CONTENS

MEETING AGENDA OF ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026

Time: 08:00 AM, Tuesday, October 20, 2026

Venue: Coteccons Head Office, 236/6 Dien Bien Phu, Gia Dinh Ward, Ho Chi Minh City

Time		Contents
08:00	**Welcoming and guiding shareholders to access the online meeting system**	
I. OPENING		
8:20	**1.**	**Report on Shareholders' Attendance Eligibility Verification**
8:25	**2.**	**Introduction of the AGM Delegates and Participants**
8:30	**3.**	**Presentation and Approval of:**
	a.	*Working Regulations of the AGM*
	b.	*Agenda*
	c.	*Members for Presiding, Secretary, Vote Counting Committees*
II. AGM AGENDA		
08:35	**4.**	**Present the Reports**
	a.	*Report on the Activities of the Board of Directors in FY2026 and plan for FY2027*
	b.	*Report on the Activities of the Board of Supervisors in FY2026 and plan for FY2027*
10:05	**5.**	**Present the Proposals**
	a.	*Proposal No.1: Annual reports submitted to the AGM for FY2026*
	b.	*Proposal No.2: Audited Financial Statements and the Audited Report on the Use of Proceeds from the Public Bond Offering*
	c.	*Proposal No.3: Profit Distribution Plan*
	d.	*Proposal No.4: The FY2027 Business plan*
	e.	*Proposal No.5: Report on the Remuneration of the Board of Directors and Board of Supervisors for FY2026 and Proposed Remuneration for FY2027*
	f.	*Proposal No.6: Selection of the Independent Auditor for FY2027 Financial Statements*
	g.	*Proposal No.7: Amendments to the Charter, Internal Corporate Governance Regulations, BOD Operating Regulations*
	h.	*Proposal No.8: Amendments to the BOS Operating Regulations*
10:20	**6.**	**Voting**
10:30	**7.**	**Tea break**
10:35	**8.**	**Discussion**
11:20	**9.**	**Announcing the voting results of the Reports and Proposals**
III.CLOSING		
11:25	**10.**	**Approval of AGM Meeting Minutes**
11:30	**11.**	**Closing of the AGM**

DRAFT

Ho Chi Minh City, 25 September 2026

REGULATIONS ON ORGANIZATION ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE FISCAL YEAR 2026 IN THE FORM OF AN ONLINE CONFERENCE

Pursuant to:

- *Law on Enterprises No. 59/2019/QH14 dated June 17th,2020; Law No. 76/2025/QH15 amending and supplementing a few articles of the Law on Enterprises passed by the National Assembly on 17 June 2025 and its guiding legal documents;*
- *Charter of Coteccons Construction Joint Stock Company;*
- *Corporate Governance Regulation of Coteccons Construction Joint Stock Company;*

CHAPTER 1
GENERAL PROVISIONS

Article 1. Scope and Subjects of application

1.1 This Regulation is applied for organization, voting and election at the Annual General Meeting of Shareholders for the Fiscal Year 2026 *(**"AGM"**)* of Coteccons Construction Joint Stock Company *(**"Company/Coteccons"**)* in the form of an online conference.

1.2 This regulation specifies the rights and obligations of shareholders; authorized representatives attending the AGM and other parties involved in organizing the AGM; the conditions and procedures for conducting the AGM in accordance with current laws and related documents.

1.3 Shareholders having voting right *(based on the final shareholder list dated 18/09/2026),* authorized representatives and parties related to the organization of the AGM are responsible for complying with the provisions in this Regulation.

Article 2. Definitions

2.1 AGM in the form of an online conference/Online meeting/Meeting: means AGM 2026 of the Company organized through the application of modern information technology solutions to transmit audio and/or images, allowing Shareholders in different locations to attend, monitor, discuss and vote on issues at the meeting.

2.2 Electronic voting: means the Shareholders entitled to vote or the authorized person to attend the meeting of Shareholders to vote at the AGM in the form of voting on the Online System.

2.3 Online System: means application/software system/website which the Company using for serving the organization of the Online meeting and/or electronic voting.

2.4 Registration for attending the Online meeting: means the use of Login information by Shareholders to access the system and register to attend the Online meeting under this Regulation and the Company's guidance.

2.5 Login information: includes Username/ID and Password in the Invitation letter or OTP code sent to the Shareholder's phone number or the authorized person's phone number. The password and OTP code provided solely by the Company to each Shareholder or the authorized person by the Shareholder in the Invitation letter or the phone number of the Shareholder and authorized person by the Shareholder.

2.6 Opening time of Online System: means the time for Shareholders start to access, read documents, register to attend the Online meeting. The time for voting on the contents of the Meeting shall comply with the provisions of the Organizing Committee of the meeting.

2.7 Closing time of Online System: means the time when the Online System closed access, votes... according to the announcement of the chairperson of the meeting.

2.8 Authorized person: The person appointed by a shareholder to attend meetings and exercise the shareholder's rights at the AGM in accordance with legal regulations, the Company's Charter, and these regulations.

CHAPTER 2
RIGHTS AND OBLIGATIONS OF THE PARTICIPANTS

Article 3. Shareholders attending the AGM

3.1 Conditions for attending the AGM:

Shareholder or their authorized representatives as confirmed via the valid Authorization letter owning the voting shares in the shareholder list on closing date and being granted an access to attend the AGM under this Regulation and the Law.

3.2 Method for attending the AGM: Shareholders attending the online AGM shall comply with the following regulations:

3.2.1. Each shareholder will be provided with an access account and password to log into the Online System. The shareholder's access account will be encrypted according to information security standards to ensure authenticity and safety for shareholder participation. The company will inform the shareholder of the access account and password in the meeting invitation letter.

3.2.2. Shareholders registering to attend the online meeting shall be verified the eligibility to attend the AGM and considered to attend and vote validly at the meeting if Shareholders have completed the login on the date of the organization by Username and password/OTP code provided by the Company.

3.2.3. The organizating committee shall open the Online System for Shareholders to access the system to vote from 08:00 AM, October 19th, 2026. Shareholders log in (check-in) before voting. Shareholders who complete voting from the time the Online System is opened will be counted as Shareholders attending the Meeting.

3.3 Rights and obligations of the attending Shareholders:

3.3.1 Rights of Shareholders:

a) Shareholders attending the AGM have full rights and obligations as prescribed in Article 12 and Article 13 of the Company's Charter and current legal provisions.

b) Shareholders attending the Online meeting shall log into the Online System at: https://ctd.bvote.vn to attend and vote on issues at the Meeting. Shareholders may log into through the following forms:

- Using the Username and OTP code to log in the System or;
- Using the Username and password in the Invitation letter to log in the System. In which:
  + The Shareholder's Username is: Identity card number; Enterprise identification number, tax code; Foreign investor identification number.
  + Password: Announced and sent to the Shareholder in the Invitation letter.
  + OTP code: In case the shareholder forgets the Password, the OTP code will be sent to the shareholder's phone number or the phone number of the authorized person to be re-issued the Password.

c) Shareholders have the right to register to attend the Meeting and participate in voting on the matters of the Meeting. The Presidium shall not have the responsibility to stop or re-vote on the approved matters and the validity of voting sessions previously conducted shall not be affected.

d) Shareholders may authorize others to attend the meeting as prescribed in the Company's Charter. Accordingly, if the authorized party is not the Shareholder of the Company, after receiving the valid written authorization from the authorizing party and the authorized party, the Company will provide the access username and password to the authorized party for the authorized representative to perform the rights and obligations according to the contents authorized. The authorized person will be provided the access information via email or other forms according to the registration information of the Shareholder. Shareholders are fully responsible for the authorization information sent to the Company.

3.3.2 Obligations of Shareholders:

a) During the Meeting: Shareholders shall comply with the guidance of the Presidium, behave properly and politely.

b) To prepare and use the appropriate online meeting equipments with internet connection to ensure the connection go smoothly.

c) To fully attend, vote and speak in accordance with the guidance of the Presidium and respect for the chair of the AGM Chairperson.

d) Ensure the confidentiality of information related to the access account, such as the account name, other identifying factors (if any), and the login password, to guarantee that only the shareholder has the right to participate in the meeting on the online system, except when providing access to the authorized representative of the shareholder. The shareholder is responsible for ensuring that the authorized representative complies with the provisions of this section in the same manner as the shareholder. In case of information disclosure leading to incidents, the shareholder will be responsible for any risks and losses arising from unauthorized access or misuse of the information.

e) To take responsibility for all risks, disputes related to the meeting conducted by the Shareholder's access account on the Online System. The performance of meeting and voting on the Online System by access name with the correct password and/or other identifier factors shall be automatically considered the will of the Shareholder.

f) To update the information of phone number, contacts address, email address accurately, fully, truthfully at the securities depository to ensure receiving access account notifications and take full responsibility for this registered information.

g) Shareholders or Authorized Persons attending the AGM must comply with the provisions of this Regulation, the company's charter and comply with the control of the Presidium and respect the working results at the AGM.

h) Shareholders experiencing technical issues during the meeting must immediately notify the company's technical support department via phone or email. The company will assist shareholders in restoring the connection and ensuring their participation rights.

Article 4. The AGM Chairperson and The AGM Presidium

4.1 The Chairman of the BOD shall preside over or authorize other members of the BOD to preside over the AGM convened by the BOD.

In the event that the Chairman is absent or temporarily incapacitated, the remaining members of the BOD shall elect one of them to preside over the meeting according to majority rules. In case the chairperson cannot be elected, the Head of the Board of Supervisors ("**BOS**") shall let the AGM to elect the chairman of the meeting and the person with the highest number of votes to preside over the meeting;

4.2 Except for the case specified in clause 4.1, the signer convenes the AGM managing for the AGM to elect the chairperson of the meeting and the person with the highest number of votes to preside over the meeting;

4.3 The AGM Presidium includes members of the Board of Directors ("**BOD**"), the Board of Managements ("**BOM**") and other members as assigned by the AGM Chairperson to participate in operating the meeting.

4.4 The AGM Presidium shall support the AGM operated by the AGM Chairperson as well as support the Chairperson in the implementation of the rights and obligations of the Chairperson.

4.5 Rights and obligations of the AGM Chairperson:

a) To preside over and manage the AGM 's activities according to the approved agenda until the Meeting Resolutions are approved;

b) To have the highest decision making on the order, procedures and managing the events happened which is not in the agenda, including but not limited to:

- Respond to Shareholder's questions (except for matters related to business confidentiality) or assign the respondent or note down comments and suggestions from Shareholders if such comments and suggestions are out of the scope of AGM's proposal;
- Invite experts, lawyers or professionals attending the AGM to explain certain matters to the Shareholders;
- Take necessary actions to conduct the meeting properly and orderly, according to the approved agenda.
- Have the right to suspend or postpone the AGM in case of unforeseen circumstances such as system failures, technical issues beyond control, or if any participants engage in obstructive or disruptive behavior that risks making the meeting unfair or unlawful. They also have the right to expel individuals who display obstructive or disruptive behavior, or who do not comply with the chairperson's and the Presidium's instructions, to ensure that the AGM proceeds in accordance with legal regulations.
- Conduct other works in accordance with the Company's Charter and the Law to proceed the AGM.

Article 5. The Shareholders' Eligibility Verification Committee

5.1 The Shareholders' Eligibility Verification Committee has 02 (two) members assigned by the AGM Chairperson.

5.2 The Shareholders' Eligibility Verification Committee has the following functions and obligations:

a) To check the eligibility of the shareholders or their authorized representatives attending the meeting: Check the eligibility of Shareholders registering to attend the online AGM under the Law, the Company's Charter and this Regulation.

b) To consolidate the results and report to the AGM the result of verification of the eligibility of shareholders attending the AGM.

c) Other tasks as assigned.

5.3 Method for verification: The Shareholders' Eligibility Verification Committee verify the shareholders based on the login information from the account of shareholders and it is a base to determine the number of shareholders attending the AGM.

Article 6. Secretary Committee

6.1 Secretary Committee includes 03 (three) members as assigned by the AGM Presidium.

6.2 Secretary Committee assists the AGM Chairperson/the Presidium, including:

a) To fully and honestly record the AGM's contents;
b) To publish the draft Meeting Minutes and Resolutions of the AGM and the Announcement of the AGM Chairperson/the Presidium to the Shareholders upon requested;
c) To receive written questions from shareholders or authorized representatives;
d) To assist in announcing documents, conclusions or sending notifications to shareholders upon requested;
e) To perform other tasks as assigned by the AGM Chairperson/the AGM Presidium.

Article 7. The Vote Counting Committee

7.1 The Vote Counting Committee includes 03 (three) members as assigned by the AGM Chairperson and approved by the AGM. The members of the Vote Counting Committee may not be on the List of nominees for the executive position of the Company. In case of necessary, the AGM proposes 01 (one) member of the BOS and 01 (one) shareholder selected randomly in the meeting to perform the task of supervising the vote counting of the Vote Counting Committee.

7.2 The Vote Counting Committee, including a Head and members, have the right to establish an assisting team to fulfil their duties.

7.3 Vote Counting Committee has the following obligations:
a) To guide Shareholders on how to vote at the meeting.
b) To record the voting results of Shareholders and Shareholders' representatives on the matters approved at the meeting.
c) To report the voting results to AGM as assigned by the AGM Chairperson.
d) To be responsible for truthfulness and data accuracy, checking, making minutes of vote counting and publicizing vote counting results.

7.4 Vote Counting Committee is responsible for making the Minutes of Vote Counting on the voting result of each voting matter to report to the General Meeting of Shareholders as designated by the AGM Chairperson.

CHAPTER III
CONDUCT OF THE SHAREHOLDERS GENERAL MEETING AND VOTING TO APPROVE MATTERS AT THE SHAREHOLDERS GENERAL MEETING

Article 8: Conditions for conducting the AGM

General Meeting of Shareholders shall be conducted once it meets all the following conditions:

8.1 Number of Shareholders and Authorized Representatives represents more than 50% (fifty percent) of voting shares in the List of Shareholders on the record date;

8.2 In case the AGM is not eligible to proceed in accordance with the above provisions, the convening and conducting the next AGM shall be conducted in accordance with the provisions of the Company's Charter and the Law on Enterprise.

Article 9: Conduct the AGM

9.1 The AGM Chairperson proceeds with the meeting under the ratified procedure, agenda of the AGM.

9.2 The contents on the agenda are discussed and approved by voting form prescribed in this Regulation. The AGM Chairperson shall manage time to discuss and vote on each matter of the agenda.

9.3 The AGM shall be finished after the Meeting Minutes get approved.

Article 10. Voting procedures on contents at the online AGM

10.1 Voting time:

Shareholders can start accessing the Online System to conduct electronic voting before the opening of the AGM until the Presidium announces the closing time of voting. Electronic voting may be conducted before the AGM and/or at the AGM. The starting time of voting is notified to Shareholders via the Invitation letter and/or posted on the Company's website.

