actions of the General Director or the company's executives cause harm to the Company.

3. Resolutions/decisions issued by the Board of Directors are binding on the General Director and the business executives. If the General Director or the business executives disagree with the resolutions/decisions of the Board of Directors, they must submit a written objection to the Board of Directors before taking any action in accordance with the Company Charter, this Regulation, the Board of Directors Regulations, and other regulations relating to the internal management of the Company.

Article 26. Procedures for coordinating activities between the Board of Directors and the General Director:

1. Coordination of activities between the Board of Directors and the CEO:

- In urgent cases, the Board of Directors has the right to request the General Director or the Business Executive to provide information on the Company's operations and send it to the Board of Directors within twenty-four (24) hours. The Board of Directors shall not use information that has not been authorized for public disclosure of the Company or disclose it to others to carry out related transactions;

- For matters on which the Board of Directors needs the opinion of the General Director or the Business Executive, the General Director or the Business Executive is responsible for responding within three (03) days from the date of receiving the request; and

- Issues falling under the Board of Directors' approval authority according to the provisions of law and the Company Charter must be responded to by the Board of Directors within seven (07) days from the date the General Director proposes them or another period agreed upon by the parties.

2. The relationship between the Board of Directors and the CEO:

- The General Director is responsible for organizing and implementing the resolutions/decisions of the Board of Directors. Specifically:

- + Refuse to implement decisions of the Chairman of the Board of Directors and members of the Board of Directors if they deem them contrary to the law, the Company's Charter, these Regulations, resolutions/decisions of the General Meeting of Shareholders and the Board of Directors, or contrary to the interests of the Company, and must immediately notify the Board of Directors;

- + When implementing resolutions/decisions of the Board of Directors, if any issues unfavorable to the Company are discovered, the General Director must immediately report them to the Board of Directors for consideration and adjustment of the resolution/decision. If the Board of Directors does not make the adjustment, the General Director must still implement it, but has the right to reserve his/her opinion and make recommendations to the Board of Directors.

- + In addition to matters requiring submission to the Board of Directors, the General Director has the right to proactively manage the Company's operations according to the hierarchical regulations and in accordance with the work procedures issued by the Board of Directors; and to decide on measures exceeding his/her authority in emergency situations such as natural disasters, enemy attacks, fires, incidents, and other urgent situations that, if not acted upon immediately, could cause damage to the Company's interests... but must immediately notify the Chairman of the Board of Directors afterward.

- If the General Director is not a member of the Board of Directors, the General Director still has the right to attend Board meetings, to participate in discussions and offer opinions, but does not have the right to vote.

- Board members, if deemed necessary, have the right to attend meetings chaired by the CEO or the business executive. Board members have the right to express their opinions but do not have the right to conclude the meeting.

- For company meetings where attendance is required, except in cases where a specific person is invited, the General Director will assign a company representative to attend, depending on the nature of the meeting.

3. The procedures for convening, notifying, recording minutes, and notifying the results of meetings between the Board of Directors and the General Director shall be carried out in the same manner as the meetings of the Board of Directors as stipulated in this Regulation.

4. The General Director or business executive has the right to submit a written request to convene a meeting of the Board of Directors in accordance with the Company's Articles of Association.

Article 27. Providing information upon request from members of the Board of Directors

1. Members of the Board of Directors have the right to request the General Director or the business executives and managers of the Company's units to provide information and documents on the financial situation and business operations of the Company and its units, in accordance with the provisions of the Company's Charter and this Regulation.

2. When there is a need for information and documents related to the Company's operations, in addition to information and documents already disclosed by the Company, or sent in meetings or sent periodically, members of the Board of Directors must send a request form by email or in writing simultaneously to the Chairman of the Board of Directors, the General Director and the person requested at least five (05) days before the expected date of provision. The request form must clearly state the list and storage type of information and documents, the time of provision, the receiving address and the purpose of using the requested information and documents.

3. The Chairman of the Board of Directors has the right to discuss with Board members who have a need for information regarding the content of the request form and the method of securing the requested information and documents.

4. The person requested must promptly, fully, and accurately provide the information and documents as requested by the Board of Directors member, and must also request the Board of Directors member to personally verify, sign, and return the signed information delivery receipt; this includes cases where the information and documents are sent by registered mail to the address indicated on the request form.

5. Immediately after completing the provision of information, the person requested must notify the Chairman of the Board of Directors and the General Director of the list, summary of content, storage form of the information and documents provided, time and place of provision and a copy of the information delivery receipt within twenty-four (24) hours from the time of receiving this receipt from the member of the Board of Directors.

