

Binh Duong, April 04, 2025

**INVITATION LETTER TO ATTEND
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

To: Shareholder:.....
ID Card/Citizen Identity Card/Passport/Business Registration Certificate No:.....
Number of shares held as of March 27, 2025:.....

The Board of Directors of ACC Binh Duong Investment and Construction Joint Stock Company cordially invites shareholders to attend the Annual General Meeting of Shareholders 2025 with the following content:

1. Time: 09:15 a.m - April 29, 2025
2. Venue: Becamex Hotel New City, B2, Hung Vuong Street, Hoa Phu Ward, Thu Dau Mot City, Binh Duong Province.
3. Content:
 - Report on the Board of Directors' activities in 2024 and the plan for 2025.;
 - Report on the Board of Management on business performance in 2024 and the business plan for 2025;
 - Report on the Board of Supervisors on the status and results of operations in 2024;
 - Approval of the audited financial statements for 2024 and profit distribution for 2024;
 - Approval of the business plan for 2025 and profit distribution plan for 2025;
 - Selection of an auditing firm for the financial statements for 2025;
 - Approval of the report on the use of capital and proceeds from the share offering;
 - Approval of remuneration for the Board of Directors, Board of Supervisors, and Secretariat in 2025;
 - Other contents within the authority of the General Meeting of Shareholders (if any).
4. The meeting documents will be posted on the website: www.becamexacc.com.vn.
5. For the meeting to be well organized, we kindly request shareholders to register to attend by phone: 0274.3567.200 (contact Huyen - Secretary) or email to: becamexacc@gmail.com. Registration period is from April 07, 2025 to April 28, 2025.
6. When attending the General Meeting, shareholders please bring this Invitation, original ID card/Citizen Identity Card/Passport. If attending by proxy, please bring this invitation letter; Power of Attorney made in accordance with civil law regulations and must clearly state the name of the individual or organization authorized and the number of shares authorized; a photocopy of the shareholder's ID card/Citizen Identity Card/Passport and the original ID card/Citizen Identity Card/Passport of the authorized person.

Respectfully invite!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN BAO LONG

**POWER OF ATTORNEY
TO ATTEND THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

To: ACC BINH DUONG INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY

Today,, 2025, we include:

1. AUTHORIZER

Shareholder's name:

ID card/Citizen identity card/Passport/Business Registration Certificate No.:

Issued on:at:

Address:

Telephone:

Number of shares owned as of March 27, 2025:

Representative (in case the shareholder is an organization):

2. AUTHORIZED PARTY

Name:

ID card/Citizen identity card/Passport No.:

Issued on:at:

Address:

Telephone:

3. CONTENT OF AUTHORIZATION

The authorized party is the representative for..... shares of the authorizer to exercise the right to attend, vote and other rights as prescribed by current law and the Company's Charter at the Annual General Meeting of Shareholders 2025 of ACC Binh Duong Investment and Construction Joint Stock Company held on April 29, 2025 at: Becamex Hotel New City, B2, Hung Vuong Street, Hoa Phu Ward, Thu Dau Mot City, Binh Duong Province.

The authorized party may only perform the tasks within the scope of authorization and may not re-authorize to a third party.

This power of attorney is only valid during the Annual General Meeting of Shareholders 2025 of ACC Binh Duong Investment and Construction Joint Stock Company.

The authorizer shall be responsible before the law for all tasks performed by the authorized party within the scope of authorization, and commits not to make any complaints or lawsuits against the Company./.

AUTHORIZED PARTY

(Sign and full name)

AUTHORIZER

(Sign, full name and seal)

AGENDA

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

ACC BINH DUONG INVESTMENT AND CONSTRUCTION JOINT STOCK

COMPANY

Time: **09:15, April 29, 2025.**

Venue: **Becamex Hotel New City, B2, Hung Vuong Street, Hoa Phu Ward, Thu Dau Mot City, Binh Duong Province.**

TIME	CONTENT
9:15 - 9:45	- Welcome and registration of delegates, guests, and shareholders attending the Meeting. - Distribution of meeting documents and voting cards.
9:45 - 9:50	Declaration of reasons for the meeting and introduction of attendees.
9:50 - 9:55	Report on shareholder eligibility verification.
9:55 - 10:00	Approval of: Presidium, Vote Counting Committee. Introduction of the Secretary.
10:00 - 10:10	- Approval of the Meeting Agenda. - Approval of the Working Regulation at Meeting.
10:10 - 11:05	Report on the Board of Directors' activities in 2024 and the plan for 2025.
	Report on the Board of Management on business performance in 2024 and the business plan for 2025.
	Report on the Board of Supervisors on the status and results of operations in 2024.
	❖ Reports on the contents of the Proposals: - Proposal on "Approval of the audited financial statements for 2024 and profit distribution for 2024". - Proposal on "Approval of the business plan for 2025 and profit distribution plan for 2025". - Proposal on "Selection of an auditing firm for the financial statements for 2025". - Proposal on "Approval of the report on the use of capital and proceeds from the share offering". - Proposal on "Approval of remuneration for the Board of Directors, Board of Supervisors, and Secretariat in 2025".
11:05 - 11:20	Shareholders' discussion and feedback. The Presidium responds to shareholders' comments.
11:20 - 11:25	Report on the results of shareholder eligibility verification before voting.
11:25 - 11:35	- Shareholder voting on the following contents: <ul style="list-style-type: none">• Report of the Board of Directors, Report of the Board of Management, Report of the Board of Supervisors.• The proposals mentioned above.
11:35-11:45	- Approval of the Minutes of the Meeting and the Resolution of the General Meeting of Shareholders. - Announcement of the closing of the General Meeting.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

NGUYEN BAO LONG

WORKING REGULATIONS AT THE GENERAL MEETING

Objectives of the Regulations:

- Ensure transparency, fairness, and democracy;
- Facilitate the organization and proceedings of the General Meeting of Shareholders, and quickly stabilize business operations.