10.2 Method for voting:

a) When conducting electronic voting on the Online System, Shareholders shall comply with the obligations specified in Article 3.3.2 of this Regulation. Each Shareholder logs into the Online System through the access account that the Shareholder is provided at the Invitation letter and conduct the voting on the Online System. Detailed access instructions are enclosed with a Notice of Invitation to the Meeting to each Shareholder and posted on the website https://www.coteccons.vn.

b) Voting shareholders are Shareholders or authorized representatives of Shareholders who have registered to attend the online AGM up to the time of voting and this number of Shareholders is the basis for calculating the proportion of votes of Shareholders.

c) Method for voting:

- Shareholders or authorized representatives of Shareholders decide to choose the method of voting by marking the selection in 01 (one) of the 03 (three) corresponding cells "Affirmative votes", "Negative votes" or "Abstention" for each content of requesting opinions and press the button "Submit" to save and send the voting results to the system. This method of voting is used for the adoption of the following contents: through the Presidium, the Vote Counting Committee, the AGM Program, the Regulation of the AGM in the form of online, reports and submissions, minutes, resolutions of the AGM.
- Shareholders or authorized representatives of Shareholders cannot change the voting results after they have successfully submitted on the system. For contents of voting changes or arising during the organization of the Meeting, Shareholders or authorized representatives of Shareholders shall make additional votes for such changes, arising contents. In case Shareholders are unable to carry out additional voting, the contents of such changes shall be considered as Shareholders who do not participate in voting. Other contents that Shareholders have voted on earlier have not changed.
- The voting results of the Shareholder or the authorized representative of the Shareholder is the summation of the voting results recorded at the closing time of the voting announced by the Chairperson at the AGM. From the time of the end of the voting on each content of requesting opinions of the AGM, the Online System will be locked and Shareholders, representatives authorized by shareholders cannot vote on the content that has been locked. The voting results according to each content will be reported to the meeting by the Vote Counting Committee immediately after completing the vote counting.

d) After the voting period ends, Shareholders will know the voting results for each content announced by the Presidium or the Vote Counting Committee.

e) When conducting the AGM, the Chairperson shall notify the time of the end of voting on the System for Shareholders to perform their rights. In case Shareholders have problems with voting on the System, they may contact the supporting addresses mentioned in the Meeting Invitation Notice for guidance and support in completing the voting. From the time the System closes the voting contents, the Shareholder shall not have the right to change any of the voting contents, the result of the Shareholder's vote is recorded on the System as the final result, and the Company is exempted from liability for the Shareholder's voting result when the Shareholder has duly logged in and voted on the System.

10.3 Validity of the voting: A valid vote is a vote of the Shareholder or the authorized representative of the Shareholder who participated in the vote, selected the voting method and completed the submission on the Online System. The voting results are calculated on the total number of shares participating in the valid voting.

Article 11: Discuss and give opinions at the AGM

11.1 The discussion shall be carried out only within the prescribed time and within the scope of the matters presented in the AGM agenda.

11.2 Based on the number of shareholders attending and the permitted time of the meeting, the Presidium may choose the method of managing the meeting. Shareholders shall discuss according to the instructions of the Chairperson during the AGM in the form of send questions to the Presidium through the Online System.

11.3 The contents of the proposed opinions of shareholders shall not violate the law and shall meet the competence and contents of the General Meeting of Shareholders. The Chairperson has the right to remind or require shareholders to focus on the main point to save time and ensure the quality of discussion.

11.4 Based on the importance of the opinions or the level of interest from shareholders, the Presidium will select the most effective way to address the opinions to ensure the meeting's time management and quality. The time for discussion and feedback from shareholders will be reasonably limited. The chairperson has the right to remind or request shareholders to focus on key issues to ensure the meeting's progress. If the number of shareholders wishing to speak exceeds the allotted time, the Presidium will randomly select opinions for discussion.

11.5 Shareholders wishing to make statements, participate in discussions, or ask questions should follow the procedures outlined in the Online Meeting Participation Guide posted on the company's website. The meeting secretary will organize and compile the shareholders' questions and forward them to the chairperson.

Article 12: The ratified Resolutions of the AGM

12.1 A resolution on the following contents is passed if it is approved by the number of Shareholders representing at least 65% (sixty-five percent) of the total number of votes of all Shareholders attending and voting at the meeting, except for the cases specified in Clauses 3, 4 and 6, Article 148 of the Law on Enterprise:

a) Type of shares and the total number of shares for each type;

b) Changing business lines and business fields;

c) Changing the organization and management structure of the Company;

d) The investment project or selling assets equal to 35% (thirty-five percent) of total assets value as stated in the latest financial statement of the Company;

e) The re-organization and dissolution of the Company.

12.2 Other resolutions are passed when it is approved by the number of Shareholders representing more than 50% (fifty percent) of the total number of votes of all Shareholders attending and voting at the meeting, except for the cases specified in Article 12.1 of this Regulation and Clauses 3, 4 and 6, Article 148 of the Law on Enterprise.

Article 13. Recording and making AGM Minutes

13.1 The Secretary Committee shall be responsible for recording the AGM process, the AGM Resolutions and Minutes.

13.2 AGM Minutes must be ratified before closing. AGM Minutes have to be released on the Company's website within 24 (twenty-four) hours from the AGM closing date.

13.3 The AGM Chairperson and the AGM Secretary are jointly responsible for the Minutes' truthfulness and accuracy.

CHAPTER V
IMPLEMENTING PROVISION

Article 14. Implementing provision

14.1 This Regulation takes effect as soon as ratified by the AGM at least approved rate more than 50% (fifty percent) of the total of votes of all Shareholders attending and voting at the meeting.

14.2 Shareholders, Members organizing the AGM of the Company shall have to implement this Regulation./.

ON BEHAFL OF THE AGM
CHAIRPERSON

BOLAT DUISENOV

REPORT OF THE BOARD OF DIRECTORS
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR FISCAL YEAR 2026

Pursuant to:

- The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on 17 June 2020, as amended and supplemented by Law No. 76/2025/QH15 dated 17 June 2025;

- The Law on Securities No. 54/2019/QH14 passed by the National Assembly on 26 November 2019;

- Decree No. 155/2020/ND-CP detailing the implementation of certain provisions of the Law on Securities, as amended and supplemented by Decree No. 245/2025/ND-CP;

- Circular No. 96/2020/TT-BTC guiding information disclosure on the securities market;

- The Charter of Coteccons Construction Joint Stock Company and the Internal Regulations on Corporate Governance;

I. PERFORMANCE OF THE BOARD OF DIRECTORS IN FY2026 (01/07/2025 - 30/06/2026)

1. Achievement of business targets for FY2026

During FY2026, the Company continued to maintain growth momentum and achieved outstanding business performance. These results demonstrate the Company's execution capability, governance effectiveness, and adaptability amid the challenging construction market, while establishing a solid foundation for growth in the coming years.

Indicator	Plan	Actual	Above plan
Total consolidated revenue	30,000	34,340	14,5%
Consolidated profit after tax	700	788	12,6%

Unit: VND billion

2. Report on the implementation of the Resolutions of the General Meeting of Shareholders

During FY2026, the Board of Directors (BOD) continued to serve as the strategic planning, guiding, and supervisory body overseeing the implementation of resolutions and decisions of the General Meeting of Shareholders (GMS).

No.	Resolution No.	Date	Content	Status
1.	01/2025/NQ-DHCD	04/08/2025	Approval of the registration and listing of bonds publicly offered by Coteccons Construction Joint Stock Company in 2025	Completed
2.	02/2025/NQ-DHCD	20/10/2025	Approval of the 2025 annual reports	Completed
3.	03/2025/NQ-DHCD	20/10/2025	Approval of the 2025 financial statements audited and 2025 business results	Completed
4.	04/2025/NQ-DHCD	20/10/2025	Approval of the profit distribution plan and dividend payment	Completed
5.	05/2025/NQ-DHCD	20/10/2025	Approval of the business plan for FY2026 (from 01/07/2025 to 30/06/2026)	Completed
6.	06/2025/NQ-DHCD	20/10/2025	Approval of the report on remuneration of members of the BOD and the BOS for FY 2025 and the total remuneration of members of the BOD and the BOS for FY 2026 (from 01/07/2025 to 30/06/2026)	Completed

No.	Resolution No.	Date	Content	Status
7.	07/2025/NQ-DHCD	20/10/2025	Approval of the selection of the audit firm for the FY2026 financial statements (from 01/07/2025 to 30/06/2026)	Completed
8.	08/2025/NQ-DHCD	20/10/2025	Adjustment of the plan for issuance of shares to increase share capital from owners' equity	Completed
9.	09/2025/NQ-DHCD	20/10/2025	Approval of the plan for issuance of shares to increase share capital from owners' equity	Completed
10.	10/2025/NQ-DHCD	20/10/2025	Approval of the plan to use treasury shares for sale to employees under the Employee Stock Ownership Plan (ESOP)	Not yet implemented
11.	11/2025/NQ-DHCD	20/10/2025	Adjustment of details of certain business lines to comply with foreign ownership ratio requirements	Completed
12.	12/2025/NQ-DHCD	20/10/2025	Dismissal of a BOS member who submitted a resignation letter	Completed

3. Summary of BOD meetings and BOD resolutions

During FY2026, the BOD accompanied and supported the Board of Management (BOM) throughout the implementation of key strategies and core priorities, with continued efforts to raise standards across the construction industry. With flexibility across in-person meetings, online meetings, and written consultations, the BOD held 27 meetings and issued many important resolutions.

No.	Resolution No.	Date	Content	Approval rate
1.	10/2025/NQ-HDQT	09/07/2025	Approval of the full results of the share issuance under the employee stock ownership plan (from treasury shares) pursuant to BOD Resolution 03/2025/NQ-HDQT dated 01/04/2025 and BOD Resolution 06/2025/NQ-HDQT dated 26/05/2025	100%
2.	11/2025/NQ-HDQT	01/08/2025	Approval of the execution of a credit facility agreement with Joint Stock Commercial Bank for Foreign Trade of Vietnam – South Saigon Branch	100%
3.	12/2025/NQ-HDQT	01/08/2025	Approval of the list of members of the Vote Counting Committee for the written consultation of shareholders	100%
4.	13/2025/NQ-HDQT	07/08/2025	Approval of the advance payment of remuneration to the BOD and the BOS	100%
5.	14/2025/NQ-HDQT	07/08/2025	Approval of the implementation of the plan for issuance of shares to increase charter	100%

No.	Resolution No.	Date	Content	Approval rate
			capital from equity as approved by the 2024 Annual General Meeting of Shareholders	
6.	15/2025/NQ-HDQT	29/08/2025	Approval of the record date for preparing the list of shareholders entitled to attend the Annual General Meeting of Shareholders for the fiscal year ended 30 June 2025	100%
7.	16/2025/NQ-HDQT	29/09/2025	Approval of the draft documents to be submitted to the Annual General Meeting of Shareholders for FY2025	100%
8.	17/2025/NQ-HDQT	02/10/2025	Approval of overseas investment activities	100%
9.	18/2025/NQ-HDQT	13/10/2025	Adjustment of the operating capital of Coteccons' branch in Taiwan	100%
10.	19/2025/NQ-HDQT	13/10/2025	Approval of the public offering of Coteccons bonds in 2025 with a maximum total par value of VND 1,400,000,000,000	100%
11.	20/2025/NQ-HDQT	13/10/2025	Approval of the registration dossier for the 2025 public offering of Coteccons bonds	100%
12.	21/2025/NQ-HDQT	17/10/2025	Approval of additional documents to be submitted to the Annual General Meeting of Shareholders for FY2025	100%
13.	22/2025/NQ-HDQT	14/11/2025	Approval of the payment of 2025 dividends in cash	100%
14.	23/2025/NQ-HDQT	14/11/2025	Approval of the implementation of the plan to issue shares to increase share capital from owners' equity	100%
15.	24/2025/NQ-HDQT	14/11/2025	Approval of the handling plan for ESOP shares held by employees who left the Company during the restricted transfer period in accordance with the ESOP Regulations promulgated together with BOD Resolution No. 06/2025/NQ-HĐQT dated 26/05/2025	100%
16.	25/2025/NQ-HDQT	14/11/2025	Approval of the appointment of the Head of the BOD Secretary cum Corporate Governance Officer	100%
17.	26/2025/NQ-HDQT	05/12/2025	Approval of the adjustment of the plan for the 2025 public offering of Coteccons bonds with a maximum total par value of VND 1,400,000,000,000	100%
18.	27/2025/NQ-HDQT	05/12/2025	Approval of the adjustment of the registration dossier for the 2025 public offering of Coteccons bonds	100%

No.	Resolution No.	Date	Content	Approval rate
19.	28/2025/NQ-HDQT	05/12/2025	Approval in principle of the execution of construction contracts with the consortium of Kinh Bac Design and Construction Joint Stock Company and Unicons Investment Construction Company Limited for works and packages under the Gia Binh International Airport Project	100%*
20.	29/2025/NQ-HDQT	30/12/2025	Approval in principle of the acquisition of 100% of the charter capital of GEO Foundations Vietnam Company Limited	100%
21.	30/2025/NQ-HDQT	30/12/2025	Approval of the audit firm for the fiscal year 2026 financial statements of Coteccons Construction Joint Stock Company	100%
22.	01/2026/NQ-HDQT	02/02/2026	Approval of the increase in charter capital and amendment of the Company's Charter upon completion of the first bonus share issuance	100%
23.	02/2026/NQ-HDQT	02/02/2026	Approval of additional authorization granted to the Chairman of the BOD in relation to overseas investment activities	100%
24.	03/2026/NQ-HDQT	26/03/2026	Approval of the issuance of shares to increase share capital from owners' equity	100%
25.	04/2026/NQ-HDQT	04/05/2026	Approval of the dismissal of Deputy General Director Nguyen Van Dua, recovery of ESOP shares, and approval of related-party transactions	100%
26.	05/2026/NQ-HDQT	14/05/2026	Approval of the increase in charter capital and amendment of the Company's Charter upon completion of the second bonus share issuance	100%
27.	06/2026/NQ-HDQT	04/06/2026	Approval of the establishment of the Company's overseas representative office	100%

** BOD members with related interests did not participate in the voting.*

4. Results of supervision of the BOM

Pursuant to the Company's Charter and the Internal Regulations on Corporate Governance, the BOD conducted inspection and supervision of the BOM's management of business operations and implementation of the resolutions of the GMS and BOD during the fiscal year from 01/07/2025 to 30/06/2026, specifically as follows:

a. Supervision of the development, updating, and implementation of the business plan

The BOD supervised the development, updating, and quarterly review of the revenue and profit plan for the fiscal year from 01/07/2025 to 30/06/2026, ensuring that all the Company's activities closely followed the established strategic direction.

b. Enterprise Risk Management Orientation

The BOD defines its primary role in risk management as approving the risk appetite for each key area of the Company and overseeing the operation of the three-lines model: the first line consists of project units and the management team, which directly operate within the approved limits; the second line is the risk management function, which monitors compliance with those limits; and the third line is internal audit, which ensures independence across the entire system. In FY2026, the BOD will continue to direct the enhancement of the enterprise risk management system toward an integrated approach, linking strategic, financial, project, human resources, technology, and ESG risks under a common reporting framework.

c. Supervision of information disclosure and corporate governance principles

Under the supervision of the BOD, Coteccons continued to strictly comply with information disclosure requirements and continuously improve its governance standards in line with best practices. These efforts were recognized as the Company again met the 2026 Information Disclosure Standards under the IR Awards, marking the sixth consecutive year of fully meeting the criteria for information transparency on the securities market. At the same time, the Company was recognized among the Top 3 companies with the most favored Investor Relations (IR) activities by investors, and among the Top 3 mid-cap companies with IR activities most highly rated by financial institutions.