6. Board members must comply with the Company's information security regulations when visiting Company premises, interacting and communicating with the CEO's executive team, attending CEO meetings with the executive team, and receiving provided information and documents.

Article 28. Matters that the General Director must report and provide information on to the Board of Directors.

1. The General Director must report to and provide information to the Board of Directors on matters within the Board of Directors' decision-making authority as stipulated in the Company's Charter and these Regulations.

2. The General Director may report and provide information to the Board of Directors through periodic reports, thematic reports, and ad hoc reports as stipulated in this Regulation and using the forms in the Company's reporting system, or through direct reporting at meetings with the Board of Directors.

Article 29. Notification of Board of Directors' resolutions to the Supervisory Board and the General Director

Resolutions and minutes of the Board of Directors meetings, once issued, must be sent to the Supervisors and the General Director at the same time and in the same manner as to other members of the Board of Directors.

Article 30. Cases in which the General Director and the Supervisory Board propose convening a meeting of the Board of Directors and matters requiring the opinion of the Board of Directors.

1. Cases requiring the convening of a Board of Directors meeting.

a. The Supervisory Board may request the convening of a Board of Directors meeting in the following cases:

- When it is determined that the Auditor's right to access information and documents related to the company's operations is not fully exercised in accordance with applicable law and the company's Articles of Association;

- When a violation of the law or the company's charter by a member of the Board of Directors, the Director, or other business executives is discovered, after written notification has been given to the Board of Directors as stipulated in the Company Charter, but the person committing the violation has not ceased the violation or taken measures to remedy the consequences;

b. The CEO may request a meeting of the Board of Directors in the following cases:

- When it is found that the General Director's rights as stipulated in the Company's Articles of Association are not being exercised;

- When discovering illegal conduct or violations of the company's charter by other business executives after providing written notice to the Board of Directors, but the person committing the violation has not ceased the violation or taken steps to remedy the consequences;

2. Issues requiring the Board of Directors' approval:

a. Proposing to the Board of Directors a plan for the company's organizational structure and internal management regulations;

b. Propose measures to improve the company's operations and management;

c. Propose the number and type of business executives that the Company needs to recruit for the Board of Directors to appoint or dismiss in accordance with internal regulations, and propose remuneration, salaries, and other benefits for business executives for the Board of Directors to decide;

d. Consult with the Board of Directors to decide on the number of employees, their appointments, dismissals, salaries, allowances, benefits, and other terms related to their employment contracts;

e. Please ask the Board of Directors to approve the detailed business plan for the next fiscal year based on meeting the requirements of the appropriate budget as well as the five-year financial plan;

f. Prepare the Company's long-term, annual, and quarterly budgets (hereinafter referred to as the budget) to support the Company's long-term, annual, and quarterly management activities in accordance with the business plan. The annual budget (including the balance sheet, income statement, and projected cash flow statement) for each fiscal year must be submitted to the Board of Directors for approval;

g. Proposing a plan for paying dividends or handling business losses;

h. Other matters as deemed necessary for the benefit of the Company.

Article 31. Reporting by the Director to the Board of Directors on the performance of assigned duties and responsibilities.

1. Report on the implementation of resolutions of the Board of Directors and the General Meeting of Shareholders, the business plan and investment plan of the Company have been approved by the Board of Directors and the General Meeting of Shareholders;

2. Periodically, on a quarterly and annual basis, reports assessing the financial situation and business performance of the Company are submitted;

3. Report on improvements in organizational structure, policies, and management;

4. Annual report on the implementation of obligations to the environment, community, and workers;

5. Report on the implementation of other matters authorized by the Board of Directors and the General Meeting of Shareholders;

6. Prepare reports on other matters as requested by the Board of Directors.

Article 32. Issues that the Director must report, provide information on, and the method of notification to the Supervisory Board.

1. The General Director is responsible for supporting and coordinating with the Supervisory Board to ensure that the Supervisory Board fulfills its responsibilities and obligations in accordance with the law and the company's charter.

2. Reports from the General Director to the Board of Directors or other documents issued by the company are sent to the Supervisors at the same time and in the same manner as to the members of the Board of Directors.

3. The Board of Directors, its members, the General Director, and other business executives must provide complete, accurate, and timely information and documents regarding the management, operation, and business activities of the company as requested by the Auditor or the Supervisory Board.

Article 33. Coordination of control, management, and supervision activities among members of the Board of Directors, auditors, and the Director according to the specific duties of the aforementioned members.