1. ORDER OF THE GENERAL MEETING

- Shareholders/authorized representatives attending the meeting (hereinafter referred to as "Shareholders") shall bring the Invitation Letter, original identity card/citizen identity card or passport, Power of Attorney (in case of authorized participation) to the reception desk.
- Upon entering the Meeting room, Shareholders must sit in the designated seats or areas as arranged by the Organizing Committee. Compliance with the seating arrangements and maintaining order during the Meeting is required.
- Any audio or video recording of the General Meeting must be approved by the Presidium prior to implementation.
- Shareholders are responsible for attending the General Meeting from the beginning until its conclusion. In case of force majeure requiring early departure, the Shareholder must inform the Organizing Committee and provide a written opinion on matters to be voted on at the Meeting.
- Shareholders arriving after the meeting has commenced may still register and have the right to participate in voting immediately after registration. The Presidium shall not stop the meeting for latecomers to register; in this case, the validity of the votes already cast is not affected.

2. CONDITIONS FOR CONVENING THE GENERAL MEETING

The General Meeting of Shareholders shall be convened when the number of shareholders and authorized representatives present represents more than 50% of the total voting shares.

3. VOTING ON MATTERS AT THE GENERAL MEETING

a. Principles:

All matters on the General Meeting agenda must be approved by direct voting at the General Meeting. Each shareholder is issued a Voting Card, which states the registration number, full name of the shareholder, full name of the authorized representative (if any),

the number of voting shares of the shareholder, and is stamped by ACC Binh Duong Investment and Construction Joint Stock Company.

b. Voting method:

- Shareholders vote (agree, disagree, abstain) on a matter by voting directly at the General Meeting.
- When voting on a matter raised at the General Meeting, shareholders who agree to pass it shall raise their Voting Cards.
- Similarly, following the instructions of the Organizing Committee, shareholders who disagree or abstain will, in turn, raise their Voting Cards.

c. Voting rules:

- Each share owned or represented corresponds to one voting unit.
- A resolution of the General Meeting of Shareholders is passed at the meeting when it is approved by shareholders holding more than 50% of the total voting rights of all shareholders attending the meeting.

4. EXPRESSING OPINIONS AT THE GENERAL MEETING

a. Principles:

Shareholders who have comments for discussion shall write them on the Question Form (provided together with the Meeting Documents during the registration process) or raise their Voting Card to request to speak. The Question Form must be submitted to the Secretary's Desk within 5 minutes after the presentation of all Reports and Proposals. To ensure order at the General Meeting during the discussion, shareholders who register to speak according to the Question Form will be given priority to speak first, followed by shareholders who raise their Voting Cards in turn, as arranged by the Presidium.

b. Speaking Procedures:

Shareholders shall speak briefly and focus on the main points related to the approved Meeting Agenda. The Presidium will organize the speaking order based on registration and respond to the questions. The Presidium reserves the right to remind or request speakers to focus on the key content to save time and ensure the quality of the discussion.

5. RIGHTS AND RESPONSIBILITIES OF THE PRESIDIUM

- a. The Presidium comprises 3 to 5 members, with the Chairman of the Board of Directors shall act as the Chair of the General Meeting of Shareholders in accordance with the Law on Enterprises.
- b. Direct the Meeting in accordance with the approved agenda and regulations. The Presidium operates on the principle of democratic centralism and makes decisions by majority vote.

- c. Guide the Meeting's discussions on relevant matters throughout the Meeting.
- d. The Chairperson has the right to implement necessary measures to conduct the meeting in an orderly manner, according to the approved agenda and reflecting the wishes of the majority of attendees.
- e. The Presidium has the right to:
 - Request all attendees to undergo inspection or other reasonable and lawful security measures;
 - Request competent authorities to maintain order during the meeting; expel from the General Meeting of Shareholders those who do not comply with the Chairperson's authority, intentionally disrupt order, obstruct the normal progress of the meeting, or fail to comply with security inspection requirements.
- f. Resolve other arising issues throughout the Meeting.

6. RESPONSIBILITIES OF THE SECRETARY

- Accurately and honestly record the entire proceedings of the General Meeting, including matters approved or noted by the shareholders during the Meeting.
- Use recording devices to complete the Meeting Minutes fully and faithfully according to the sequence of the Meeting.
- Draft the Meeting Minutes and Resolutions on matters approved at the Meeting.

7. RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE

- Determine the voting results of shareholders on matters approved at the Meeting.
- Promptly inform the Chairperson and Secretary of the Meeting of the voting results.
- Organize ballot counting; prepare ballot counting minutes.

8. MINUTES AND RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS

All matters discussed at the General Meeting of Shareholders must be recorded by the Secretary in the Meeting Minutes. The Minutes and Resolutions of the General Meeting of Shareholders shall be disclosed within 24 hours of the conclusion of the Meeting and archived at the Company's head office.

The above are the Working Regulations for the Annual General Meeting of Shareholders 2025, effective immediately upon approval by the Meeting.

Binh Duong, April 29, 2025
**ON BEHALF OF THE GMS
CHAIRMAN**

NGUYEN BAO LONG

REPORT ON THE BOARD OF DIRECTORS' ACTIVITIES IN 2024 AND THE PLAN FOR 2025

Dear Shareholders!