In addition, the Company continued to enhance the quality of its Investor Relations (IR) activities by holding Shareholders' Day 2026 on 15 June 2026. This annual event is one of the key forums for the Management to update shareholders and investors on business results, share the long-term development direction, and strengthen open dialogue on the Company's strategy, governance and prospects beyond the framework of the Annual General Meeting of Shareholders.

Notably, during FY2026, Coteccons was honored for the first time in the "Top 10 Best Corporate Governance Companies" - Mid-Cap group (VLCA 2025). This award features an independent evaluation system and high standards, the entire selection process is assessed by an independent judging panel, reviewed by Big 4 audit firm, and directly reviewed by the Ho Chi Minh City Stock Exchange (HOSE) and the State Securities Commission. This result recognizes the Company's continuous efforts in governance innovation, raising transparency standards, promoting sustainable development, and affirming Coteccons' pioneering role in the construction industry. In addition, the Company was also recognized among the Top 50 companies committed to enhancing corporate governance under the initiative implemented by VIOD.

d. Direction and supervision of the sustainable development program

Committed to its sustainable development objectives, the BOD directed and supervised the implementation of the Company's sustainability programs in line with its long-term development orientation. In addition, the Sustainability (ESG) Subcommittee operated proactively and systematically, ensuring that all of the BOD's sustainability policies were closely monitored, implemented on target, and transparently reflected in reports prepared under international standards. As a result, Coteccons' ESG initiatives are not merely commitments but are measured by tangible impacts.

In 2026, Coteccons continued to receive numerous awards and recognition in the field of sustainable development. These achievements demonstrate the effectiveness of the sustainability strategy developed and consistently directed by the BOD and reflect the efforts of the Executive Board and the Sustainability Subcommittee in implementing ESG initiatives in practice. Notable results include:

- 68,110,908 safe working hours across 89 Coteccons projects
- More than 350 employees trained in greenhouse gas inventory and 334,845.43 tonnes of CO_2e reduced through the use of green materials
- More than 40,000 gifts presented to workers under the Xay Tet program
- 1,263 free health check-ups for workers
- 218 scholarships awarded to workers' children
- 33,063 native trees planted from 2022 to 2025 to restore headwater forests
- VND 12.74 billion generated from the recovery and recycling of scrap steel at construction sites
- Top 20 Companies in the Vietnam Sustainability Index (VNSI)
- Top 100 Sustainable Enterprises in Vietnam (CSI)
- Top 50 Outstanding Sustainable Enterprises in Vietnam 2026 (Top 50 CSA)
- Top 10 Green ESG Enterprises in Vietnam by Industry (ESG10)
- Top 17 Pioneering Sustainable Enterprises in Vietnam's construction industry 2026 (VSCF 2026)
- Innovation Award by Nhan Dan Newspaper
- Enterprise for the Community Award (Saigon Times CSR 2025)

e. Supervision of related-party transactions

The BOD supervised related-party transactions, ensuring full compliance with legal regulations and corporate governance principles. Based on the transparency principle that runs throughout Coteccons' operations, related-party transactions (including transactions with subsidiaries and parties related to insiders, etc.) were fully and promptly reported for the BOD's review and decision based on complete, fair, and transparent information.

f. Monitoring the Independent Audit

In FY2026, the BOD approved the appointment of Ernst & Young Vietnam Limited (EY) as the independent auditor for the Company’s FY2026 financial statements (Resolution No. 30/2025/NQ-HĐQT dated December 30, 2025), based on the proposal of the Board of Supervisors (BOS) and taking into account its independence, objectivity, and professional competence appropriate to the Company’s increasingly expanding scale of operations.

5. Remuneration of the BOD, the BOS, and the BOM

The remuneration of the BOD, the BOS, and the BOM for FY2026 has been disclosed in the audited financial statements for FY2026.

6. Report on related-party transactions conducted in fiscal year 2026

- The procedures for approval of transactions between the Company and related parties were strictly implemented in accordance with the Law on Enterprises, Law on Securities, the Company's Charter and Internal Regulations on Corporate Governance.
- The list of the Company's related parties and transactions between the Company and related parties approved by the BOD has been listed and disclosed in the Company's 2026 Semi-Annual Corporate Governance Report and the 2026 audited financial statements.

7. Overall assessment of the Subcommittees' activities

The Subcommittees under the BOD effectively fulfilled their role of supporting the BOD in performing its governance, supervisory, and decision-making functions, particularly on matters requiring in-depth analysis and multi-dimensional perspectives. By leveraging the diverse expertise, capabilities and experience of

BOD members, the Subcommittees proactively conducted research, assessment and provided in-depth recommendations, thereby enhancing the quality of discussions and the basis for BOD's decision-making.
As the "extended arms" of the BOD, the Subcommittees not only provided in-depth handling of key groups of issues but also strengthened supervisory capacity, enabled early identification of risks and opportunities, and ensured that important matters were considered comprehensively, objectively, and systematically. Accordingly, the activities of the Subcommittees contributed to enhancing corporate governance quality, strengthening transparency and accountability, and supporting BOD in making timely, prudent and appropriate decisions in line with the Company's long-term development direction.
Specifically, in FY2026:

- Strategy Committee (focused on evaluating international market expansion opportunities and assessing the effectiveness of M&A transactions based on strategic alignment, revenue and profit synergies, and capital efficiency.
- Audit and Risk Committee supervised the internal control system, internal and independent audit activities, and recommended improvements to the enterprise risk management framework.
- Sustainability Committee supervised the ESG strategy and the progress of sustainability initiatives, directly contributing to the results presented above.
- Remuneration and Human Resources Committee provided advice on the Company's remuneration policies and human resources development.

8. Report on the activities of each BOD member in FY 2026

During Fiscal Year 2026, the BOD members demonstrated a strong sense of responsibility, professionalism and governance capabilities, proactively participating in the Company's strategic direction, supervision and decision-making processes, thereby contributing to effective management, risk control and sustainable shareholder value creation. Specifically:

- Fully and responsibly participated in BOD meetings; provided substantive opinions and made timely decisions on key matters.
- Applied their expertise and experience to set strategic direction, supporting the Executive Board in effectively delivering business objectives and creating long-term value for shareholders.
- Proactively kept up to date with governance, legal, and market knowledge, continuously improving governance and supervisory capabilities.
- Strengthened supervision of related-party transactions, ensuring transparency, fairness, and compliance.
- Fully performed their assigned functions and duties; coordinated effectively with the BOD Subcommittees, contributing to the Company's governance quality and risk control capabilities.

II. ORIENTATION OF THE BOD'S ACTIVITIES IN FISCAL YEAR 2027

The theme of FY2027 is "DISCIPLINE – From growth to quality growth". The BOD aims to lead Coteccons into a more sustainable growth phase, focusing on improving the quality of growth through stronger governance, enhanced profitability, disciplined capital and risk management, and improved execution capabilities.

Strategic priorities for FY2027

1. Enhance Governance & Strengthen Collaboration through Standard Operating Procedures (SOPs)
2. Protect quality growth in core construction & build future engines
3. Grow Human Capital
4. Grow the Brand
5. Grow Partners

The Company's BOD proposes the following targets to the AGM for FY2027:

No.	Indicator	Unit	Plan for fiscal year 2027	vs. fiscal year 2026 actual
1.	Consolidated revenue	VND billion	42,000	Up 22%
2.	Consolidated profit after tax	VND billion	1,050	Up 34%

Respectfully submitted to the General Meeting of Shareholders for review, discussion, and approval

Ho Chi Minh City, 25 September 2026

On behalf of the Board of Directors

Chairman

BOLAT DUISENOV

REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR FISCAL YEAR 2026

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020; Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing certain articles of the Law on Enterprises;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *Decree No. 155/2020/ND-CP detail the implementation of certain articles of the Law on Securities (as amended and supplemented by Decree No. 245/2025/ND-CP);*
- *Circular No. 96/2020/TT-BTC guiding information disclosure on the securities market;*
- *The Charter of Coteccons Construction Joint Stock Company and the Internal Regulations on Corporate Governance.*

I, Tan Chin Tiong, Independent Member of the Board of Directors of Coteccons Construction Joint Stock Company since 29 June 2017 and concurrently Head of the Audit and Risk Sub-Committee under the Board of Directors, hereby submit to the Annual General Meeting of Shareholders my independent assessment report on the Board's activities during fiscal year 2026, as follows.

This report reflects my personal independent assessment pursuant to Article 277 of Decree No. 155/2020/ND-CP, it is a supplementary report and does not replace the Company's Corporate Governance Report or the Report of the Board of Supervisors.

I. ASSESSMENT OF THE BOARD OF DIRECTORS' ACTIVITIES IN FY2026

1. Meetings of the Board of Directors

During Fiscal Year 2026, the Board of Directors held 27 meetings. I personally attended all 27 of the 27 meetings, achieving a 100% attendance rate. The Board of Directors maintained a flexible approach to convening meetings, appropriate to practical requirements, thereby ensuring that information exchange, updates, and the review and decision-making on matters within its authority were carried out promptly and swiftly, meeting the Company's operational needs and business opportunities. Meeting materials were provided in full, giving Board of Directors adequate time to review them before voting. The decision-making process was conducted transparently, and dissenting opinions were fully recorded in the meeting minutes.

2. Resolutions and Decisions of the Board of Directors

The Board of Directors adopted 27 resolutions during Fiscal Year 2026; all approved with a 100% approval rate. Resolutions were disclosed in a timely manner in accordance with Circular No. 96/2020/TT-BTC. I note that the implementation of these resolutions has been carried out in full, with no adopted resolution remaining unimplemented as of the date of this report.

3. Assessment of the Board of Management's performance

The Board of Management maintained strong project execution capability amid volatile market conditions, as reflected in the FY2026 business results: revenue of approximately VND 34,340 billion (increase of 38% compared with Fiscal Year 2025); and profit after tax of approximately VND 788 billion (increase of 73% compared with Fiscal Year 2025 and equivalent to 113% of the annual target), and the backlog reached approximately VND 70,000 billion. No material violations or errors in management and operations were recorded by regulatory authorities.

4. Compliance with Law, the Charter and Internal Regulations; Transparency and Information Disclosure

The Board of Directors maintained oversight of the implementation of resolutions, information disclosure, legal compliance, and related-party transactions. Information disclosure during FY2026 was carried out in accordance with Circular No. 96/2020/TT-BTC.

5. Oversight of Related-Party Transactions

During fiscal year 2026, transactions between the Company and members of the Board of Directors, the Board of Management, other executives, and their related persons were conducted in accordance with the Law on Enterprises, the Law on Securities, the Company's Charter, and internal corporate governance regulations; the list of such transactions was disclosed in the corporate governance report and the financial statements.

6. Strategic Direction and Risk Governance of the Board of Directors

In my independent oversight capacity, I believe that one of the Board of Directors' primary responsibilities is to clearly establish the Company's risk appetite for each material area, including acceptable levels of financial leverage, concentration thresholds for customers or projects, and acceptable levels of risk when expanding into new markets, supported by an operating oversight mechanism based on the Three Lines Model: the first line comprises project units and the Board of Management operating within approved limits; the second line comprises the risk management function, which monitors compliance with those limits; and the third line comprises internal audit, which provides independent assurance over the overall system. With reference to international practices, I recommend that the Company continue to enhance its framework in alignment with COSO ERM, integrating strategic, financial, project, human resources, technology and ESG risks into a unified reporting framework.

7. Coordination among the Board of Directors, Board of Management, Subcommittees and Board of Supervisors

During its activities, the Board of Directors maintained effective coordination with the Board of Management, its Subcommittees and the Board of Supervisors. The specialized Subcommittees (Strategy; Remuneration and Human Resources; Audit and Risk; and Sustainable Development) operated effectively and enabled the Board of Directors to conduct in-depth consideration of specific areas of expertise rather than limiting discussions to matters at a general level.

II. ACTIVITIES IN THE CAPACITY OF HEAD OF THE AUDIT AND RISK SUB-COMMITTEE

(The content below is reported in line with good governance practice, to enhance transparency for shareholders and international investors. It is not a mandatory obligation under Article 284 of Decree No. 155/2020/ND-CP, which applies to companies organized under a model with an Audit Committee in place of Board of Supervisors, whereas Coteccons continues to maintain a separate Board of Supervisors under its current Charter.)

1. Results of oversight of the internal control and internal audit systems

The Company performed its internal audit function during Fiscal Year 2026. Pursuant to Article 4 of Decree No. 05/2019/ND-CP, internal audit has three objectives: assessing the effectiveness of the internal control system; assessing risk management and governance processes; and assessing the extent to which the organization's strategic objectives have been achieved. The role of internal audit should not be limited to identifying issues but should also include monitoring the full implementation of post-audit recommendations.

2. Results of oversight of the independent audit

During Fiscal Year 2026, the Board of Directors approved the appointment of Ernst & Young Vietnam Company Limited as the independent audit firm for the Company's financial statements for Fiscal Year 2026 (Resolution No. 30/2025/NQ-HDQT dated 30 December 2025), based on the recommendation of the Board of Supervisors and taking into account the auditor's independence, objectivity and professional competence appropriate to the Company's expanding scale of operations.

3. Recommendations

I recommend that the Company continue to standardize the boundaries of authority and the internal control and audit systems applicable to subsidiaries recently formed through M&A, in order to prevent these entities from operating with data isolated from the Company's overall governance framework.