1. Coordination of activities between the Supervisory Board and the Board of Directors: The Supervisory Board plays a role in supervision, coordination, advice, and providing complete, timely, and accurate information. Specifically, as follows:

a. Regularly inform the Board of Directors about operating results, and consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders;

b. During Supervisory Board meetings, the Supervisory Board has the right to request members of the Board of Directors (and simultaneously request the General Director, internal audit members (if any), and independent auditors) to attend and answer questions of concern to the Supervisors;

c. The Supervisory Board's periodic and unscheduled inspections must have written conclusions (no later than fifteen (15) working days from the date of completion) sent to the Board of Directors to provide additional basis for the Board of Directors in managing the Company. Depending on the level and results of the inspection, the Supervisory Board must discuss and reach a consensus with the Board of Directors and the Director before reporting to the General Meeting of Shareholders. In case of disagreement, the opinion may be reserved and recorded in the minutes, and the Head of the Supervisory Board is responsible for reporting to the next General Meeting of Shareholders.

d. In case the Supervisory Board discovers violations of the law or violations of the company's charter by members of the Board of Directors, the Supervisory Board shall notify the Board of Directors in writing within forty-eight (48) hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences;

e. The supervisor is obligated to inform the Board of Directors of transactions between the company, its subsidiaries, and companies under its control with that member or with persons related to that member, as required by law;

f. For recommendations relating to the Company's operational and financial situation, the Supervisory Board must send the written document along with the relevant documents at least fifteen (15) working days before the expected date of receiving the response;

g. Proposals to the Board of Directors must be submitted at least seven (07) working days in advance, and the Board of Directors will respond within seven (07) working days from the date of receipt of the proposal from the Supervisory Board.

2. Coordination of activities between the Supervisory Board and the General Director: The Supervisory Board has the function of inspection and supervision, specifically:

a. During Supervisory Board meetings, the Supervisory Board has the right to request the General Director (and simultaneously request members of the Board of Directors, internal audit members (if any), and independent auditors) to attend and answer questions of concern to the Supervisors;

b. The Supervisory Board's periodic and unscheduled inspections must have written conclusions (no later than fifteen (15) working days from the date of completion) sent to the General Director to provide further basis for assisting the General Director in managing the Company. Depending on the level and results of the inspection, the Supervisory Board must discuss and reach a consensus with the General Director before reporting to the General Meeting of Shareholders. In case of disagreement, the Supervisory Board has the right to reserve its opinion and record it in the minutes, and the Head of the Supervisory Board is responsible for reporting to the next General Meeting of Shareholders;

c. In case the Supervisory Board discovers violations of the law or violations of the company's charter by the General Director, the Supervisory Board shall notify the General Director in writing within forty-eight (48) hours, requesting the person committing the violation to cease the violation and take measures to remedy the consequences;

d. The auditor has the right to request the General Director to facilitate access to records and documents related to the Company's business operations at the Head Office or where the records are stored;

e. For information and documents on business management and operation, business performance reports, and financial reports, the Supervisory Board's request for information must be sent to the Company at least forty-eight (48) working hours before the expected date of receiving a response. The Supervisory Board is not allowed to use or disclose information that has not been authorized for public disclosure by the Company to other parties for related transactions.

f. The contents of the Supervisory Board's recommendations on measures to amend, supplement, and improve the organizational structure for management, supervision, and operation of the company's business must be sent to the General Director at least seven (07) working days before the expected date of receiving the response.

**CHAPTER 7 - REGULATIONS ON ANNUAL EVALUATION OF
REWARD AND DISCIPLINARY ACTIVITIES FOR MEMBERS
HBOARD OF DIRECTORSREGULATORS, GENERAL MANAGERS, AND
OTHER BUSINESS EXECUTIVES**

Article 34. Regulations on evaluating the performance of Board Members, Supervisors, General Director and other executives.

1. The Board of Directors is responsible for establishing performance evaluation standards for all members of the Board, the CEO, and other executives.

2. Performance evaluation criteria must strike a balance between the interests of business executives and the long-term interests of the Company and its shareholders. The financial and non-financial indicators used in the evaluation are carefully considered and decided upon by the Board of Directors at each given time. Non-financial indicators may include: stakeholder interests, operational efficiency, progress and improvements achieved, etc.

3. Annually, based on assigned functions and responsibilities, established evaluation standards, and achieved results, the Board of Directors conducts a performance evaluation of its members.

4. The evaluation of the Supervisors' performance is conducted in accordance with the methods outlined in the organizational structure and operation of the Supervisory Board.