On behalf of the Board of Directors of ACC Binh Duong Investment and Construction Joint Stock Company, I would like to present to the General Meeting the Report on the Board of Directors' activities in 2024 and the plan for 2025, as follows:

I. Business Performance of the Company in 2024

The year 2024 marked a period of economic recovery after two years of the Covid-19 pandemic. However, it remained a challenging year for the construction industry in particular and other sectors in general. ACC Binh Duong Investment and Construction Joint Stock Company continued to be adversely affected by the ongoing difficulties in the economy, including a sluggish real estate market, weak aggregate demand recovery, and persistent inflation. Nevertheless, with the determination and concerted efforts of all employees and the Executive Management, the Company achieved the following business results:

* Business performance results of the parent company ACC in 2024:

Unit: VND

No.	INDICATORS	ACTUAL 2023	PLAN 2024	ACTUAL 2024	% 2024/2023
1	Total Revenue	676,118,030,698	1,096,201,813,175	647,499,797,237	95.77%
2	Total Profit Before Tax	86,395,879,951	137,278,971,307	66,613,193,573	77.1%
3	Profit After Corporate Income Tax	69,072,087,900	109,823,177,046	51,958,205,008	75.22%

* Consolidated business performance results in 2024:

Unit: VND

No.	INDICATORS	ACTUAL 2023	PLAN 2024	ACTUAL 2024	% 2024/2023
1	Total Revenue	687,649,597,036	1,104,898,246,544	783,071,673,140	113.88%
2	Total Profit Before Tax	87,341,704,499	138,878,971,307	67,572,077,714	77.37%
3	Profit After Corporate Income	70,154,709,497	111,103,177,046	52,511,515,029	74.85%

- Status of assets and equity:

The Company's total assets in 2024 were VND 2,976,545,643,522, and Owner's equity was VND 1,326,648,561,825.

II. Activities of the Board of Directors in 2024

1. Operations of the Board of Directors in 2024

In 2024, the Board of Directors continued to organize and implement the activities prescribed in the Charter and Internal Regulations on corporate governance, specifically as follows:

- Develop an annual business plan.
- Convene and successfully chair the Annual General Meeting of Shareholders 2024.
- Organize and ensure the strict implementation of the financial reporting regime as prescribed.
- Continue to focus on improving the quality of management from the stages of: human resource management, production management, financial management, risk management, etc.
- Closely monitor the business administration of the Board of Management, thereby providing timely direction and approval of matters under the authority of the Board of Directors to facilitate the Board of Management to organize and implement effective production and business tasks.
- The Board of Directors always closely coordinates and creates conditions for the Board of Supervisors to perform its tasks of supervision and inspection, especially the inspection of financial work... Most of the meetings of the Board of Directors have the participation of representatives of the Board of Supervisors.

2. Meetings and Resolutions of the Board of Directors

In 2024, the Board of Directors held 12 meetings to adopt important policies and issues for the Company's operations and development orientation, specifically as follows:

No.	RESOLUTION NO.	DATE	CONTENT
1	01/2024/NQ-HĐQT	01/31/2024	Approval of the Issuance of the Information Disclosure Policy
2	02/2024/NQ-HĐQT	03/04/2024	Approval of the record date, time, location, and content of the 2024 Annual General Meeting of Shareholders.

No.	RESOLUTION NO.	DATE	CONTENT
3	03/2024/NQ-HĐQT	03/14/2024	Approval of credit relations at First Commercial Bank – Ho Chi Minh City Branch.
4	04/2024/NQ-HĐQT	04/08/2024	Approval of the 2024 production and business plan and the draft, program, and documents for the 2024 Annual General Meeting of
5	05/2024/NQ-HĐQT	07/04/2024	Approval of the signing of a credit contract with Vietnam Export Import Commercial Joint Stock Bank - Binh Duong Branch.
6	06/2024/NQ-HĐQT	07/31/2024	Approval of personnel changes, dismissal of Deputy General Director Nguyen Xuan Cuong
7	07/2024/NQ-HĐQT	09/11/2024	Approval of the loan from Joint Stock Commercial Bank for Investment and Development of Vietnam – Tay Ho Branch
8	08/2024/NQ-HĐQT	10/02/2024	Approving the personnel change - Dismissal and appointment of the person in charge of corporate governance.
9	09/2024/NQ-HĐQT	10/11/2024	Approval of the loan from INDOVINA Bank Ltd., Phu My Hung.
10	10/2024/NQ-HĐQT	11/28/2024	Approval of the loan from TienPhong Commercial Joint Stock Bank - Thuan An, Binh Duong Branch
11	11/2024/NQ-HĐQT	12/16/2024	Approval of the investment by ACC Binh Duong Investment and Construction Joint Stock Company in purchasing shares of Nguyen Viet Business Real Estate and Construction Joint Stock Company and Pho Da Son Investment and Construction Joint Stock Company.
12	12/2024/NQ-HĐQT	11/30/2024	Approval of transactions with related parties.

3. Report on transactions between the company, subsidiaries, entities controlled by the public company (holding 50% or more of charter capital) and members of the

Board of Directors and their related persons; transactions between the company and companies in which a member of the Board of Directors is a founder or business manager within the last three years prior to the transaction.

The transactions have been disclosed in the Audited Financial Statements, confirmed by an independent third party, and fully comply with legal regulations as well as the Company's Charter. These transactions are conducted on the principle of transparency, ensuring the interests of shareholders and without any conflict of interest.

4. Activities of the Independent Member of the Board of Directors

The Independent Member of the Board of Directors performed the rights and responsibilities as a member of the Board. With expertise and experience in business management, and through their independent role on the Board, the independent member contributed to supervising the executive management and enhancing objectivity in the operations of the Board of Directors.

All members demonstrated a strong sense of responsibility, proactively and actively carrying out their assigned duties. Based on the matters approved by the General Meeting of Shareholders, the Board of Directors proposed solutions to direct the Board of Management in implementing the 2024 business plan.

5. Supervision Results of the Board of Directors

In 2024, in accordance with its roles, obligations, and authorities, the Board of Directors actively engaged in leading, directing, and supervising the activities of the General Director and other executives, promptly addressing arising matters within its jurisdiction concerning the following operational aspects:

- Supervised the implementation of the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors.

- Oversaw compliance with the Law on Enterprises, the Law on Securities, specialized regulations related to business operations, the Company's Charter, internal corporate governance regulations, and financial management policies.

- Monitored the performance of information disclosure obligations to ensure accuracy, timeliness, and legal compliance.