III. PERSONAL CONTRIBUTIONS IN THE ROLE OF INDEPENDENT OVERSIGHT AND PROFESSIONAL SUPPORT

During Fiscal Year 2026, I attended all meetings of the Board of Directors and contributed my views on investment, M&A and international market expansion proposals, with particular focus on the following considerations: the underlying assumptions and supporting data; the worst-case scenario; the impact on cash flow and the Company's risk appetite; lower-risk alternatives; and accountability mechanisms during implementation. In my capacity as Head of the Audit and Risk Subcommittee, I provided professional support to the Board of Directors and the Board of Management in assessing the internal control system and overseeing the independent audit process.

IV. PLAN OF ACTIVITIES FOR FISCAL YEAR 2027

In my capacity as an Independent Member of the Board of Directors and in alignment with the Board of Directors' overall plan of activities, I intend to undertake the following activities in Fiscal Year 2027:

1. Continue overseeing the enhancement of the enterprise risk management system in alignment with the COSO ERM framework;
2. Promote the clear establishment of risk appetite thresholds and the implementation of the Three Lines Model across the organization;
3. Oversee the standardization of governance, accounting and internal audit practices for subsidiaries established or acquired through M&A transactions;
4. Continue overseeing the quality of services provided by the independent auditor during the audits conducted in 2027; and
5. Attend all meetings of the Board of Directors and perform other duties as assigned.

V. CONCLUSION

Based on my independent assessment, I consider that the Board of Directors of the Company operated effectively during Fiscal Year 2026, complied with applicable laws and the Company's Charter, and continued to enhance its risk management and internal control capabilities in a manner commensurate with the Company's increasing scale and complexity.

The above constitutes my Report on Activities and Assessment as an Independent Member of the Board of Directors for Fiscal Year 2026.

I wish the Meeting every success.

Ho Chi Minh City, 25 September 2026

Independent Member of the Board of Directors

TAN CHIN TIONG

REPORT OF THE INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR FISCAL YEAR 2026

Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 passed by the National Assembly on June 17, 2020; Law No. 76/2025/QH15 dated June 17, 2025 amending and supplementing certain articles of the Law on Enterprises;*
- *The Law on Securities No. 54/2019/QH14 passed by the National Assembly on November 26, 2019;*
- *Decree No. 155/2020/ND-CP detailing the implementation of certain articles of the Law on Securities (as amended and supplemented by Decree No. 245/2025/ND-CP);*
- *Circular No. 96/2020/TT-BTC guiding information disclosure on the securities market;*
- *The Charter of Coteccons Construction Joint Stock Company and the Internal Regulations on Corporate Governance.*

I, Tong Van Nga, Independent Member of the Board of Directors of Coteccons Construction Joint Stock Company since 26 April 2021, drawing on my in-depth expertise in the construction industry, hereby submit to the Annual General Meeting of Shareholders my independent assessment report on the Board's activities during fiscal year 2026, as follows.

This report reflects my personal independent assessment pursuant to Article 277 of Decree No. 155/2020/ND-CP, it is a supplementary report and does not replace the Company's Corporate Governance Report or the Report of the Board of Supervisors.

I. ASSESSMENT OF THE BOARD OF DIRECTORS' ACTIVITIES IN FY2026

1. Meetings of the Board of Directors

During Fiscal Year 2026, the Board of Directors held 27 meetings. I personally attended all 27 of the 27 meetings, achieving a 100% attendance rate. Meeting materials were provided in full, giving members of the Board of Directors adequate time to review them before voting.

2. Resolutions and Decisions of the Board of Directors

The Board of Directors adopted 27 resolutions during Fiscal Year 2026, all approved with a 100% approval rate. Resolutions were disclosed in a timely manner in accordance with Circular No. 96/2020/TT-BTC. I note that the implementation of these resolutions has been carried out in full, with no adopted resolution remaining unimplemented as of the date of this report.

3. Oversight of the General Director and the Executive Board

Amid a volatile construction market, I consider that the Board of Management demonstrated strong organizational and execution capability. The Company's financial performance in Fiscal Year 2026 recorded significant improvements: revenue of approximately VND 34,340 billion (increase of 38% compared with Fiscal Year 2025); and profit after tax of approximately VND 788 billion (increase of 73% compared with Fiscal Year 2025 and equivalent to 113% of the annual target), and the backlog reached approximately VND 70,000 billion. Notably, cash flow from operating activities improved significantly, turning from negative VND 1,153 billion in Fiscal Year 2025 to positive VND 829 billion in Fiscal Year 2026. This represents a positive indicator of the quality of growth, demonstrating that the Company's business performance was not only reflected in its reported earnings but was also supported by its ability to generate actual cash flows from its core operations.

I would note that the Company's "quality growth" objective should continue to be measured against a broader set of indicators in parallel: actual profit margins by project, the timeliness of receivables collection, operating cash flow, the degree of control over work-in-progress and inventory, the quality and payment capacity of project owners, and the proportion of projects completed on budget, on schedule, to specification, and safely.

4. Compliance with Law, the Charter and Internal Regulations; Transparency and Information Disclosure

The Board maintained oversight of resolution implementation and information disclosure in accordance with Circular No. 96/2020/TT-BTC. On the evolving legal framework, I note that the amended Land Law, Housing Law, and Law on Real Estate Business impose more stringent requirements for verifying a project's legal standing before signing a contract. The Company should ensure strict compliance with these new due-diligence requirements.

5. Oversight of Related-Party Transactions

During fiscal year 2026, transactions between the Company and members of the Board of Directors, the Board of Management, other executives, and their related persons were conducted in accordance with the Law on Enterprises, the Law on Securities, the Company's Charter, and internal corporate governance regulations.

6. Strategic Direction and Risk Governance of the Board of Directors

In my independent oversight capacity, I recommend that a key priority be the development of an integrated enterprise risk management system connecting the entire process from tendering through construction, finance, safety and ESG: the Board of Directors approves the risk appetite, the Board of Management is accountable for operational risk management (the first line of defense), the risk and legal functions provide oversight (the second line), and internal audit performs independent assurance (the third line). I further recommend establishing a policy-monitoring and early-warning mechanism connecting the legal, business development, finance, bidding, and construction functions, so that the Company can adapt to the new legal framework governing land and housing.

7. Coordination among the Board of Directors, Board of Management, Subcommittees and Board of Supervisors

I acknowledge the effective coordination among the Board of Directors, the Board of Management, the specialized Subcommittees and the Board of Supervisors during Fiscal Year 2026, as demonstrated by the Board of Directors' and Board of Management's consideration of recommendations made by the Board of Supervisors in the process of formulating expansion strategies.

II. CONSTRUCTION INDUSTRY EXPERTISE CONTRIBUTED IN THE INDEPENDENT OVERSIGHT ROLE

1. Opportunities and Risks Arising from Macroeconomic Policy and Public Investment

The 2026–2030 medium-term public investment plan, with capital of approximately VND 8.22 quadrillion, presents a substantial opportunity in public investment and infrastructure, but calls for a governance framework distinct from that of traditional civil construction: the capacity to bid for state-funded projects, contract management, acceptance documentation, personnel experienced in working with government authorities, and specialized equipment and technology. In my assessment, this is a direction that warrants careful preparation before the Company expands its participation.

2. Assessment of Technology Direction and Construction Methods

I view the Board of Management's direction in advancing modular and prefabricated construction to optimize speed, quality, and controllability simultaneously, as well as its efforts to integrate AI and to consider a significant expansion into technology and infrastructure sectors in line with the inevitable evolution of the global construction industry.

3. Assessment of Long-Term Competitive Advantage

In my view, Coteccons' sustainable competitive advantage does not lie in submitting the lowest bid, but rests on six factors: a reputation for quality, schedule, and safety; the capacity to execute technically complex projects; an integrated ecosystem of services and technical capabilities; long-term relationships with customers, suppliers, and subcontractors; the strength of its people and project management systems; and financial health and cash-flow discipline. I recommend that the Company maintain a clear "bid/no-bid" framework and remain prepared to decline projects that carry legal risk, uncertain funding, unfavorable payment terms, or bid pricing that does not adequately reflect the risk involved.

III. PERSONAL CONTRIBUTIONS IN THE ROLE OF INDEPENDENT OVERSIGHT AND PROFESSIONAL SUPPORT

During Fiscal Year 2026, I attended all meetings of the Board of Directors and contributed professional analysis on the impact of new legal policies on the Company's operations, assessed the feasibility of opportunities to expand into public investment and infrastructure, and provided advice on the Company's long-term strategic direction based on my extensive experience in the construction industry.

IV. PLAN OF ACTIVITIES FOR FISCAL YEAR 2027

In my capacity as an Independent Member of the Board of Directors and in alignment with the Board of Directors' overall plan of activities, I intend to undertake the following activities in Fiscal Year 2027:

1. Promote the development of an integrated enterprise risk management system and a Board-level dashboard covering five groups of indicators: (i) project progress and profitability; (ii) receivables and cash flow; (iii) legal matters, disputes and compliance; (iv) safety, environmental and social matters; and (v) key personnel and succession planning;
2. Oversee the establishment of a policy monitoring and early-warning mechanism to enable the Company to adapt to the evolving legal framework governing land and housing;
3. Recommend a remuneration mechanism for the Board of Management that appropriately balances revenue, profitability, cash flow, safety, ESG performance and people development;
4. Oversee the strategic direction for restructuring the civil construction and housing segment, with priority given to the rental social housing segment; and
5. Attend all meetings of the Board of Directors and perform other duties as assigned.

V. CONCLUSION

Based on my independent assessment, I consider that Coteccons is building its foundations in the right direction, grounded in transparent governance, financial discipline, occupational safety and respect for people as fundamental principles that must not be compromised. In my capacity as an Independent Member of the Board of Directors, I remain committed to exercising objective oversight and maintaining sound governance discipline, to safeguard the Company's resources and the lawful interests of our Shareholders.

The above constitutes my Report on Activities and Assessment as an Independent Member of the Board of Directors for Fiscal Year 2026.

I wish the Meeting every success.

Ho Chi Minh City, 25 September 2026

Independent Member of the Board of Directors

TONG VAN NGA

REPORT OF THE BOARD OF SUPERVISORS
ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR FISCAL YEAR 2026

I. REPORT ON THE ACTIVITIES OF BOS IN FY2026 (01 July 2025 – 30 June 2026)

1. The activities of BOS

a. Information about member of BOS:

No.	Members of BOS	Position	The date of becoming/ ceasing to be the member of the BOS
1.	Mr. Ngụy Gia Hoàng	Head of BOS	Appointed on 20 Oct 2025
2.	Mr. Zhaidarzhan Zatayev	Member of BOS	Appointed on 25 Apr 2022
3.	Mr. Vũ Hoàng Nam	Member of BOS	Appointed on 20 Oct 2025
4.	Mr. Trần Văn Thức	Head of BOS	Dismissed on 20 Oct 2025
5.	Mr. Đoàn Phan Trung Kiên	Member of BOS	Dismissed on 20 Oct 2025

There were changes in the composition of the BOS during FY2026.

Shareholding ratio of BOS members in the charter capital as at June 30, 2026

- Mr. Ngụy Gia Hoàng: 0%.
- Mr. Zhaidarzhan Zatayev: 0%.
- Mr. Vũ Hoàng Nam: 0.004%

b. BOS meetings

- **No. of meetings and rate of attendance, voting**

No.	Members of BOS	No. of meetings attended	Meeting attendance rate	Voting rate
1.	Mr. Ngụy Gia Hoàng	5	100%	100%
2.	Mr. Zhaidarzhan Zatayev	5	100%	100%
3.	Mr. Vũ Hoàng Nam	5	100%	100%

- **Detailed BOS' meeting contents**

No.	Meetings	Date	Contents
1.	Meeting no. 01	29/10/2025	Appointment of Mr. Nguy Gia Hoang as Head of the Supervisory Board for the 2022 – 2027 term.
2.	Meeting no. 02	10/12/2025	Selection of external audit for FY2026.
3.	Meeting no. 03	03/03/2026	Reviewed and discussed the Internal Audit Plan.
4.	Meeting no. 04	04/04/2026	Reviewed and discussed the internal audit report prior to its issuance.
5.	Meeting no. 05	25/06/2026	Discussed the BOS' 2026 performance assessment and 2027 operating plan.

2. Supervisory/ coordination activities of BOS with BOM, BOD, and Shareholders

- The BOS attended management meetings of the Company to oversee the direction and instructions issued by BOD/ BOM to BU/departments.
- The BOS developed the operating plan for FY2026 and submitted it to BOD/ BOM, and to direct relevant departments to coordinate with BOS in implementation.
- The BOS coordinated with the Internal Audit to conduct audits of departments and project sites.
- Quarterly submitted reports assessing the Company's financial position and operational performance.

3. Details of activities performed by the BOS in FY2026 in relation to the supervision of BOD/ BOM

Time	Contents
19/09/2025	Submit a report assessing the company's performance for the fiscal year 2025.
22/10/2025	Submit a performance review of the subsidiary Unicons.
29/10/2025	Submit the minutes of the Supervisory Board meeting regarding the appointment of the head of the Supervisory Board.
29/11/2025	Submit a report assessing the company's performance for Quarter I FY2026.
10/12/2025	Submit the minutes of the Supervisory Board meeting regarding the selection of external auditor.
31/12/2025	Submit assessments of the company's performance through 9 audits (period 01/07/2025 – 31/12/2025).
03/01/2026	Submitted a risk assessment report on environmental management practices on Coteccons' projects.
04/03/2026	Issued a notification to the RCA Board regarding coordination of an internal audit.
06/04/2026	Submitted the internal audit report.
30/04/2026	Submitted recommendations regarding the assessment of the current subcontractor and supplier selection process.
13/05/2026	Submitted Q3 FY2026 assessment report on the Company's operating performance.
15/06/2026	Submitted the project audit report for Unicons, including assessments and recommendations
29/06/2026	Submitted recommendations regarding compliance audit conducted at Coteccons' projects

II. ASSESSMENT OF THE IMPLEMENTATION OF THE BUSINESS PLAN FOR FY2026 AND KEY FINANCIAL INDICATORS

1. Assessment of the implementation of the business plan for FY2026:

Unit: bil VND

	YE2026	Vs. same period in YE2025	Vs. business plan
Revenue	34,340	↑ **38.0%** (vs. 24.885)	↑ **114.5%** (vs. 30,000)
Profit after tax	788	↑ **72.7%** (vs. 456)	↑ **112.6%** (vs. 700)

2. Key financial indicators

No.	Indicators	Unit	YE2026	YE2025
I	**Profit margin**			
1	Gross profit margin	%	4.21	3.28
2	PBT/revenue	%	2.97	2.22
3	PBT/equity	%	10.57	6.16
4	PBT/total asset	%	2.64	1.86
II	**Efficiency ratios**			

No.	Indicators	Unit	YE2026	YE2025
1	Inventory turnover days	Days	88	69
2	Days receivables outstanding	Days	172	205
3	Days payable outstanding	Days	276	265
III	**Liquidity**			
1	Current ratio	Times	1.33	1.35
2	Quick ratio	Times	0.97	1.06
3	Leverage (Total liabilities to equity)	%	3.01	2.31

III. BOS'S RECOMMENDATIONS:

1. Business performance for FY2026

The Company exceeded its revenue and profit targets; and operating cash flow also improved in FY2026. Specifically, during FY2026, cash flow from operating activities recorded a VND 829 billion (compared with the same period last year a negative VND 1,154 billion). To achieve this, the projects have made concerted efforts to accelerate cash collections and enhance receivables management. Nevertheless, inventory levels continued to increase, while several ongoing projects fell into a loss-making position.