5. The performance evaluation of other executives is carried out according to internal regulations or may be based on self-assessments by those executives.

Article 35. Awards and Commendations

1. The Board of Directors directed the development of the company's reward system. Rewards are given based on performance evaluations.

2. Target audience: Individuals eligible for rewards as defined by the Board of Directors.

3. Forms of reward: monetary rewards, or other forms as decided by the Board of Directors. The forms of reward will be approved by the Board of Directors; in cases exceeding their authority, they will be submitted to the General Meeting of Shareholders for approval.

4. The reward system for members of the Board of Directors and supervisory board members will be decided by the General Meeting of Shareholders.

5. For individuals who are executives of other businesses: the bonus funds are drawn from the Company's reward and welfare fund and other legitimate sources. The bonus amount is based on the actual annual business results; the General Director will propose it to the Board of Directors for approval. In cases exceeding the General Director's authority, it will be submitted to the General Meeting of Shareholders for approval.

Article 36. Discipline

1. The Board of Directors is responsible for establishing a disciplinary system based on the nature and severity of the violation. Disciplinary action must include the highest form of punishment, which is dismissal or removal from office.

2. Board members, supervisors, and other business executives who fail to perform their duties as required with honesty, diligence, and care will be held personally liable for any damages caused by their actions.

3. Members of the Board of Directors, Supervisors, and other business executives who, while performing their duties, violate legal regulations or company regulations will be subject to disciplinary action, administrative penalties, or criminal prosecution depending on the severity of the violation, in accordance with the law and the company's charter. In cases where damage is caused to the interests of the Company, shareholders, or other parties, compensation will be required in accordance with the law.

CHAPTER 8: RELATED PARTIES AND SUBJECTS TO INTEREST

Article 37. Transactions with Related Parties

1. Contracts and transactions with related parties must be conducted in accordance with the provisions of the Company's Articles of Association. When conducting transactions with related parties, the Company must enter into written contracts based

on the principles of equality and voluntariness. The content of the contract must be clear, specific, and disclosed to shareholders upon request.

2. The Company takes necessary measures to prevent Related Parties from interfering with the Company's operations and harming the Company's interests.

3. The Company takes necessary measures to prevent Major Shareholders and Related Parties from engaging in transactions that would result in the loss of the Company's capital, assets, or other resources.

4. The approval of contracts and transactions between the Company and related parties is carried out in accordance with the Company's Articles of Association and the provisions of the law.

Article 38. Responsibility for honesty and avoidance of conflicts of interest of members of the Board of Directors, the General Director and the business executives.

1. Members of the Board of Directors, the General Director, and business executives must disclose related parties and related interests in accordance with the provisions of the Enterprise Law, the Securities Law, the provisions of the Company Charter, and this Regulation.

2. Members of the Board of Directors, General Director, and Business Executives are obligated to notify the Board of Directors of transactions between the Company, its subsidiaries, and companies under the Company's control with those entities or with persons related to those entities. The Company must disclose information on resolutions/decisions of the General Meeting of Shareholders or of the Board of Directors regarding the aforementioned transactions within twenty-four (24) hours on the Company's website and report to the Hanoi Stock Exchange and the State Securities Commission.

3. Board members are not permitted to vote on transactions in which they or a person related to them participate, including transactions in which the material or non-material benefit of that board member has not been determined.

**CHAPTER 9 - AMENDMENTS TO CORPORATE GOVERNANCE
REGULATIONS**

Article 39. Supplementing and amending the Regulations on Corporate Governance

1. Any additions or amendments to these Regulations must be considered and decided upon by the Company's General Meeting of Shareholders.

2. In the event that there are legal provisions relating to the company's operations not mentioned in these regulations, or in the event that new legal provisions differ from

the provisions in these regulations, those legal provisions shall automatically apply and govern the company's operations.

CHAPTER 10 - EFFECTIVENESS

Article 40. Effectiveness

1. This regulation comprises 10 chapters and 40 articles, was unanimously approved by the Company's General Meeting of Shareholders, and shall come into effect from ... day ... month ... year 2026.

2. This policy is the only and official policy of the company.

3. Copies of the Corporate Governance Regulations signed by the Chairman of the Board of Directors are as valid as the originals.