- Supervised the Executive Board in managing business operations, including cost control, pricing, investment, capital utilization, debt management, and customer development efforts.

- Actively coordinated with the supervision and inspection activities of the Board of Supervisors to help the Board of Directors better monitor the Company's operations and make timely decisions to maintain and strengthen risk management..

The Board of Directors highly appreciates the efforts made in management and operations throughout 2024, especially the adherence to the Resolutions of the General Meeting of Shareholders and the Board of Directors. The Executive Board consistently fulfilled its responsibility in providing information and facilitated the Board of Supervisors in accessing and reviewing the Company's financials and other activities.

6. Remuneration of the Board of Directors

In 2024, the Company disbursed the remuneration for 2023 to members of the Board of Directors, the Board of Supervisors, and the Secretariat. The total remuneration for the Board of Directors amounted to VND 217,400,000, with the following specific allocations:

- Mr. Nguyen Bao Long (Chairman): VND 51,800,000.
- Mr. Ngo Anh Quan, Ms. Nguyen Thi Loan, Ms. Nguyen Thi Thuy Van (Members): VND 41,400,000/person.
- Mr. Do Manh Cuong (Member): VND 27,600,000.
- Mr. Pham Huy Hau (Member): VND 13,800,000.

7. Transactions between the Company, subsidiaries, and related persons of Board of Directors: These transactions have been reported in detail in the Report on Corporate Governance for 2024.

III. Business Plan and Strategic Direction for 2025

Based on the business performance in 2024 and forecasts of opportunities and challenges in 2025, the Board of Directors proposes the following business plan for 2025 to the General Meeting of Shareholders:

*** Business Plan of Parent company ACC for 2025:**

Unit: VND

No.	INDICATOR	PLAN 2025
1	Total Revenue	1,098,535,482,328
2	Total Profit Before Tax	138,589,917,583
3	Profit After Corporate Income Tax	110,871,934,067

*** Consolidated 2025 Business Production Plan:**

Unit: VND

No.	INDICATOR	PLAN 2025
1	Total Revenue	1,165,403,482,328
2	Total Profit Before Tax	141,477,917,583
3	Profit After Corporate Income Tax	113,137,534,067
3.1	<i>Profit attributable to parent company's shareholders</i>	<i>112,231,294,067</i>
3.2	<i>Profit attributable to non-controlling interests</i>	<i>906,240,000</i>

Real Estate Business Investment Plan: Thoi Hoa Hamlet 5C Residential Area Project.

Project Name: Thoi Hoa Hamlet 5C Residential Area

Location: Hamlet 5C, Thoi Hoa Ward, Ben Cat City, Binh Duong Province.

Scale: Total land area of approximately 147,895.6 m²; Currently in the process of completing legal procedures for licensing and construction in accordance with the Company's schedule.

To accomplish the above-mentioned objectives, the Board of Directors sets forth the following key directions for 2025:

➤ **Strengthen and develop the brand**

- Reinforce credibility in the market by leveraging core business strengths.
- Improve product and service quality to enhance customer value and gain a sustainable competitive edge.

➤ **Expand production and invest in technology**

- Promote production expansion in Binh Duong province and surrounding areas.
- Invest in modernizing machinery, equipment, and factories to enhance productivity and product quality.
- Apply advanced technology in the production of construction materials, meeting the increasing demands of customers.

➤ **Enhancing Market Adaptability**

- Closely monitor market developments and promptly adjust business strategies accordingly.
- Direct the General Director Board to develop optimal business plans, ensuring maximum efficiency in all market conditions.

➤ **Enhance management capacity and develop human resources**

- Strengthen the leadership and management capacity of the General Director Board as well as all management levels.

- Focus on training and improving the professional qualifications and skills of officials, employees, and workers.

➤ **Strengthen risk control and corporate governance**

- Promote monitoring and inspection to detect, warn, and prevent risks promptly.
- Enhance the effectiveness of governance activities to ensure the sustainable development of the Company.

➤ **Optimize financial resources**

- Effectively utilize existing capital sources and funds.
- Diversify capital mobilization methods to ensure stable and sustainable financial resources.

This is the Report on the Board of Directors' activities of ACC Binh Duong Investment and Construction Joint Stock Company for 2024 and the Action Plan for 2025, respectfully submitted to the General Meeting of Shareholders for your comments to further improve the report.

Respectfully yours!

Binh Duong, April 29, 2025

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN BAO LONG

REPORT ON THE BOARD OF MANAGEMENT ON BUSINESS PERFORMANCE IN 2024 AND THE BUSINESS PLAN FOR 2025

Dear Shareholders!

On behalf of the Board of Management of ACC Binh Duong Investment and Construction Joint Stock Company, I would like to report to the General Meeting on the results of production and business activities in 2024 and the production and business plan for 2025 as follows:

I. Business Performance in 2024

1. Revenue and profit, assets and equity

In 2024, with the close direction of the Board of Directors, the efforts of the Board of Management and all employees, the Company achieved the following business results::

❖ Business results of ACC parent company in 2024:

Unit: VND

NO	INDICATOR	ACTUAL 2023	ACTUAL 2024	% 2024/2023
1	Total Revenue	676,118,030,698	647,499,797,237	111.94%
	<i>Technical, civil, and industrial infrastructure construction</i>	222,440,419,855	31,596,730,343	14.2%
	<i>Asphalt concrete production, trading & construction</i>	232,796,837,133	202,839,365,761	87.13%
	<i>Reinforced concrete pipe and precast concrete component production and construction</i>	43,2165,39,494	29,714,901,089	68.76%
	<i>Revenue from goods/services provision and equipment rental</i>	142,594,502,935	383,375,800,044	268.86%
	<i>Financial incom</i>	16,758,366,179	14,372,962,324	85.77%
	<i>Other income</i>	1,831,1365,102	68,425,708,039	373.68%
2	Total profit before tax	86,395,879,951	66,613,193,573	77.1%
3	Profit after corporate income tax	69,072,087,900	51,958,205,008	75.22%