To improve the cash flow position in FY 2027, the Company should continue to closely monitor and manage cash flows by: (i) Control of project progress and inventory levels at construction sites; and (ii) Identification and control of projects classified as "red zone" projects.

2. Strengthening working capital control and addressing liquidity pressures

The Company should pay particular attention to accounts receivable, inventories, and debt obligations, as these factors may increase the amount of capital tied up in operations, lengthen the cash conversion cycle, and place significant pressure on the Company's cash flows.

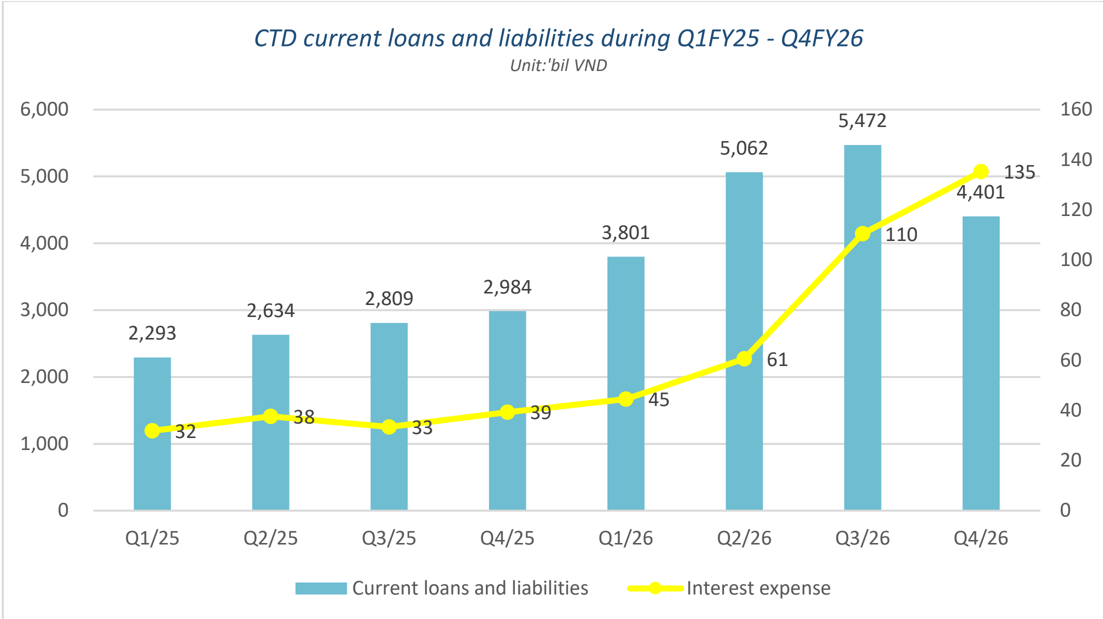
Increase in Accounts Receivables: Trade receivables amounted to VND 15,326 billion in fiscal year 2026, representing an increase of 3% compared to the previous year and 25.2% compared to fiscal year 2024. This growth has adversely affected operating cash flows, while the Company remains obligated to meet payments for operating expenses, subcontractors, suppliers, employees, and other financial commitments.

The risk becomes more pronounced when receivables are concentrated among a limited number of major customers. In such circumstances, the Company may need to rely more heavily on borrowings or short-term financing sources to compensate for the capital tied up in outstanding receivables, thereby increasing financing costs and liquidity risks.

Significant Increase in Inventories: Inventories increased substantially from VND 5,964 billion to VND 9,906 billion in fiscal year 2026, equivalent to a year-on-year increase of 66%. The rise in construction work in progress and the value of projects pending acceptance, settlement, and collection has created considerable pressure on cash flow, as costs have already been incurred while cash inflows from customers have yet to be realized. In addition to the increased capital requirement, prolonged inventory holding periods may lead to a higher risk of value impairment, additional storage and preservation costs, losses, and the need for inventory provisions.

Debt and Interest Expense: The Company's borrowing levels have increased rapidly, giving rise to significant financial and liquidity risks. Short-term borrowings rose sharply to VND 4,401 billion in 2026, an increase of approximately 47.5% compared to 2025. Meanwhile, interest expense surged by 146%, from VND 143 billion to VND 351 billion, reflecting the growing burden of financing costs.

This capital structure increases liquidity risk, particularly in circumstances where operating cash flows have not improved at a commensurate pace with the growth in borrowing and financing obligations.



Considering the above, the Management should focus on three key objectives: **(1) Accelerating cash collections → (2) Releasing tied-up working capital → (3) Reducing the need for borrowings**.

Effective management of trade receivables and inventory should be regarded as the fundamental solution to improving cash flow, rather than continuing to increase short-term borrowings to cover working capital shortfalls. Strengthening cash flow management in this direction will contribute to **reducing financing costs, improving the Company's liquidity position, and enhancing its financial flexibility and self-sufficiency**.

3. **Enhanced oversight of red zone projects**

The Board of Supervisors (BOS) notes that the decline in profit margins of certain projects during implementation has adversely affected the Company's overall business performance. Therefore, the Company should strengthen its mechanisms for the early identification and control of projects at risk of being classified as **"Red Zone"**, with a view to preventing and mitigating cost overruns during project implementation.

First, the RCA Division should take the lead, in coordination with relevant functional departments, in developing and establishing a consistent set of criteria for classifying **Red Zone projects**, covering key aspects including financial performance, project schedule, construction and technical performance, safety and security, quality, and other relevant factors. Based on these criteria, the Company should establish appropriate control measures and response mechanisms for submission to the Management Board for approval and consistent implementation across the Company.

The assessment and classification of Red Zone projects should be conducted periodically. At the same time, any project showing signs of significant risk should be promptly reported to the Management Board for timely intervention and corrective actions. This approach will help mitigate further deterioration in project profitability and safeguard the Company's overall business performance.

4. **Prudent oversight of bond issuance proceeds**

On February 5, 2026, Coteccons announced the successful issuance of 14 million bonds, with a total value of VND 1,400 billion, a three-year tenor from January 30, 2026, a fixed interest rate of 9% per annum, and interest payments made semi-annually. The bond issuance contributes to diversifying the

Company's funding sources, strengthening liquidity, and supporting its funding requirements for business operations.

However, the Board of Supervisors notes that the Board of Directors should strengthen its oversight of the utilization of the VND 1,400 billion in proceeds, ensuring that the funds are used for their intended purposes, efficiently, and in accordance with the approved financial plan. The Company should establish a specific capital allocation and utilization plan, while periodically assessing the effectiveness of capital utilization and the cash flow-generating capacity of the activities financed by these proceeds.

In addition, the Company should proactively develop a cash flow plan to ensure sufficient resources to meet periodic bond interest payments and repay the principal upon maturity. These measures will help mitigate liquidity risks while maintaining CTD's reputation and creditworthiness in the market.

Ho Chi Minh City, 25 September 2026

ON BEHALF OF BOS

HEAD OF BOS

NGUY GIA HOANG

PROPOSAL No.1

Re: Annual Reports for Submission to the FY2026 AGM

To: Esteemed Shareholders of Coteccons Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a few articles of the Law on Enterprises, and its implementing regulations;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated 26th November 2019;*
- *Pursuant to the Company's Charter of Coteccons Construction Joint Stock Company.*

The Board of Directors of Coteccons Construction Joint Stock Company would like to submit to the Annual General Meeting of Shareholders for FY2026 (AGM) for consideration and approval:

1. Report on the Activities of the Board of Directors in FY2026 and the Activity Plan for FY2027.
2. Report on the Activities of Each Independent Member of the Board of Directors, namely Mr. TAN Chin Tiong and Mr. Tong Van Nga.
3. Report on the Activities of the Board of Supervisors in FY2026 and the Activity Plan for FY2027.

The Board respectfully submits the above matters to the AGM for consideration and approval.

Ho Chi Minh City, 25 September 2026

ON BEHALF OF BOARD OF DIRECTORS

Chairman

BOLAT DUISENOV

PROPOSAL No.2

Re: Audited Financial Statements for FY2026 and the Audited Report on the Use of Proceeds from the Public Bond Offering

To: Esteemed Shareholders of Coteccons Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a few articles of the Law on Enterprises, and its implementing regulations;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated 26th November 2019 and guiding regulations;*
- *Pursuant to the Company's Charter of Coteccons Construction Joint Stock Company.*

The Board of Directors of Coteccons Construction Joint Stock Company would like to submit to the Annual General Meeting of Shareholders for FY2026 (AGM) for consideration and approval:

1. **The Audited Financial Statements for FY2026 and FY2026 business results with key indicators as follows:**

No.	Description	Unit	Amount
1.	Net revenue from sales of goods and render of services	VND	34,339,621,317,795
2.	Profit before tax	VND	1,019,989,075,217
3.	Profit after tax	VND	788,387,654,043
4.	Total assets	VND	38,695,687,944,031
5.	Owner's equity	VND	9,652,381,832,998

Details of the Report have been disclosed in accordance with applicable regulations and are available on the Company's website at: https://www.coteccons.vn/en/investor-relations/

2. **Audited Report on the Use of Proceeds from the Public Bond Offering**

Details of the Report have been disclosed in accordance with applicable regulations and are available on the Company's website at: https://www.coteccons.vn/en/investor-relations/

The Board respectfully submits the above matters to the AGM for consideration and approval.

Ho Chi Minh City, 25 September 2026

ON BEHALF OF BOARD OF DIRECTORS

Chairman

BOLAT DUISENOV

PROPOSAL No.3

Re: Profit distribution plan

To: Esteemed Shareholders of Coteccons Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a few articles of the Law on Enterprises, and its implementing regulations;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated 26th November 2019 and guiding regulations;*
- *Pursuant to the Company's Charter of Coteccons Construction Joint Stock Company.*

The Board of Directors of Coteccons Construction Joint Stock Company would like to submit to the Annual General Meeting of Shareholders for FY2026 (AGM) for consideration and approval of the profit distribution plan as follows:

No.	Description	Unit	Amount
1	**Total accumulated Retained Earnings on Consolidated Financial Statements as of Jun 30th, 2026**	**VND**	**1,741,063,791,209**
1.1	*Total accumulated Retained Earnings on Consolidated Financial Statements as of June 30th, 2025*	*VND*	*952,710,159,404*
1.2	*Retained Earnings for FY2026*	*VND*	*788,353,631,805*
2	**Profit distribution plan**		
2.1	*Allocation to Funds*	*VND*	*0*
2.2	*Dividend payment*	*VND*	*0*
3	**Remaining Retained Earnings After Distribution**	**VND**	**1,741,063,791,209**

The Board respectfully submits the above matters to the AGM for consideration and approval.

Ho Chi Minh City, 25 September 2026

ON BEHALF OF BOARD OF DIRECTORS

Chairman

BOLAT DUISENOV

PROPOSAL No.4

Re: FY2027 Business Plan

To: Esteemed Shareholders of Coteccons Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a few articles of the Law on Enterprises, and its implementing regulations;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated 26th November 2019 and guiding regulations;*
- *Pursuant to the Company's Charter of Coteccons Construction Joint Stock Company.*

The Board of Directors of Coteccons Construction Joint Stock Company would like to submit to the Annual General Meeting of Shareholders for FY2026 (AGM) for consideration and approval of the FY2027 Business Plan as follows:

No.	Description	Unit	Target of the FY2027	Actual 2026	Growth
1.	Consolidated revenue	Bil. VND	42,000	34,340	22%
2.	Consolidated profit after tax	Bil. VND	1,050	788	34%

The Board respectfully submits the above matters to the AGM for consideration and approval.

Ho Chi Minh City, 25 September 2026

ON BEHALF OF BOARD OF DIRECTORS

Chairman

BOLAT DUISENOV

PROPOSAL No.5

Re: Report on the Remuneration of the Board of Directors and Board of Supervisors for FY2026 and Proposed Remuneration for FY2027

To: Esteemed Shareholders of Coteccons Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a few articles of the Law on Enterprises, and its implementing regulations;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated 26th November 2019 and guiding regulations;*
- *Pursuant to the Company's Charter of Coteccons Construction Joint Stock Company.*

The Board of Directors of Coteccons Construction Joint Stock Company would like to submit to the Annual General Meeting of Shareholders for FY2026 (AGM) for consideration and approval of the following matters:

1. The total remuneration paid to members of the BOD and BOS for FY2026, in accordance with Article 1.2 of AGM Resolution No. 06/2025/NQ-DHCD dated 20 October 2025, amounted to VND **2,916,000,000**. The details of the remuneration for each member are listed and disclosed in the audited financial report for FY2026.
2. The total remuneration for members of the BOD and BOS for FY2027 is VND **5,000,000,000**. Authorize the Chairman of the BOD to determine the specific remuneration for each member in FY2027 and the interim advance payment for members during the period from the end of FY2027 until the next AGM.

The Board respectfully submits the above matters to the AGM for consideration and approval.

Ho Chi Minh City, 25 September 2026

ON BEHALF OF BOARD OF DIRECTORS

Chairman

BOLAT DUISENOV

PROPOSAL No.6

Re: Selection of the Independent Auditor for FY2027

To: Esteemed Shareholders of Coteccons Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a few articles of the Law on Enterprises, and its implementing regulations;*
- *Pursuant to the Securities Law No. 54/2019/QH14 dated 26th November 2019 and guiding regulations;*
- *Pursuant to the Company's Charter of Coteccons Construction Joint Stock Company.*

The Board of Directors of Coteccons Construction Joint Stock Company respectfully submits to the AGM for consideration and approval the authorization for the Board of Directors to select one of the Big Four audit firms in Vietnam, approved by the State Securities Commission of Vietnam, to serve as the Company's auditor for FY2027, as follows:

1. PwC (Vietnam) Company Limited
2. Deloitte Vietnam Company Limited
3. KPMG Company Limited
4. Ernst & Young Vietnam Company Limited

The Board respectfully submits the above matters to the AGM for consideration and approval.