TM. BOARD OF DIRECTORS

CHAIRPERSON

Pham Hung

Hanoi, [date] 2026

(DRAFT)

REGULATIONS ON THE OPERATION OF THE SUPERVISORY BOARD

Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019 (hereinafter referred to as the "Securities Law");

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 (hereinafter referred to as the "Enterprise Law");

Based on 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;

Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020, of the Government detailing the implementation of certain provisions of the Securities Law;

Based on the Charter of Song Hong Construction Joint Stock Company (hereinafter referred to as "Company Charter");

Based on Resolution No. ... of the General Meeting of Shareholders dated ... month ... year 2026;

The Supervisory Board has issued the Regulations on the Operation of the Supervisory Board of Song Hong Construction Joint Stock Company, which include the following contents:

CHAPTER I

GENERAL REGULATIONS

Article 1. Scope of Regulation and Applicable Subjects

1. The operating regulations of the Supervisory Board stipulate the organizational structure, personnel, standards, conditions, rights and obligations of the Supervisory Board and its members as prescribed in the Enterprise Law, the Company Charter and other relevant regulations.

2. Scope of Application: The Regulations on the Operation of the Supervisory Board apply to the Supervisory Board and its members.

Article 2. Principles of organization and operation of the Supervisory Board

1. Establish a dedicated internal audit system and independent Supervisory Board members. The Head of the Supervisory Board shall not concurrently hold any executive position within the company.

2. The Supervisory Board has the right to independently evaluate, conclude, and make recommendations in its inspection and control activities.

3. The Supervisory Board operates on the principle of collective decision-making. Members of the Supervisory Board are individually responsible for their assigned tasks and are jointly accountable to the General Meeting of Shareholders and to the law for the work and decisions of the Supervisory Board.

Article 3 Explanation of terms and abbreviations:

1. **"Company"** Song Hong Construction Joint Stock Company"

2. **Board of Directors** Board of Directors

3. **BKSS** Supervisory Board

4. **General Shareholders' Meeting** Shareholders' General Meeting

5. **"Company charter"** Articles of Association of Song Hong Construction Joint Stock Company"

CHAPTER II

ORGANIZATIONAL STRUCTURE OF THE SUPERVISORY BOARD

Article 4. Organizational structure and term of operation

1. The Supervisory Board is elected by the General Meeting of Shareholders and operates in accordance with the Law on Enterprises, the Company's Charter, and the regulations in this Statute. The Supervisory Board is under the direct leadership of the General Meeting of Shareholders.

2. The Supervisory Board has a term of 05 (five) years, consisting of 03 (three) members, including 01 Chairman. At least one-half (1/2) of the Supervisors must be permanent residents of Vietnam.

3. If, at the end of the term, a new Supervisory Board has not yet been elected, the outgoing Supervisory Board shall continue to perform its duties until a new Supervisory Board is elected and assumes its duties.

Article 5. Standards for Auditors

The qualifications for the Auditor are stipulated in the Company's Articles of Association.

Article 6. Candidacy and Nomination of Supervisors

1. The nomination and election of the Auditor shall be conducted in accordance with the Company's Governance Regulations and Articles of Association.

2. If the number of candidates for the Supervisory Board nominated and elected is still insufficient, within 3 days before the date of the General Meeting of Shareholders, the Supervisory Board may nominate additional candidates. Candidates nominated by the Supervisory Board must be approved by a majority vote of the Supervisors. The list of candidates for Supervisory Board will be approved by the General Meeting of Shareholders before the nomination process begins.

Article 7. Election, dismissal, and removal of the Auditor

1. The election of the auditors is conducted using the cumulative voting method stipulated by the Company.

2. Election of the Head of the Supervisory Board. After the Supervisory Board members are elected for the new term, the Supervisory Board member with the highest number of votes or percentage of votes shall organize and preside over the first meeting to elect the Head of the Supervisory Board. In the event that more than one member has the highest number of votes or percentage of votes, the members shall vote by majority to select one person from among them to convene a meeting of the Supervisory Board. At the first meeting to elect the Head of the Supervisory Board, the Supervisory Board members shall vote by majority to select one person to be the Head of the Supervisory Board.

3. The circumstances for the dismissal or removal of the Auditor are stipulated in the Company's charter.

CHAPTER III

RIGHTS AND RESPONSIBILITIES OF THE SUPERVISORY BOARD

Article 8. Duties and powers of the Supervisory Board

1. To exercise the rights and fulfill the assigned obligations in accordance with the law, the Company's Articles of Association, and resolutions of the General Meeting of Shareholders.

2. To perform assigned rights and duties honestly, carefully, and to the best of the Company's interest.

3. Abusing one's position, title, and company assets for personal gain or to serve the interests of an organization, thereby harming the interests of the Company.

4. Review the company's annual financial statements and business performance reports, and evaluate the management work of the Board of Directors before presenting them to the General Shareholders' Meeting at the annual meeting.