❖ **Consolidated Business Performance in 2024:**

Unit: VND

NO	INDICATOR	ACTUAL 2023	ACTUAL 2024	% 2024/2023
1	Total Revenue	687,649,597,036	783,071,673,140	113.88%
2	Total profit before tax	87,341,704,499	67,572,077,714	77.37%
3	Profit after corporate income tax	70,154,709,497	52,511,515,029	74.85%

❖ **Assets and equity:**

Unit: VND

NO	INDICATOR	2023	2024
I	Assets		
1	Current assets	1,727,192,489,570	1,728,607,061,155
2	Non-current assets	612,193,767,998	1,247,938,582,367
3	Total assets	2,339,386,257,568	2,976,545,643,522
II	Capital sources		
1	Liabilities	1,063,659,819,432	1,649,897,081,697
2	Owner's equity	1,275,726,438,136	1,326,648,561,825
3	Total Capital sources	2,339,386,257,568	2,976,545,643,522

2. Human resources, labor safety, fire prevention and fighting, and environmental protection

As of December 31, 2024, the Company had a total of 127 employees. Over the past year, the management team reviewed and reorganized the workforce structure to better align with the Company's production and business requirements.

The Company strictly complies with regulations on occupational safety and hygiene, fire prevention and fighting, and environmental protection in accordance with State regulations. All employees are provided with annual occupational safety and hygiene training and are fully equipped with personal protective equipment.

The Company also complies with regulations on domestic waste classification at source, as well as industrial and hazardous waste treatment. On a quarterly basis, an independent unit is engaged to conduct environmental quality assessments, including sampling, measurement, and analysis. Reports are prepared and submitted to the relevant State management authorities in accordance with legal requirements.

II. Business plan for 2025

Considering both the anticipated opportunities and challenges in 2025, as well as the Company's recent performance, the **Board of Directors and the Board of Management** submit to the General Meeting of Shareholders the following **business plan and strategic directions for 2025**:

❖ ACC business and production plan for 2025:

Unit: VND

No.	INDICATOR	ACTUAL 2024	PLAN 2025
1	Total revenue	647,499,797,237	1,098,535,482,328
2	Total profit before tax	66,613,193,573	138,589,917,583
3	Profit after corporate income tax	51,958,205,008	110,871,934,067

❖ Consolidated business and production plan for 2025:

Unit: VND

No.	INDICATOR	ACTUAL 2024	ACTUAL 2025
1	Total revenue	783,071,673,140	1,165,403,482,328
2	Total profit before tax	67,572,077,714	141,477,917,583
3	Profit after corporate income tax	52,511,515,029	113,137,534,067
3.1	<i>Profit attributable to parent company</i>	<i>52,290,191,021</i>	<i>112,231,294,067</i>
3.2	<i>Profit attributable to non-controlling interests</i>	<i>221,324,008</i>	<i>906,240,000</i>

To achieve the aforementioned business targets, the Board of Management will implement the following comprehensive and synchronized measures in 2025:

❖ Market Expansion and Business Efficiency Enhancement

- Maintain and further develop traditional business markets to ensure a stable customer base.
- Strengthen engagement with projects and works of investors both within and outside the province, expanding cooperation opportunities.
- Improve the effectiveness of bidding activities, increase the winning rate, and optimize profitability.

❖ Optimization of Production and Construction Management

- Emphasize planning for material requirements to ensure proactive and efficient production operations.
- Rigorously control norms for materials, labor, equipment usage, etc., to minimize waste and enhance operational efficiency.

- Continuously improve production and construction processes to meet project deadlines and quality standards.

❖ Application of Science and Technology in Business Operations

- Strengthen research and development capabilities and apply scientific and technological solutions to production and management.

- Leverage technology to optimize costs, enhance product and service quality.

- Foster innovation to improve the Company's competitiveness in the market.

❖ Diversified Development and Adaptive Capacity Building

- Seize opportunities to expand into potential business areas alongside traditional operations.

- Monitor market information and accurately assess the Company's situation to formulate flexible management strategies.

- Ensure that business activities align with the direction and guidance of the Board of Directors.

❖ Strengthening Management and Human Resource Development

- Consolidate and enhance the leadership capacity of the Executive Board and all management levels.

- Promote training programs to improve professional knowledge, skills, and craftsmanship of employees to meet development requirements.

- Build a professional working environment that motivates staff to fully realize their potential.

❖ Ensuring occupational safety and environmental protection

- Intensify the monitoring of occupational safety and fire prevention throughout production and construction activities.

- Strictly comply with environmental protection regulations and minimize adverse impacts from operations.

- Safeguard employees' health and safety, contributing to the Company's sustainable development.

This concludes the Report on the Board of Management on business performance in 2024 and the business plan for 2025.

Respectfully yours!

Binh Duong, April 29, 2025

**ON BEHALF OF THE BOARD OF MANAGEMENT
GENERAL DIRECTOR**

NGO ANH QUAN

REPORT ON THE BOARD OF SUPERVISORS ON THE STATUS AND RESULTS OF OPERATIONS IN 2024

On behalf of the Board of Supervisors (BOS), I would like to report to the General Meeting on the status and results of the BOS's operations in 2024 as follows:

I. Activities of the Board of Supervisors in 2024

1. Activities of the Board of Supervisors

In 2024, the BOS conducted inspections and monitoring through the following main activities:

- * Reviewed and monitored the Company's overall operations and financial situation.
- * Inspected accounting and statistical work, and the preparation of financial statements to ensure completeness, consistency, and systematic accuracy.
- * Oversaw the Company's fulfillment of financial obligations to the State and employees.
- * Supervised the implementation of Resolutions of the General Meeting of Shareholders and the Board of Directors, as well as compliance with the Company's Charter and internal corporate governance regulations.
- * Monitored the organization of annual/extraordinary General Meetings of Shareholders and the process of collecting shareholders' opinions in writing.
- * Supervised the use of proceeds from the share issuance.
- * Oversaw the activities of the Board of Directors, General Director, and other executives..