Ho Chi Minh City, 25 September 2026

ON BEHALF OF BOARD OF DIRECTORS

Chairman

BOLAT DUISENOV

PROPOSAL No.7

Re: Amendments to the Company Charter, Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors

To: Shareholders of Coteccons Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a few articles of the Law on Enterprises, and its implementing regulations;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its implementing regulations;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of several articles of the Law on Securities;*
- *Pursuant to the Company's Charter of Coteccons Construction Joint Stock Company.*

To ensure compliance with applicable laws and regulations, particularly the new provisions under Law No. 76/2025/QH15 and Decree No. 245/2025/ND-CP, while also addressing the practical requirements of the Company's governance and management, the Board of Directors has reviewed the Company's current Charter and internal governance regulations.

Based on such review, the Board of Directors has determined that certain provisions of the Company Charter, Internal Regulations on Corporate Governance and Regulations on Operation of the Board of Directors should be amended and supplemented to ensure alignment with applicable laws and regulations and the Company's actual organizational, governance, and management practices.

Accordingly, the Board of Directors of Coteccons Construction Joint Stock Company would like to submit to the Annual General Meeting of Shareholders for the fiscal year 2026 (AGM) for consideration and approval the proposed amendments and supplements, as detailed in the Appendices attached to this Proposal:

1. Appendix 01 - Summary table of amendments to the Charter;
2. Appendix 02 - Summary table of amendments to certain provisions of the Internal Regulations on Corporate Governance;
3. Appendix 03 - Summary table of amendments to the Operating Regulations of the Board of Directors;

The Board respectfully submits the above matters to the AGM for consideration and approval.

Ho Chi Minh City, 25 September 2026

ON BEHALF OF BOARD OF DIRECTORS

Chairman

BOLAT DUISENOV

APPENDIX 01
SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE CHARTER

I. Amendments and Supplements to the Charter in accordance with New Legal Regulations

These amendments and supplements update the Charter and ensure its compliance with Decree No. 245/2025/ND-CP amending and supplementing Decree No. 155/2020/ND-CP, which came into effect on September 11, 2025:

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
Article 26. Composition and term of office of members of the Board of Directors 3. The structure of the members of the Board of Directors is as follows: **The structure of the Company's Board of Directors must ensure that at least 1/3 of the total members of the Board of Directors are non-executive members.**	**Article 26. Composition and Term of Office of Members of the Board of Directors** *** Amend Clause 3, Article 26:** 3. The structure of the members of the Board of Directors is as follows: a. The number of non-executive members of the Company's Board of Directors must comply with the following: - There must be at least 01 non-executive member where the Company has from 03 to 05 members of the Board of Directors; - There must be at least 02 non-executive members where the Company has from 06 to 08 members of the Board of Directors; - There must be at least 03 non-executive members where the Company has from 09 to 11 members of the Board of Directors.". *** Add new Clause 7:** 7. A member of the Company's Board of Directors may concurrently be a member of the Board of Directors or the Members' Council of no more than 05 other companies.	- To comply with the new provision at clause 79, Article 1 of Decree No. 245/2025: *"2. The number of non-executive members of the Board of Directors of a public company must comply with the following:* *a) At least 01 non-executive member where the company's Board of Directors has 03 to 05 members;* *b) At least 02 non-executive members where the company's Board of Directors has 06 to 08 members;* *c) At least 03 non-executive members where the company's Board of Directors has 09 to 11 members."* - To comply with the new provision at clause 78, Article 1 of Decree No. 245/2025: *"A member of the Board of Directors of a public company may concurrently be a member of the Board of Directors or the Members' Council of no more than 05 other companies."*

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
Article 27. Rights and obligations of the Board of Directors	**Article 27. Rights and obligations of the Board of Directors** ***Add points q1 and q2 after point q, clause 2:** q1. Organize training and refresher courses on corporate governance and necessary skills for members of the Board of Directors, the General Director, the Corporate Governance Officer, and other managers of the Company. q2. Pay dividends to shareholders in accordance with law after approval by the annual General Meeting of Shareholders.	- To comply with the new provision at clause 81, Article 1 of Decree No. 245/2025: *"8. Organize training and refresher courses on corporate governance and necessary skills for members of the Board of Directors, the General Director, the Corporate Governance Officer, and other managers of the company.* *10. Pay dividends to shareholders in accordance with law after approval by the annual General Meeting of Shareholders"*
Article 42. Duty of loyalty and avoidance of conflicts of interest	**Article 42. Duty of loyalty and avoidance of conflicts of interest** *** Add Clauses 7 and 8 after Clause 6:** 7. The Company shall not provide loans or guarantees to the people specified in Article 293 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of certain provisions of the Law on Securities, as amended, supplemented, or replaced from time to time.	To comply with the Article 293 of Decree No. 155/2020 and the new provision at clause 84, Article 1 of Decree No. 245/2025: *"1. A public company shall not provide loans or guarantees to a shareholder being an individual or a related person of such individual shareholder, unless the public company is a credit institution.* *2. A public company shall not provide loans or guarantees to a shareholder being an organization or a related person of such shareholder being an individual, except in the following cases:* *a) The public company is a credit institution;* *b) The shareholder is a subsidiary, in cases where the subsidiary has no shares or capital contribution held by the State and contributed capital to or purchased shares of the public*

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
		company before July 1, 2015; *3. A public company shall not provide loans or guarantees to a related person of a shareholder being an organization, except in the following cases:* *a) The public company is a credit institution;* *b) The public company and the organization being a related person of the shareholder are companies within the same group or companies operating under a group model, including parent company – subsidiary or economic group, and the transaction has been approved by the General Meeting of Shareholders or the Board of Directors in accordance with the company's charter; and the organization being a related person is not a shareholder of the public company as prescribed in clause 2 of this Article.* *c) Where otherwise provided by law.*

II. Additional Provisions to Align with Current Laws

These provisions are based on the Law on Enterprises No. 59/2020/QH14 and Decree No. 155/2020/ND-CP and are updated and incorporated into the Charter to align with current laws and regulations:

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
Article 2. Name, form, head office, branches, representative offices, business locations, and duration of operation of the Company 4. The Company may establish branches and representative offices in business locations to support	**Article 2. Name, form, head office, branches, representative offices, business locations, and duration of operation of the Company** ***Add points c and d to clause 4:**	Supplement information on overseas branches/representative offices in line with the Company's actual situation and in compliance with point a, clause 2, Article 24 of the Law on Enterprises 2020.

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
the achievement of the Company's objectives, subject to resolutions of the Board of Directors and applicable laws. The Company currently maintains: **a. Representative Office in Hanoi:** - **Name:** Coteccons Construction Joint Stock Company Representative Office - **Address:** Room CP2.08.04, 8th Floor, Tower 2, Office Area, No. 29 Lieu Giai Street, Ngoc Ha Ward, Hanoi City, Vietnam - **Telephone:** (+84.24) 3783 4851 - **Fax:** (+84.24) 3783 4850 **b. Binh Duong Branch:** - **Name:** Coteccons Construction Joint Stock Company Branch - **Address:** Land Plot No. 1423 under Map Sheet B2 and Land Plots No. 103 & 106 under Map Sheet DC9, Quarter 1B, An Phu Ward, Ho Chi Minh City, Vietnam - **Telephone:** (+84) 650 713 390 - **Fax:** (+84) 650 713 389	**c. Branch of Coteccons Construction Joint Stock Company in Taiwan** - Address: 6F, No. 178, Fuxing N. Road, Zhongshan District, Taipei City, Taiwan. - Telephone: (+886) 2 2715 2900 - Fax: (+886) 2 2715 2955 **d. Guangzhou Representative Office of Coteccons Vietnam Construction Joint Stock Company** - Address: Room 213, 9th Floor, No. 123 Yuexiu South Road, Yuexiu District, Guangzhou City, China.	
Article 5. Scope of business and operations of the Company The Company is permitted to conduct business activities in the lines of business specified in this Charter that have been registered and for which changes to registration details have been notified to the business registration authority, and which have been published on the National Business Registration Portal. The Company may conduct business activities in other fields	**Article 5. Scope of business and operations of the Company** The Company is permitted to conduct business activities in the lines of business specified in this Charter that have been registered and for which changes to registration details have been notified to the business registration authority, and which have been published on the National Business Registration Portal. The Company may conduct business activities in other	This amendment aims to broaden the Company's freedom of business in accordance with law, specifically: * Clause 1, Article 7 – Law on Enterprises 2020: *"Article 7. Rights of enterprises: **1. To freely conduct business in lines of business not prohibited by law**."* * Clause 1, Article 5 – Law on Investment 2025: *"**1. Investors have the right to conduct business investment activities in***

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
permitted by law and approved by the General Meeting of Shareholders.	fields not prohibited by law and approved by the General Meeting of Shareholders.	***lines of business not prohibited by this Law****. For conditional business investment lines, investors must satisfy the business investment conditions prescribed by law."*
Article 14. General Meeting of Shareholders 3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases: b. The remaining number of members of the Board of Directors or the Board of Supervisors is less than the minimum number of members required by law; 4. Convening an extraordinary General Meeting of Shareholders: a. The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date the number of members of the Board of Directors, independent members of the Board of Directors, or the remaining members of the Board of Supervisors is as prescribed in Clause 3(b) of this or receiving the requests mentioned in Points c and d of Clause 3 of this. b. Where the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the following 30 days, the Board of Supervisors shall replace the Board of Directors in convening the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises;	**Article 14. General Meeting of Shareholders** ***Amendment and supplementation of Point b, Clause 3** 3. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases: b. The remaining number of members of the Board of Directors, independent members of the Board of Directors, members of the Board of Supervisors is less than the minimum number of members required by law; or the number of members of the Board of Directors is reduced by more than one-third compared to the number of members specified in this Charter; ***Amendment and supplementation of Point a, b, Clause 4** 4. Convening an extraordinary General Meeting of Shareholders: a. The Board of Directors must convene the General Meeting of Shareholders within 30 days from the date on which the remaining number of members of the Board of Directors, independent members of the Board of Directors, or members of the Board of Supervisors falls below the minimum number of members prescribed by law, or from receipt of a request as prescribed in Points c and d, Clause 3 of this Article. If the number of members of the Board of Directors is	1. Supplement the case in which the Board of Directors convenes a General Meeting of Shareholders in compliance with clause 4, Article 160 of the Law on Enterprises 2020: *"4. The Board of Directors must convene a General Meeting of Shareholders to elect additional members of the Board of Directors in the following cases:* ***a) The number of members of the Board of Directors is reduced by more than one-third of the number stipulated in the company's charter. In this case, the Board of Directors must convene a General Meeting of Shareholders within 60 days from the date the number of members is reduced by more than one-third;*** ***b) The number of independent members of the Board of Directors decreases and fails to ensure the ratio prescribed at point b, clause 1, Article 137 of this Law."*** 2. Supplement the time limit for convening an extraordinary General Meeting of Shareholders and the responsibility of the Board of Directors in compliance with clause 4, Article

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
	reduced by more than one-third of the number of members stipulated in this Charter, the time limit for convening the meeting shall be 60 days from the date on which such event occurs. If the Board of Directors fails to convene the General Meeting of Shareholders as prescribed, the Chairman of the Board of Directors and the members of the Board of Directors must compensate the Company for any damage arising. b. Where the Board of Directors fails to convene the General Meeting of Shareholders as prescribed in Point a, Clause 4 of this Article, then within the following 30 days, the Board of Supervisors shall replace the Board of Directors in convening the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises. If the Board of Supervisors fails to convene the General Meeting of Shareholders as prescribed, the Board of Supervisors must compensate the Company for any damage arising.	160 and clauses 2 and 3, Article 140 of the Law on Enterprises 2020: *"2. Unless otherwise provided in the company's charter, the Board of Directors must convene a General Meeting of Shareholders within 30 days from the date the circumstance prescribed at point b, clause 1 of this Article occurs or from the date of receipt of a request to convene a meeting as prescribed at points c and d, clause 1 of this Article.* ***Where the Board of Directors fails to convene a General Meeting of Shareholders as prescribed, the Chairman of the Board of Directors and the members of the Board of Directors must compensate the company for damages arising.*** *3. Where the Board of Directors fails to convene a General Meeting of Shareholders as prescribed in clause 2 of this Article, within the next 30 days the Supervisory Board shall replace the Board of Directors in convening the General Meeting of Shareholders in accordance with this Law.* ***Where the Board of Supervisors fails to convene a General Meeting of Shareholders as prescribed, the Board of Supervisors must compensate the company for damages arising."***
Article 15. Rights and Obligations of the General	**Article 15. Rights and Obligations of the General**	Expand the reference so that any

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
Meeting of Shareholders 2. The General Meeting of Shareholders discusses and approves the following matters: s. Approval of the transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities	**Meeting of Shareholders** ***Amendment to Point s, Clause 2:** 2. The General Meeting of Shareholders discusses and approves the following matters: s. Approval of the transactions specified in Clause 4, Article 293 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and any documents amending, supplementing, or replacing it from time to time.	amendment, supplement, or replacement of the referenced document is automatically reflected without amending the Charter.
Article 20. Procedures for Conducting Meetings and Voting at the General Meeting of Shareholders 1. Before the opening of the meeting, the Company must conduct the shareholder registration procedure and continue such registration until all shareholders entitled to attend the meeting who are present have completed their registration, in the following order: a. When registering shareholders, the Company shall issue to each shareholder or authorized representative with voting rights a voting card, on which are recorded the registration number, the full name of the shareholder, the full name of the authorized representative, and the number of votes of that shareholder. The General Meeting of Shareholders discusses and votes on each matter on the agenda. Voting is conducted by voting in favor, against, or abstaining. **At the Meeting, the cards in favor of a resolution are collected first, then the cards against the resolution, and finally the total number of votes in favor or against is counted for a decision**. The vote-	**Article 20. Procedures for Conducting Meetings and Voting at the General Meeting of Shareholders** ***Amendment and supplement Point a, Clause 1:** Before the opening of the meeting, the Company must conduct the shareholder registration procedure and continue such registration until all shareholders entitled to attend the meeting who are present have completed their registration, in the following order: a. When registering shareholders, the Company shall issue to each shareholder or authorized representative with voting rights a voting card/voting ballot/election ballot, on which are recorded the registration number, the full name of the shareholder, the full name of the authorized representative, and the number of voting ballots/election ballots of that shareholder. The General Meeting of Shareholders discusses and votes on each matter on the agenda. Voting is conducted by voting in favor, against, or abstaining. The vote-counting results are announced by the Chairperson/vote-counting committee immediately	Coteccons has applied electronic voting for its General Meetings of Shareholders; therefore, the content "**the cards in favor of a resolution shall be collected first, then the cards against; finally, the total number of votes in favor or against shall be counted for decision"** is adjusted as follows to conform to clause 5, Article 146 of the Law on Enterprises 2020: *"5. The General Meeting of Shareholders shall discuss and vote on each matter on the agenda. **Voting shall be conducted by voting in favor, against, and abstention**.*