5. Propose to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, and improve the organizational structure and management of the Company's operations.

6. To exercise other rights and perform other duties as prescribed by the Enterprise Law, the Company's Charter, and the decisions of the General Meeting of Shareholders.

7. The Supervisory Board may consult with the Board of Directors before submitting reports, conclusions, and recommendations to the General Meeting of Shareholders.

Article 9. Activities of the Supervisory Board

1. Operating principles of the Supervisory Board: The Supervisory Board works collectively in combination with individual work when performing its assigned tasks.

2. Meetings of the Supervisory Board: The Supervisory Board may hold regular or extraordinary meetings. Regular meetings of the Supervisory Board are held twice a year on a suitable date convened by the Head of the Supervisory Board or an authorized person. Meeting notices must include the full agenda, time, location, and content of the issues to be discussed, and may be in writing. Documents concerning the issues to be discussed and voted on may be attached to the meeting notice.

3. The head of the supervisory board or their authorized representative must prepare the topics for discussion at the meeting.

4. A meeting is considered valid when at least two-thirds of the Supervisors are present. If the required number of members is not present, the meeting will be

rescheduled at a reasonable time as decided by the Head of the Supervisory Board. A second meeting will be held when more than half of the Supervisors are present.

5. The supervisor who receives the opinion survey form must return it within the deadline specified on the form. The head of the supervisory board is responsible for compiling and archiving all documents related to the opinion survey process.

6. Minutes of the Supervisory Board Meeting: The Head of the Supervisory Board shall appoint a member to prepare the minutes of the meeting. The minutes of the Supervisory Board meeting must include the following contents:

- a. Date, month, and year of the meeting. Start time and end time;
- b. Name, address of head office, and business registration number;
- c. Clearly state whether the meeting is a regular or extraordinary meeting; if it is extraordinary, specify the reason and the person requesting the meeting;
- d. Meeting participants/form of attendance/absent individuals;
- e. The topics discussed;
- f. Conclusion for each issue.
- g. Signatures of the meeting participants;

The minutes of the Supervisory Board meeting must be approved immediately after the meeting.

7. The Head of the Supervisory Board manages the meeting minutes and related documents; they are only provided to those authorized to view them according to the law.

8. Procedures for inspection and supervision by the Supervisory Board when requested:

Step 1. The Supervisory Board receives requests from shareholders or groups of shareholders owning 10% or more of the common shares, as stipulated in the Shareholders' General Meeting Resolution, for a period of at least 6 months, regarding matters requiring inspection.

Step 2. Plan the inspection.

a. Based on the Charter, the Governance Regulations, and relevant legal documents, the auditors shall prepare an inspection plan and submit it to the Head of the Supervisory Board for approval.

b. If the content of the inspection plan does not meet the inspection requirements in Step 1, the Head of the Supervisory Board may request the Supervisor to revise the plan or organize a meeting to finalize the inspection plan.

c. After agreeing on the internal inspection plan within the Supervisory Board, the Head of the Supervisory Board is responsible for notifying the Board of Directors, the General Director of the Company, and the entities subject to inspection of the inspection and control plan.

Step 3. The Supervisory Board, based on the inspection request and inspection plan, will carry out the work. During the inspection, the Supervisory Board will exercise the rights and obligations stipulated in the Company Charter, the Company's Governance Regulations, these Regulations, and the law to conduct the necessary procedures for inspection and control. The Supervisory Board may change or supplement the inspection content and inspection plan. This must be notified to the members of the Board of Directors and the General Director of the Company.

Step 4. Announcing the completion of the inspection process: After the inspection is completed, the Head of the Supervisory Board or the representative of the inspection

team will inform the Board of Directors and the General Director about the conclusion of the inspection process.

Step 5. Prepare a summary report of inspection and control results: Based on the inspection results, the Supervisory Board prepares an inspection report and sends it to the inspected parties, the General Director, and the Board of Directors. The minimum content of the summary inspection report includes:

- a. Basic information about the company's operations.
- b. Any deficiencies (if any) discovered after the inspection.
- c. Identify the causes of the problems.
- d. Recommendations (if any) from the Supervisory Board aimed at addressing existing shortcomings.

Step 6. Archiving documents related to the audit process: shareholder or group of shareholders' audit request documents or resolutions of the General Meeting of Shareholders requesting the audit; audit minutes, etc., must be kept at the Company's head office.