2. Meetings of the Board of Supervisors

In 2024, the BOS held 3 meetings with the full participation of all members and agreed on the following issues:

- * Appraisal of the semi-annual financial statements of the parent company and the consolidated financial statements for the first half of 2024.
- * Appraisal of the audited financial statements of the parent company and the audited consolidated financial statements for the year 2024.
- * Approval of the 2024 Annual Report of the Board of Supervisors, to be submitted to the 2025 Annual General Meeting of Shareholders.

3. Self-assessment report on the performance of the Board of Supervisors and each Member of the Board of Supervisors

- * The Members of the Board of Supervisors always strive to promote their professional capacity, experience in accounting and finance, as well as their legal knowledge in their supervisory work.
- * Completed the appraisal of the financial statements for 2024.
- * All Members of the Board of Supervisors actively participated in all BOS meetings and sent BOS representatives to attend most Board of Directors meetings as observers.

4. Remuneration of the Board of Supervisors

The Company has paid the remuneration for 2023 to the Members of the Board of Supervisors with a total amount of VND 96,600,000, in which: Mr. Hoang Van Anh (Head of the Board of Supervisors) received VND 41,400,000, Mr. Nguyen Minh Chi (Member of the Board of Supervisors) and Ms. Dao Huynh Kim (Member of the Board of Supervisors) received: VND 27,600,000/person.

II. Supervision Results of the Board of Supervisors in 2024

1. Supervision of the Company's Operations and Financial Position

The BOS carried out inspections and supervision over the implementation of the business plan and conducted the appraisal of the financial statements. The Board concurred with the business results for 2024 based on the following key indicators:

* Business Performance of parent company ACC in 2024:

Unit: VND

No.	INDICATORS	ACTUAL 2023	PLAN 2024	ACTUAL 2024	% 2024/2023
1	Total Revenue	676,118,030,698	1,096,201,813,175	647,499,797,237	111,94%
2	Total Profit Before Tax	86,395,879,951	137,278,971,307	66,613,193,573	77,10%
3	Profit after corporate income	69,072,087,900	109,823,177,046	51,958,205,008	75,22%

* Consolidated Business Performance in 2024:

Unit: VND

No.	INDICATORS	ACTUAL 2023	PLAN 2024	ACTUAL YEAR 2024	ACTUAL 2024/ACTUAL 2023
1	Total Revenue	687,649,597,036	1,104,898,246,544	783,071,673,140	113.88%
2	Total Profit Before Tax	87,341,704,499	138,878,971,307	67,572,077,714	77.37%
3	Profit after corporate income	70,154,709,497	111,103,177,046	52,511,515,029	74.85%

Although the total revenue and profit targets did not meet the planned, they represent an encouraging result in the current socio-economic context of the country in general and of the enterprise in particular.

❖ **Assets and capital in 2024:**

Unit: VND

No.	Indicator	Parent Company	Consolidated
I	Total assets	2,976,545,643,522	2,987,376,803,268
1	Current assets	1,728,607,061,155	1,753,468,940,666
2	Non-current assets	1,247,938,582,367	1,234,701,150,816
II	Total capital	2,976,545,643,522	2,987,376,803,268
1	Liabilities	1,649,897,081,697	1,650,860,556,017
2	Owner's equity	1,326,648,561,825	1,336,516,247,251

These achievements stem from the astute and timely guidance of the Board of Directors, combined with the decisive leadership of the Board of Management and the concerted efforts of all employees.

The financial statements for 2024, audited by An Viet Auditing Company Limited, accurately and fairly reflect the Company's financial situation, business performance, and cash flow, in accordance with Vietnamese Accounting Standards, Vietnamese Enterprise Accounting Regulations, and relevant legal provisions on financial statement preparation and presentation. The Member of the Board of Supervisors concurs with the content of the Company's financial statements for 2024.

Adhere to regulations and strictly implement accounting principles and financial reporting systems.

2. Supervision of the Board of Directors.

In 2024, the Board of Directors held 12 meetings. The meetings were conducted in the correct order and in compliance with regulations.

The Board of Directors effectively fulfilled its roles and responsibilities in formulating the Company's development strategies. Resolutions were issued within the

proper authority, based on appropriate legal grounds, and timely to meet practical business requirements and management needs.

The Board of Directors directed and Monitered the Board of Management in managing production and business operations, including costs, selling prices, acceptance procedures, and debt collection.

3. Report on transactions between the company, subsidiaries, entities controlled by the public company (holding 50% or more of charter capital) and members of the Board of Directors and their related persons; transactions between the company and companies in which a member of the Board of Directors is a founder or business manager within the last three years prior to the transaction.

The transactions have been disclosed in the Audited Financial Statements, confirmed by an independent third party, and fully comply with legal regulations as well as the Company's Charter. These transactions are conducted on the principle of transparency, ensuring the interests of shareholders and without any conflict of interest.

4. Supervision the activities of the General Director and other executives.

Throughout the year, the Board of Directors regularly supervised the Board of Management and provided timely guidance on the following::

- Monitor the implementation of the General Meeting of Shareholders' Resolutions and the Board of Directors' Resolutions, specifically organizing the implementation of the production and business plan, organizing the Annual General Meeting of Shareholders 2024, arranging personnel for appropriate positions, using loan capital to supplement working capital for business operations, requesting approval postponement of dividend payments as regulated, using the proceeds from the public offering of shares to existing shareholders for the right purpose, entering into and executing transactions with related parties in accordance with authorized instruction, etc.

- Monitoring compliance with the provisions of the Enterprise Law, the Securities Law, specialized legal regulations related to production and business activities, the Charter, and the Regulations on Corporate Governance.

- Monitoring the implementation of information disclosure obligations to ensure accurate and timely information disclosure.