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
counting results are announced by the Chairperson immediately before the closing of the meeting. The Meeting elects the persons responsible for counting votes or supervising the vote count at the proposal of the Chairperson. The number of members of the vote-counting committee is decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting. 10. Where the Company applies modern technology to organize the General Meeting of Shareholders via online meeting, the Company is responsible for ensuring that shareholders may attend and vote by electronic voting or other electronic forms as prescribed in Article 144 of the Law on Enterprises and **Clause 3, Article 273 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.**	before the closing of the meeting. The Meeting elects the persons responsible for counting votes or supervising the vote count at the proposal of the Chairperson. The number of members of the vote-counting committee is decided by the General Meeting of Shareholders based on the proposal of the Chairperson of the meeting; ***Amend Clause 10, Article 20:** 10. Where the Company applies modern technology to organize the General Meeting of Shareholders via online meeting, the Company is responsible for ensuring that shareholders may attend and vote by electronic voting or other electronic forms as prescribed in Article 144 of the Law on Enterprises and Clause 3, Article 273 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and any documents amending, supplementing, or replacing it from time to time	Expand the reference so that any amendment, supplement, or replacement of the referenced document is automatically reflected without amending the Charter.
Article 22. Authority and Procedures for Soliciting Shareholders' Written Opinions for the Adoption of Resolutions of the General Meeting of Shareholders 4. Shareholders may return the completed written opinion forms to the Company by post, fax or email in accordance with the following provisions: d. Shareholders may vote in writing **or by electronic voting.** When deemed necessary, the convener of the General Meeting of Shareholders may deploy either of the above forms or other forms of collecting	**Article 22. Authority and Procedures for Soliciting Shareholders' Written Opinions for the Adoption of Resolutions of the General Meeting of Shareholders** *** Amendment to Point d, Clause 4 of Article 22:** 4. Shareholders may return the completed written opinion forms to the Company by post, fax or email in accordance with the following provisions: d. Shareholders may vote in writing or by electronic voting or in other forms consistent with the provisions	Add other forms to broaden the choice of voting methods when collecting shareholders' written opinions.

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
shareholders' opinions on the following principles: suitability to the actual situation, compliance with law, compliance with the Charter, ensuring the principles of openness and transparency, and ensuring the lawful rights and interests of shareholders	of law from time to time. When deemed necessary, the convener of the General Meeting of Shareholders may deploy one or a combination of the above forms or other forms of collecting shareholders' opinions on the following principles: suitability to the actual situation, compliance with law, compliance with the Charter, ensuring the principles of openness and transparency, and ensuring the lawful rights and interests of shareholders	
Article 27. Rights and obligations of the Board of Directors 3. The Board of Directors must report to the General Meeting of Shareholders on the results of its activities in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.	**Article 27. Rights and obligations of the Board of Directors** ***Amendment to Clause 3:** 3. The Board of Directors must report to the General Meeting of Shareholders on the results of its activities in accordance with Article 280 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and any documents amending, supplementing, or replacing it from time to time	Expand the reference so that any amendment, supplement, or replacement of the referenced document is automatically reflected without amending the Charter.
Article 30. Meetings of the Board of Directors	**Article 30. Meetings of the Board of Directors** ***Add new Clause 15 after Clause 14:** 15. Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. Minutes must be prepared in Vietnamese and may additionally be prepared in a foreign language (if necessary), containing the principal contents prescribed in Article 158 of the Law on Enterprises. Where the chairperson or the minute-taker refuses to	Add new clause 15 to update the provision at clause 2, Article 158 of the Law on Enterprises 2020 on the validity of Board meeting minutes where the chairperson or the minute-taker refuses to sign, and to separate the responsibility of the Chairman of the Board of Directors for convening and chairing meetings from the responsibility for signing meeting minutes:

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
	sign the meeting minutes, but the minutes are signed by all other attending members of the Board of Directors who agree to adopt them, and the minutes contain all the contents prescribed in Points a, b, c, d, đ, e, g, and h, Clause 1, Article 158 of the Law on Enterprises, the minutes shall be effective. The meeting minutes shall clearly record the refusal of the chairperson or the minute-taker to sign. The persons signing the meeting minutes bear joint and several responsibility for the accuracy and truthfulness of the contents of the minutes of the Board of Directors meeting.. The chairperson and the minute-taker bear personal responsibility for any damage caused to the enterprise by their refusal to sign the meeting minutes in accordance with the Law on Enterprises, the Company's Charter, and relevant laws. The chairperson, the minute-taker, and the persons who sign the minutes are responsible for the truthfulness and accuracy of the contents of the minutes of the Board of Directors meeting. Minutes of meetings of the Board of Directors and the documents used at the meetings must be kept at the head office of the Company.	*1. Meetings of the Board of Directors must be recorded in minutes and may be audio-recorded, recorded, and stored in other electronic forms. Minutes must be prepared in Vietnamese and may additionally be prepared in a foreign language, including the following principal contents: ...* *"2. Where the chairperson or the minute-taker refuses to sign the meeting minutes, the minutes shall nevertheless be effective if signed by all other attending members of the Board of Directors who agree to approve the minutes, and the minutes contain all the contents prescribed at points a, b, c, d, đ, e, g, and h, clause 1 of this Article. The minutes shall clearly record the refusal of the chairperson or the minute-taker to sign. The persons signing the meeting minutes shall be jointly liable for the accuracy and truthfulness of the contents of the minutes of the Board of Directors' meeting. The chairperson and the minute-taker shall be personally liable for damages caused to the enterprise due to their refusal to sign the minutes in accordance with this Law, the company's charter, and relevant laws.".*
Article 39. Rights and obligations of the Board of Supervisors	**Article 39. Rights and obligations of the Board of Supervisors** 7. To report to the General Meeting of Shareholders	Expand the reference so that any amendment, supplement, or replacement of the referenced document is automatically

CURRENT CHARTER	DRAFT AMENDED CHARTER	EXPLANATION OF REASONS AND LEGAL BASIS
7. To report to the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities.	in accordance with Article 290 of Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of a number of articles of the Law on Securities and any amendments, supplements, or replacement regulations in effect from time to time.	reflected without amending the Charter.

APPENDIX 02

SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS OF THE INTERNAL REGULATIONS ON CORPORATE GOVERNANCE

The amendments and supplements to the Corporate Governance Regulations mainly aim to update and align them with the Company's Charter, without changing the basic governance principles, management structure, authority, and responsibilities already provided for and applied at the Company.

CURRENT REGULATIONS	AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
Preamble **CORPORATE GOVERNANCE REGULATIONS** **COTECCONS CONSTRUCTION JOINT STOCK COMPANY** **Article 1. Scope of regulation** The Corporate Governance Regulations of Coteccons Construction Joint Stock Company are developed in accordance with the Law on Enterprises, the Law on Securities, Decree 155/2020/ND-CP, and other relevant legal documents	**Preamble** **INTERNAL REGULATIONS ON CORPORATE GOVERNANCE** **COTECCONS CONSTRUCTION JOINT STOCK COMPANY** **Article 1. Scope of regulation** The Internal Regulations on Corporate Governance of Coteccons Construction Joint Stock Company (hereinafter referred to as the "Regulations") are developed in accordance with the Law on Enterprises, the Law on Securities, Decree 155/2020/ND-CP, and other relevant legal documents	The name is amended to comply with Clause 2, Article 270 of Decree 155/2020/ND-CP
Article 2: Interpretation of terms 4. "Non-executive member of the Board of Directors" means a member of the Board of Directors who is not the **Chairman of the Board of Directors**, the General Director (CEO), a Deputy General Director (Executive Director), the Chief Accountant, or another executive as prescribed by the Company's Charter and by law. 5. "Independent member of the Board of Directors" means a member of the Board of Directors who satisfies the following conditions: a. Is not a person currently working for the Company, its parent company, or a subsidiary of the	**Article 2: Interpretation of terms** ***Amend Clause 4, 5 Article 2** 4. A non-executive member of the Board of Directors is a member of the Board of Directors who is not the General Director (CEO), a Deputy General Director, the Chief Accountant, or another executive as prescribed by the company's Charter. 5. "Independent member of the Board of Directors" means a member of the Board of Directors who satisfies the following standards and conditions: a. Is not a person currently working for the Company, its parent company, or a subsidiary of the Company; is not a person who worked for the Company, its parent	- To comply with Clause 56, Article 3 of Decree 155/2020/ND-CP, pursuant to which the Chairman of the Board of Directors is not automatically excluded from the category of non-executive members of the Board of Directors. - To comply with Point a, Clause 2, Article 155 of the Law on Enterprises No. 59/2020/QH14.

CURRENT REGULATIONS	AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
Company; is not a person who worked for the Company or a subsidiary of the Company during at least the preceding 03 consecutive years.	company, or a subsidiary of the Company during at least the preceding 03 consecutive years;	
Article 3: Rights and obligations of Shareholders 2. Shareholders have the right to protect their lawful interests. Where a decision of the GMS violates the law or the Company's Charter, or a decision adopted by the Board of Directors is **contrary to the law** or the Company's Charter and causes damage to the Company, shareholders have the right to request the cancellation or suspension of that decision in accordance with the Law on Enterprises.	**Article 3: Rights and obligations of Shareholders** ***Amend Clause 2, Article 3:** 2. Shareholders have the right to protect their lawful interests. Where a Resolution of the GMS violates the law or the Company's Charter, or a resolution or decision adopted by the Board of Directors is contrary to the law, a GMS resolution, or the Company's Charter and causes damage to the Company, shareholders of the Company have the right to request a competent authority to suspend the implementation of, or cancel, such resolution or decision in accordance with the Law on Enterprises and the Company's Charter.	To comply with Clause 4, Article 153 of the Law on Enterprises No. 59/2020/QH14: *"4. Where a resolution or decision adopted by the Board of Directors is* ***contrary to the law, a resolution of the General Meeting of Shareholders, or the company's charter and causes damage to the company****, the members who voted to adopt that resolution or decision shall be jointly and personally liable for it and must compensate the company for the damage; members who opposed the adoption of that resolution or decision shall be exempt from liability. In this case,* ***shareholders of the company have the right to request the Court to suspend the implementation of, or cancel, the said resolution or decision****."*
Article 7: Procedures for approving matters by the GMS in the form of an online conference 4.3. Where a shareholder has registered to attend the online GMS but does not cast votes on the System or logs out of the System before the time the Company closes the ballot box/ends the collection of ballots (the "Voting Closing Time"), or loses connection (due to transmission or network errors) before the Voting Closing Time, the System will record the shareholder's attendance at the meeting, and any items on which the Shareholder has not voted or cast	**Article 7: Procedures for approving matters by the GMS in the form of an online conference** ***Amend Section 4.3, Clause 4:** 4.3. Where a shareholder has registered to attend the online GMS but does not vote or cast election ballots on the System before the time the Company ends the collection of ballots/closes the ballot box (the "Voting Closing Time"), or logs out of the System before that time, the System will still record the Shareholder's attendance. For items on which the Shareholder has not exercised the right to vote or elect, the System will	Clarify the treatment of shareholders who attend the General Meeting but do not exercise their voting rights. Accordingly, a shareholder will be recorded as "not voting" on the relevant matter, instead of being automatically deemed to have "no opinion", ensuring consistency with the principle that voting results are determined based on the number of shareholders attending and voting on each matter. In addition, introduce a mechanism to address

CURRENT REGULATIONS	AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
election ballots will be treated as **No opinion**/Not voting for any candidate.	record that the Shareholder did not exercise the right to vote on that item or did not vote for any candidate. Where the failure to vote or elect arises from an error of the System managed and operated by the Company (transmission or network errors), the Chairman of the Meeting or the Vote Counting Committee shall consider and handle the matter in accordance with the Regulations on organization of the Meeting to safeguard the lawful rights of shareholders.	cases where shareholders are unable to vote or cast their ballots due to system errors, in order to protect the lawful rights and interests of shareholders and minimize the risk of disputes regarding the validity of resolutions adopted by the General Meeting of Shareholders
Article 11: Membership of the Board of Directors 3. A member of the Board of Directors must not concurrently be a member of the Board of Directors at more than five (05) other companies.	**Article 11: Membership of the Board of Directors** ***Amend Clause 3, Article 11:** 3. A member of the Company's Board of Directors may concurrently be a member of the Board of Directors or the Members' Council at a maximum of 05 other companies.	To comply with the new provision in Clause 78, Article 1 of Decree No. 245/2025/ND-CP, amending and supplementing Clause 3, Article 275 of Decree No. 155/2020/ND-CP.
Article 12. Composition of the Board of Directors 1. The number of members of the Board of Directors shall be at least five (05) and at most eleven (11). 2. The structure of the Board of Directors is as follows: The structure of the Company's Board of Directors must ensure that **at least 1/3 of the total number of Board members are non-executive members.**	**Article 12. Composition of the Board of Directors** ***Amend Article 12:** 1. The number of members of the Board of Directors shall be at least 05 and at most 11. The specific number of Board members for each period/term shall be decided by the General Meeting of Shareholders. 2. The structure of the Board of Directors is as follows: a. The number of non-executive members of the Company's Board of Directors must comply with the following: - At least 01 non-executive member where the Company has from 03 to 05 Board members; - At least 02 non-executive members where the Company has from 06 to 08 Board members; - At least 03 non-executive members where the Company has from 09 to 11 Board members.	To comply with the new provision in Clause 79, Article 1 of Decree No. 245/2025/ND-CP amending and supplementing Clause 2, Article 276 of Decree No. 155/2020/ND-CP on the number of non-executive Board members of public companies, and with Clause 1, Article 154 of the Law on Enterprises 2020 on the number of Board members.