CHAPTER IV

RELATIONSHIP BETWEEN THE SUPERVISORY BOARD, SHAREHOLDERS, BOARD OF DIRECTORS, AND THE GENERAL MANAGEMENT BOARD

Article 10. Relationship between the Supervisory Board and Shareholders

The Supervisory Board and its Supervisors must always prioritize the interests of Shareholders and be accountable to Shareholders for verifying the accuracy and truthfulness of data and records related to the Company's operations. The Supervisory

Board is responsible for reporting to the General Meeting of Shareholders at each annual meeting and reporting on matters related to supervisory work if requested by the General Meeting of Shareholders.

Article 11. Relationship between the Supervisory Board and the Board of Directors, and the General Management Board

The Supervisory Board works with the Board of Directors, the General Director, and other executives on the principles of equality and independence in the performance of its duties, while also coordinating closely with each other in its operations. The coordination between the Supervisory Board and the Board of Directors is governed by the Corporate Governance Regulations.

CHAPTER V

REWARDS, DISCIPLINE, AND BENEFITS FOR THE AUDIT COMMITTEE

Article 12. Rewards, remuneration and other benefits of the Supervisory Board

1. The Supervisory Board and Supervisors are eligible for awards and commendations in accordance with general regulations and company policies.

2. Supervisors who fail to perform their duties with honesty and diligence will be held responsible for any damages caused. Depending on the severity of the violation, the supervisor may be subject to disciplinary action, administrative penalties, or criminal prosecution.

3. The General Meeting of Shareholders decides on the salaries, remuneration, and operating expenses of the Supervisory Board. All operating expenses of the Supervisory Board are accounted for as administrative expenses of the Company in accordance with regulations. The total amount of salaries, remuneration, and other

benefits, as well as expenses paid or granted by the Company to each Supervisor, is disclosed in the Company's Annual Report.

CHAPTER VI

ENFORCEMENT CLAUSES

Article 13. Effective Date

1. This regulation takes effect from the date of its approval by the General Meeting of Shareholders. Other matters concerning the organization, operation, and working regime of the Supervisory Board, if not addressed in this regulation, shall be implemented in accordance with the Company's relevant regulations and applicable laws.

2. In the event that new legal regulations arise that differ from the provisions of these regulations, those legal regulations shall automatically apply and govern the company's operations.

3. The operating regulations of the Supervisory Board of Song Hong Construction Joint Stock Company consist of 6 chapters and 14 articles and shall come into effect from day month year 2026.

Article 14. Amendments and Additions to the Regulations

1. In the event of any changes to the company's charter relating to the Supervisory Board, these Regulations must also be amended and supplemented to conform to the changes in the company's charter.

2. During the implementation process, any suggestions for amending or supplementing the regulations shall be submitted in writing to the Supervisory Board for consideration and amendment. Amendments, supplements, or replacements to these

regulations shall be drafted by the Supervisory Board and submitted to the General Meeting of Shareholders for decision.

TM. BOARD OF SUPERVISORS

Head of Board of Supervisors

Mai Hong Linh

SUBMISSION

Re: Study, preparation, and implementation of overseas investment projects

To: The 2026 Annual General Meeting of Shareholders of Song Hong
Construction Joint Stock Company

- *Pursuant to the Law on Enterprises 2020;*
- *Pursuant to the Charter on Organization and Operation of Song Hong
Construction Joint Stock Company;*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the policy on studying and implementing overseas investment projects. The General Meeting is requested to authorize the Board of Directors to proactively research and propose investment plans in Australia, with an estimated investment capital of VND 150 billion, and to carry out all necessary procedures in accordance with applicable laws on overseas investment.

We respectfully submit to the General Meeting of Shareholders for approval.

Respectfully!

Recipients:

- *As stated above;*
- *File: Administration Department/Company.*

**ON BE HALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Pham Hung

SUBMISSION

Re: Election of Members of the Board of Directors and the Supervisory Board for the 2026–2031 term

To: The 2026 Annual General Meeting of Shareholders
Song Hong Construction Joint Stock Company

Respectfully submitted to the General Meeting:

- *Pursuant to the Law on Enterprises 2020;*
- *Pursuant to the Charter on Organization and Operation of Song Hong Construction Joint Stock Company;*

At the 2021 Annual General Meeting of Shareholders of Song Hong Construction Joint Stock Company, the election of the Board of Directors and the Supervisory Board for the 2021–2026 term was approved, consisting of 05 members of the Board of Directors and 03 members of the Supervisory Board. During the term, there were several changes in personnel, as follows:

Board of Directors:

On April 20, 2022, the 2022 Annual General Meeting of Shareholders approved the dismissal of one member and the election of one additional member. The current Board of Directors consists of five members as follows:

- Mr. Pham Hung – Chairman of the Board of Directors
- Ms. Pham Quynh Trang – Member of the Board of Directors
- Mr. Tru Hoai Nam – Member of the Board of Directors
- Mr. Pham Quang Huy – Member of the Board of Directors
- Ms. Nong Thi Thu Trang – Member of the Board of Directors

Supervisory Board:

On April 26, 2024, the 2024 Annual General Meeting of Shareholders approved the dismissal of one member and the election of one additional member. The current Supervisory Board consists of three members as follows:

- Ms. Mai Hong Linh – Head of the Supervisory Board
- Ms. Tran Thi Thuy Linh – Member of the Supervisory Board

- Ms. Nguyen Hoai Thu – Member of the Supervisory Board

During the 2021–2026 term, the members of the Board of Directors and the Supervisory Board have successfully fulfilled their duties. In accordance with applicable laws, their term of office has now ended. To ensure the Company’s operations in compliance with legal regulations, the Board of Directors of Song Hong Construction Joint Stock Company respectfully submits to the General Meeting of Shareholders the election of new members of the Board of Directors and the Supervisory Board for the 2026–2031 term.

Recipients:

- *As stated above;*
- *File: Administration Department/Company.*

**ON BE HALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Pham Hung

SUBMISSION

**Re: Nominees for the Board of Directors and the Supervisory Board for the
2026–2031 term**

To: The 2026 Annual General Meeting of Shareholders of Song Hong
Construction Joint Stock Company

- *Pursuant to the Law on Enterprises 2020;*
- *Pursuant to the Charter on Organization and Operation of Song Hong
Construction Joint Stock Company;*
- *Pursuant to the 2026 Annual General Meeting preparation plan of Song
Hong Construction Joint Stock Company;*
- *Pursuant to the minutes summarizing the nomination dossiers for members
of the Board of Directors and the Supervisory Board dated April 20, 2026;*

The Board of Directors of Song Hong Construction Joint Stock Company
hereby announces the list of nominees for the Board of Directors and the
Supervisory Board for the 2026–2031 term (attached list).

The Board respectfully submits to the General Meeting of Shareholders for
approval of the list of nominated candidates and requests the election of members
of the Board of Directors and the Supervisory Board for the 2026–2031 term.

Respectfully!

Recipients:

- *As stated above;*
- *File: Administration Department/Company.*

**ON BE HALF OF THE
BOARD OF DIRECTORS
CHAIRMAN**

(Signed)

Pham Hung

LIST

Nomination of Candidates for the Board of Directors for the 2026–2031 term

(Attached to Submission No:93/TTr-HĐQT dated April 20, 2026)

No	Full name	Education		Date of birth	Citizen ID No	Permanent address	Form
1	Pham Hung	Master of Architecture – Architect		06/11/1972	017072000095	No. 14T6 Ciputra, Nam Thang Long Urban Area, Hanoi	Self-nomination
2	Pham Quynh Trang	Master of Economics – Construction		29/7/1982	030182025120	P207 – HH2A – ĐNB, Group 18, Bo De Ward, Hanoi	Nomination
3	Tru Hoai Nam	Bachelor’s Degree		11/6/1981	001081006368	No. 3 – D2 Ciputra, Tay Ho Ward, Hanoi	Nomination
4	Pham Quang Huy	Master’s Degree		02/11/1990	017090000099	No. 5, Alley 201 Doi Can, Hanoi	Nomination
5	Nong Thi Thu Trang	Bachelor of Economics		22/4/1979	004179000022	CH1604 – B4 Kim Lien, Kim Lien Ward, Hanoi	Nomination

LIST

Đề cử thành viên Ban kiểm soát nhiệm kỳ 2026-2031

(Kèm theo Tờ trình số: 93/TTr-HĐQT ngày 20 tháng 4 năm 2026)

No	Full name	Education	Date of birth	Citizen ID No	Permanent address	Form
1	Mai Hồng Linh	Cử nhân - kế toán	10/03/1983	017183000866	P2401 - HUD3 - Hà Đông, Hà Nội	Đề cử
2	Trần Thị Thùy Linh	Thạc sỹ luật	06/02/1995	001195029285	Phố Quang Trung, xã Vân Đình, Hà Nội	Đề cử
3	Nguyễn Hoài Thu	Cử nhân - Kế toán	02/12/1982	001182008301	33 ngõ 151A Thái Hà, phường Đống Đa, Hà Nội	Đề cử