- Monitoring the Board of Management in managing production and business activities, promoting market expansion, and seeking customers.

- Monitor the Board of Directors in investment and capital utilization, cost, selling price, and debt status; monitor the use of mobilized capital.

- Through Board of Directors meetings and other means of communication such as periodic reports, emails, telephone calls, etc., the Board of Directors and the Board of Management exchange opinions on important arising issues, evaluate the management of production and business activities in order to have appropriate solutions to overcome difficulties, seize business opportunities to achieve the objectives set by the General Meeting of Shareholders.

5. Assessing the coordination of activities between the Board of Supervisors, the Board of Directors, the Board of Management, and shareholders.

- The Board of Directors, Board of Management, and other management personnel always facilitate the Member of the Board of Supervisors to monitor the Company's activities. The Member of the Board of Supervisors receives fully and promptly the Board of Directors' resolutions and other information upon request.

- Representatives of the Board of Supervisors attended most meetings of the Board of Directors to monitor compliance with procedures, authority at each meeting, and at the same time grasp the actual operating situation of the Company to have exchange opinions, thereby making the monitoring work more convenient.

- The Board of Management fully reports to the Member of the Board of Supervisors important issues arising in the course of managing production and business activities.

- In 2024, the Member of the Board of Supervisors did not receive any requests from shareholders or shareholder groups sent to the Company.

III. Conclusion

In 2024, we acknowledge the close direction of the Board of Directors, the concerted efforts of the Board of Management and all employees so that ACC Binh Duong achieved the above positive business results, bringing benefits to shareholders.

Entering 2025, the Member of the Board of Supervisors will make more efforts to fulfill its inspection and monitoring duties. At the same time, the Board of Directors and the Board of Management, in addition to promoting production and business activities, need to focus on improving corporate governance, identifying risks, and controlling costs well in order to complete the plan set by the General Meeting of Shareholders.

We look forward to continuing to receive the support of shareholders, the Board of Directors, as well as the cooperation of the Board of Management so that the Member of the Board of Supervisors can promote its role and fulfill its duties well in 2025 and the following years.

This is the Report on the Board of Supervisors for 2024, respectfully submitted to the General Meeting of Shareholders for approval.

Binh Duong, April 29, 2025

**ON BEHALF OF BOARD OF SUPERVISORS
HEAD OF BOARD**

HOANG VAN ANH

No.:/TTr-ĐHĐCĐ

Binh Duong, April 29, 2025

PROPOSAL

Re: Approval of the audited financial statements for 2024 and profit distribution for 2024

To: GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of ACC Binh Duong Investment and Construction Joint Stock Company;

Pursuant to the Resolution of the Annual General Meeting of Shareholders 2024;

Pursuant to the Financial Statements for 2024 of ACC Binh Duong Investment and Construction Joint Stock Company audited by An Viet Auditing Company Limited;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the Parent Company's financial Statements for 2024 and the Consolidated financial statements for 2024 audited by An Viet Auditing Company Limited (attached to the General Meeting Documents), and the profit distribution plan for 2024:

1. Approval of the audited Consolidated financial statements for 2024 with the following key indicators:

▪ Total revenue:	VND 783,071,673,140
▪ Total profit before tax:	VND 67,572,077,714
▪ Profit after tax:	VND 52,511,515,029

2. Approval of the audited Parent Company's financial statements for 2024 with the following key indicators:

▪ Total revenue:	VND 647,499,797,237
▪ Total profit before tax:	VND 66,613,193,573
▪ Profit after tax:	VND 51,958,205,008

3. Profit distribution plan for 2024:

Retain earnings carried forward from 2024: VND 162,126,748,215

Profit after tax in 2024: VND 51,958,205,008

- Provision for the reward and welfare fund (1% of PAT): VND 519,582,050
- Dividend payment to shareholders (10% of charter capital): VND 104,999,993,000

- Remuneration for the Board of Directors, Board of Supervisors, Secretariat (0.5% of PAT): VND 259,791,025

Retain earnings carried forward to 2025: VND 108,305,587,148

Respectfully submitted!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN BAO LONG

PROPOSAL

Re: Approval of the business and production plan for 2025 and the profit distribution plan for 2025

To: GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of ACC Binh Duong Investment and Construction Joint Stock Company;

Based on the current situation in the Company's production and business activities; Forecast of advantages and challenge in 2025.

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the business production plan and the profit distribution plan for 2025 as follows:

1. Business Production Plan for 2025:

- | | | |
|---------------------------|---|------------------------|
| ▪ Total revenue | : | VND 1,098,535,482,328. |
| ▪ Total profit before tax | : | VND 138,589,917,583. |
| ▪ Profit after tax | : | VND 110,871,934,067. |

2. Profit distribution plan for 2025:

Based on the expected business results as mentioned above, the Board of Directors submits to the General Meeting for approval the profit distribution plan for 2025 as follows:

- | | |
|---|-----------|
| ▪ Provision for reward and welfare fund: | 1%/PAT. |
| ▪ Remuneration for BOD, BOS, Secretariat: | 0.5%/PAT. |

The Company will not pay dividends in 2025; the retained earnings will be used to strengthen capital for supporting production activities, construction, and investment in fixed assets.

Respectfully submitted!

**ON BEHALF OF THE BOARD OF DIRECTOR
CHAIRMAN**

NGUYEN BAO LONG

No:/TTr-ĐHĐCĐ

Binh Duong, April 29, 2025

PROPOSAL

Re: Approval of the List of Independent Audit Companies

To: GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Securities Law dated November 26, 2019;

Pursuant to the Charter of ACC Binh Duong Investment and Construction Joint Stock Company.

The Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the list of audit companies below and authorizes the Legal Representative to select one of the companies below as the auditor for the fiscal year 2025 of ACC Binh Duong Investment and Construction Joint Stock Company:

- An Viet Auditing Co., Ltd. (An Viet).
- A&C Auditing and Consulting Co., Ltd. (A&C).

Respectfully submitted!

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

HOANG VAN ANH

PROPOSAL

Re: Approval of the Report on the use of capital and proceeds from the share offering

To: GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of certain provisions of the Securities Law;

Pursuant to the Charter Organization and Operation of ACC Binh Duong Investment and Construction Joint Stock Company;

Based on the use of capital raised from the issuance.

The Board of Directors hereby reports to the General Meeting of Shareholders on the use of funds raised from the public offering to existing shareholders. The report was presented at the Annual General Meeting 2023 and the Extraordinary General Meeting 2023. The Board of Directors is now submitting an updated report on the usage of the raised capital as follows:

- Funds Raised from the Offering: The Company successfully completed the public offering as per Resolution No. 01/2021/NQ-DHĐCĐ dated March 28, 2021, raising VND 749,999,930,000. The offering was completed on February 15, 2022.

- Change in Purpose of Fund Usage: As authorized by the General Meeting of Shareholders, due to changes in payment schedules, the Company modified the fund usage plan to ensure capital efficiency, aligning with the needs of business operations and investments. On November 1, 2022, the Board of Directors detailed the revised fund usage plan to make payments to the partner under the Investment and Business Cooperation Agreement (No. 39/HĐKT/2021 dated April 15, 2021) for a housing project in Bến Cát Town, Bình Dương, and to settle bank loans.

On March 19, 2023, the Board of Directors presented and obtained approval from the Extraordinary General Meeting 2023 for the revised purpose of the offering and the new fund usage plan, which now includes paying off bank debt.

The change in the offering's purpose and the new fund usage plan were publicly disclosed as required, and information was posted on the website: <https://www.becamexacc.com.vn/co-dong/>.

- Utilization of Funds from the Offering: As of September 30, 2024, the Company has fully disbursed the entire VND 749,999,930,000 raised from the offering.

Respectfully submitted!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN BAO LONG

**ACC BINH DUONG INVESTMENT AND
CONSTRUCTION JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.:/TTr-ĐHĐCĐ

Binh Duong, April 29, 2025

PROPOSAL

Re: Approval of remuneration for the Board of Directors, Supervisory Board, and Secretariat in 2025

To: GENERAL MEETING OF SHAREHOLDERS

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Organization and Operation of ACC Binh Duong Investment and Construction Joint Stock Company;

Based on the production and business plan for 2025.

The Board of Directors proposes the remuneration for the Board of Directors, Supervisory Board, and Secretariat for 2025 to be 0.5%/Profit after tax based on the audited Financial Statements and will be paid once after approval by the General Meeting of Shareholders.

Based on the actual amount allocated, the Board of Directors will determine the specific remuneration for each member.

Respectfully submitted!

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**

NGUYEN BAO LONG

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

April 4, 2025

VOTING CARD

ACC ...

Full name of shareholder:

Number of voting shares (in number of shares owned): votes

Registration number:

SHAREHOLDER/AUTHORIZED PERSON
(Sign and write full name)

Note: *The registration number above is only valid for the Annual General Meeting of Shareholders 2025.*

**ACC BINH DUONG INVESTMENT AND
CONSTRUCTION JOINT STOCK
COMPANY**

No: /2025/NQ-ĐHĐCĐ

THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

Binh Duong, April 29, 2025

(Draft)

RESOLUTION

THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

ACC BINH DUONG INVESTMENT AND CONSTRUCTION

JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of ACC Binh Duong Investment and Construction Joint Stock Company;
- Pursuant to the Internal Regulations on Corporate Governance of ACC Binh Duong Investment and Construction Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders 2025 held April 4, 2025;

GENERAL MEETING OF SHAREHOLDERS

ACC BINH DUONG INVESTMENT AND CONSTRUCTION

JOINT STOCK COMPANY

RESOLUTION

Article 1: Approval of Report on the Board of Directors' activities in 2024 and the plan for 2025.

With the voting rate: - Approve.....%.

Article 2: Approval of Report on the Board of Management on business performance in 2024 and the business plan for 2025.

With the voting rate: - Approve.....%.

Article 3: Approval of Report on the Board of Supervisors on the status and results of operations in 2024.

With the voting rate: - Approve.....%.

Article 4: Approval of the audited financial statements for 2024 and profit distribution for 2024. (Attached to the General Meeting Documents).

With the voting rate: - Approve.....%.

Article 5: Approval of the business plan for 2025 and profit distribution plan for 2025. (Attached to the General Meeting Documents).

With the voting rate: - Approve.....%.

Article 6: Approval of the selection of an auditing firm to review the semi-annual financial statements and audit the financial statements for 2025. (Attached to the General Meeting Documents).

With the voting rate: - Approve.....%.

Article 7: Approval of the Report on the use of capital and proceeds from the share offering according to Proposal No. /TTr-ĐHĐCĐ dated, 2025 (Attached to the General Meeting Documents).

With the voting rate: - Approve.....%.

Article 8: Approval of the remuneration for the Board of Directors, Board of Supervisors, and Secretariat in 2025.

The remuneration for the Board of Directors, Board of Supervisors, and Secretariat in 2025 is...%/profit after tax based on the audited financial statements and will be paid once after approval by the General Meeting of Shareholders.

Based on the actual provision, the Board of Directors will decide the payment amount for each member.

With the voting rate: - Approve.....%.

Article 9: The General Meeting of Shareholders agrees to assign the Board of Directors to direct and organize the implementation of the contents approved by the shareholders at the Annual General Meeting of Shareholders 2025 in accordance with the law and the Charter of ACC Binh Duong Investment and Construction Joint Stock Company.

This Resolution has been approved by the Annual General Meeting of Shareholders 2025 of ACC Binh Duong Investment and Construction Joint Stock Company and is effective from the date of signing.

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

Recipients:

- Information Disclosure;
- Website: becamexacc.com.vn;
- BOD, BOS, BOM;
- Archive: Office.

NGUYEN BAO LONG