CURRENT REGULATIONS	AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
Article 14. Responsibilities of members of the Board of Directors	**Article 14. Responsibilities of members of the Board of Directors** ***Add a new Point f at the end of Clause 1** 1. Members of the Board of Directors shall fully comply with the obligations prescribed by the Law on Enterprises and the Company's Charter and shall, in addition, fulfill the following obligations: f. Each independent member of the Company's Board of Directors must prepare a report assessing the operations of the Board of Directors.	To comply with Clause 80, Article 1 of Decree 245/2025/ND-CP amending and supplementing Article 277 of Decree No. 155/2020/ND-CP.
Article 15. Responsibilities and obligations of the Board of Directors 7. Organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director (Director), and other managers of the company.	**Article 15. Responsibilities and obligations of the Board of Directors** ***Amend and supplement Clause 7, Article 15:** 7. Organize training and coaching on corporate governance and necessary skills for members of the Board of Directors, the General Director (Director), the Person in charge of corporate governance, and other managers of the company". *Add new Clauses 11 and 12 after Clause 10: 11. Pay dividends to shareholders in accordance with the law after approval by the annual General Meeting of Shareholders. 12. Other rights and obligations as prescribed by the Company's Charter and the Internal Regulations on Corporate Governance.	- To comply with the new provision in Clause 81, Article 1 of Decree 245/2025/ND-CP amending and supplementing Article 278 of Decree No. 155/2020/ND-CP. - To comply with the new provision in Clause 81, Article 1 of Decree 245/2025/ND-CP amending and supplementing Article 278 of Decree No. 155/2020/ND-CP. - Clause 12 is added to avoid omitting rights and obligations of the BOD.
Article 31. Appointment of Senior Managers The selection and appointment of Senior Managers shall comply with labor law and the Company's Charter. 1. Appointment of the General Director: The General Director is appointed by the Board of Directors upon the proposal of the Chairman of the Board of Directors.	- Remove Clause 3, Article 31	- Clause 3 of Article 31 should be removed because: A subsidiary is a legal entity independent of its parent company; the appointment of a subsidiary's General Director falls within the full authority of the subsidiary's own Board of Directors. - Legal basis: + Clause 2, Article 194 of the Law on Enterprises 2020: "2. An economic group or

CURRENT REGULATIONS	AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
2. Senior Managers are appointed by the Board of Directors upon the proposal of the General Director. 3. Appointment of General Directors/Directors of subsidiaries: The General Directors/Directors of subsidiaries are appointed by the Chairman of the Board of Directors, unless otherwise provided by the subsidiary's charter. 4. The person with authority to appoint a Senior Manager has the authority to consider the dismissal or removal of the appointee in accordance with the procedures under labor law, the Company's Charter, and the agreements in the labor contract with that Senior Manager.		corporation has a parent company, subsidiaries, and other member companies. *The parent company, subsidiaries, and each member company of an economic group or corporation have the rights and obligations of an independent enterprise as prescribed by law*." + Clause 1, Article 162 of the Law on Enterprises 2020: "*1. **The Board of Directors shall appoint** one of its members or hire another person as Director or General Director*."
Article 37. Transactions with shareholders, enterprise managers, and related persons of these parties 2. The public company must not provide loans or guarantees to shareholders that are organizations or to related persons of such shareholders who are individuals 3. The public company must not provide loans or guarantees to related persons of shareholders that are organizations, except in the following cases: a. The public company and the organization that is a related person of a shareholder are companies in the same group or companies operating as a group of companies, including parent company - subsidiary relationships and economic groups, and this transaction is approved by the General Meeting of Shareholders or the Board of Directors in accordance with the company's Charter; b. Where otherwise provided by law. 4. The Company may only carry out the following transactions with the approval of the General Meeting of Shareholders: a. Providing loans or guarantees to members of the Board of Directors, members of the Board of	**Article 37. Transactions with shareholders, enterprise managers, and related persons of these parties** *** Revise the entirety of Article 37 as follows:** 2. The Company must not provide loans or guarantees to shareholders that are organizations or to related persons of such shareholders who are individuals, except where the shareholder is a subsidiary, in cases where the subsidiary is a company with no state-held shares or capital contributions and made its capital contribution to, or purchased shares of, the Company before July 1, 2015. 3. The Company must not provide loans or guarantees to related persons of shareholders that are organizations, except in the following cases: a. The Company and the organization that is a related person of a shareholder are companies in the same group or companies operating as a group of companies, including parent company - subsidiary relationships and economic groups, and this transaction is approved by the General Meeting of Shareholders or the Board of Directors in accordance with the Company's Charter; and at the same time the organization that is a related	To comply with the new provision in Clause 84, Article 1 of Decree No. 245/2025/ND-CP amending and supplementing Article 293 of Decree No. 155/2020/ND-CP.

CURRENT REGULATIONS	AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
Supervisors , the General Director (Director), other managers who are not shareholders, and individuals and organizations related to these parties; Where loans or guarantees are provided to an organization related to a member of the Board of Directors, a member of the Board of Supervisors , the General Director (Director), or another manager, and the company and that organization are companies in the same group or companies operating as a group of companies, including parent company - subsidiary relationships and economic groups, approval shall be given by the General Meeting of Shareholders or the Board of Directors in accordance with the company's Charter; 5. For transactions valued at less than 35% of the total asset value stated in the most recent financial statements, the material contents of the contract or transaction, as well as the relationships and interests of members of the Board of Directors, members of the Board of Supervisors , the General Director, and other executives, may only be carried out with the approval of the Board of Directors.	person is not a shareholder of the Company as provided in Clause 2 of this Article. b. Where otherwise provided by law. 4. The Company may only carry out the following transactions with the approval of the General Meeting of Shareholders: a) Providing loans or guarantees to members of the Board of Directors, members of the Board of Supervisors , the General Director, other managers who are not shareholders, and individuals and organizations related to these parties. Where loans or guarantees are provided to an organization related to a member of the Board of Directors, a member of the Board of Supervisors , the General Director, or another manager, and the Company and that organization (except where the organization is a shareholder of the Company as provided in Clause 2 of this Article) are companies in the same group or companies operating as a group of companies, including parent company - subsidiary relationships and economic groups, approval shall be given by the General Meeting of Shareholders or the Board of Directors in accordance with the Company's Charter. ….. 5. The Board of Directors shall approve the contracts and transactions specified at Point b, Clause 4 of this Article that are valued at less than 35% of the total asset value stated in the most recent financial statements, or a smaller ratio or value as provided in the Company's Charter.".	

APPENDIX 03

SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE OPERATING REGULATIONS OF THE BOARD OF DIRECTORS

The amendments and supplements to the Operating Regulations of the Board of Directors mainly aim to update and align them with the Company's Charter and the applicable legal regulations, without changing the basic governance principles, management structure, authority, and responsibilities already provided for and applied by the Company.

CURRENT REGULATIONS	DRAFT AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
Article 4. Rights and obligations of members of the Board of Directors 3. Independent members of the Board of Directors must prepare an assessment report on the activities of the Board of Directors.	**Article 4. Rights and obligations of members of the Board of Directors** ***Amendment to Clause 3:** 3. Each independent member of the Board of Directors of the Company must prepare an assessment report on the activities of the Board of Directors.	To comply with Clause 80, Article 1 of Decree No. 245/2025.
Article 6. Term of office and number of members of the Board of Directors 2. The composition of the Board of Directors is as follows: a. The composition of the Company's Board of Directors must ensure that at least one-third (1/3) of the total number of Board members are non-executive members.	**Article 6. Term of office and number of members of the Board of Directors:** ***Amendment to Point a, Clause 2:** 2. The composition of the Board of Directors is as follows: a. The number of non-executive members of the Company's Board of Directors must comply with the following requirements: - At least 01 non-executive member where the Company's Board of Directors has from 03 to 05 members; - At least 02 non-executive members where the Company's Board of Directors has from 06 to 08 members; - At least 03 non-executive members where the Company's Board of Directors has from 09 to 11 members.	To comply with the new provisions in Clause 79, Article 1 of Decree No. 245/2025.

Article 7. Criteria and conditions for members of the Board of Directors 1. Members of the Board of Directors must satisfy the following criteria and conditions: c. A member of the Board of Directors must not concurrently serve as a member of the Board of Directors at more than five (05) other companies;	**Article 7. Criteria and conditions for members of the Board of Directors** ***Amendment to Point c, Clause 1:** 1. Members of the Board of Directors must satisfy the following criteria and conditions: c. A member of the Company's Board of Directors may concurrently serve as a member of the Board of Directors or the Members' Council at a maximum of 05 other companies.	To comply with the new provisions in Clause 78, Article 1 of Decree No. 245/2025.
Article 14. Responsibilities of the Board of Directors in convening an extraordinary General Meeting of Shareholders 1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases: a. The Board of Directors deems it necessary in the interests of the Company; b. The number of remaining members of the Board of Directors or the Supervisory Board falls below the minimum number required by law; 2. Convening an extraordinary General Meeting of Shareholders The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date on which the number of remaining members of the Board of Directors, independent Board members, or Supervisory Board members falls below the minimum number required by law, or from receipt of a request as provided at Points c and d, Clause 1 of this Article;	**Article 14. Responsibilities of the Board of Directors in convening an extraordinary General Meeting of Shareholders** ***Amendment and supplement to Point b, Clause 1:** 1. The Board of Directors must convene an extraordinary General Meeting of Shareholders in the following cases: a. The Board of Directors deems it necessary in the interests of the Company; b. The number of remaining members of the Board of Directors, independent Board members, or the Board of Supervisors members falls below the minimum number required by law; or the number of Board members is reduced by more than one-third of the number specified in the Company's Charter; ***Amendment and supplement to Points a and b, Clause 2:** 2. Convening an extraordinary General Meeting of Shareholders: a. The Board of Directors must convene a General Meeting of Shareholders within 30 days from the date on which the number of remaining	- To comply with Clause 4, Article 160 of the Law on Enterprises 2020. - To comply with Clause 4, Article 160 and Clauses 2 and 3, Article 140 of the Law on Enterprises 2020.

	members of the Board of Directors, independent Board members, or Board of Supervisors members falls as provided at Point b, Clause 1 of this Article, or from receipt of a request as provided at Points c and d, Clause 1 of this Article; or within 60 days from the date on which the number of Board members is reduced by more than one-third of the number specified in this Charter. If the Board of Directors fails to convene the General Meeting of Shareholders as required, the Chairperson of the Board of Directors and the Board members must compensate the Company for any resulting damage. b. If the Board of Directors fails to convene the General Meeting of Shareholders as provided at Point a, Clause 1 of this Article, then within the next 30 days the Board of Supervisors shall, in place of the Board of Directors, convene the General Meeting of Shareholders in accordance with Clause 3, Article 140 of the Law on Enterprises. If the Board of Supervisors fails to convene the General Meeting of Shareholders as required, the Board of Supervisors must compensate the Company for any resulting damage.	

PROPOSAL No.8

Re: Amendments to the Operating Regulations of the Board of Supervisors

To: Shareholders of Coteccons Construction Joint Stock Company

- *Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020; Law No. 76/2025/QH15 dated 17 June 2025 amending and supplementing a few articles of the Law on Enterprises, and its implementing regulations;*
- *Pursuant to the Law on Securities No. 54/2019/QH14 dated 26 November 2019 and its implementing regulations;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31 December 2020 of the Government detailing the implementation of several articles of the Law on Securities;*
- *Pursuant to the Company's Charter of Coteccons Construction Joint Stock Company.*

To ensure compliance with applicable laws and regulations, particularly the new provisions under Law No. 76/2025/QH15 and Decree No. 245/2025/ND-CP, while also addressing the practical requirements of the Company's governance and management, the Board of Supervisors has reviewed the Regulations on Operation of the Board of Supervisors.

Based on such review, the Board of Supervisors has determined that certain provisions of the Regulations on Operation of the Board of Supervisors should be amended to ensure alignment with applicable laws and regulations and the Company's actual organizational, governance, and management practices.

Accordingly, the Board of Supervisors of Coteccons Construction Joint Stock Company would like to submit to the Annual General Meeting of Shareholders for the FY2026 (AGM) for consideration and approval of the proposed amendments, as detailed in the Appendix attached to this Proposal.

The Board respectfully submits the above matters to the AGM for consideration and approval.

Ho Chi Minh City, 25 September 2026

ON BEHALF OF BOARD OF SUPERVISORS

Head of the Board of Supervisors

NGUY GIA HOANG

APPENDIX

SUMMARY TABLE OF AMENDMENTS AND SUPPLEMENTS TO THE OPERATING REGULATIONS OF THE BOARD OF SUPERVISORS

The amendments and supplements to the Operating Regulations of the Board of Supervisors mainly aim to update and align them with the Company's Charter and the current applicable laws and regulations, without changing the basic governance principles, management structure, authority, and responsibilities already provided for and applied by the Company.

CURRENT REGULATIONS	DRAFT AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
Article 4. Composition of and requirements for Board of Supervisors members 2. Board of Supervisors members must meet the standards and conditions prescribed in Clause 1, Article 164 of the Law on Enterprises and the Company's Charter. Specifically: a) Integrity b) Must be an accountant or auditor and must not be a member or employee of the independent audit firm currently auditing the Company's financial statements c) Must not be the spouse, biological father, adoptive father, biological mother, biological child, adopted child, or full sibling of a member of the Board of Directors, the Board of General Directors, or other managers of the Company d) Must not hold managerial positions in the Company; is not required to be a shareholder or employee of the Company. 3. A Board of Supervisors member ceases to hold membership in the following cases: a) The member no longer meets the standards and conditions for Board of Supervisors membership	**Article 4. Composition of and requirements for Board of Supervisors members** ***Amendment of Clauses 2, 3, and 4:** 2. Board of Supervisors members must meet the standards and conditions prescribed in Clause 1, Article 169 of the Law on Enterprises and the Company's Charter. Specifically: a) Not falling within the categories prescribed in Clause 2, Article 17 of the Law on Enterprises; b) Having been trained in one of the disciplines of economics, finance, accounting, auditing, law, business administration, or a discipline relevant to the enterprise's business activities; c) Not being a person with family ties to members of the Board of Directors, the General Director, or other managers; d) Not being a manager of the Company; not required to be a shareholder or employee of the Company; e) Not working in the Company's accounting or finance department; f) Not being a member or employee of the independent audit firm that audited the Company's financial statements during the immediately preceding 03 years.	- To comply with Article 169 of the Law on Enterprises 2020 and Article 286 of Decree 155/2020.

CURRENT REGULATIONS	DRAFT AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
prescribed in Clause 2, Article 4 of these Regulations or Article 33 of the Company's Charter b) The member resigns by written notice sent to the Company's head office and the resignation is accepted c) The member suffers from a mental disorder and other Board of Supervisors members possess professional evidence that such person no longer has civil act capacity d) Fails to exercise his/her rights and perform his/her obligations for 06 consecutive months, except in force majeure events.	g) Other standards and conditions as prescribed by other relevant laws and the Company's Charter. 3. A Board of Supervisors member shall be dismissed in the following cases: a) No longer meeting the standards and conditions for Board of Supervisors membership prescribed in Clause 2 of this Article; b) Having submitted a resignation letter which has been accepted.	- Clause 3 is amended for consistency with Article 37 of the Company's Charter and Clause 1, Article 174 of the Law on Enterprises 2020.
4. A Board of Supervisors member shall be removed from office in the following cases: a) Failing to complete assigned tasks and duties b) Committing serious or repeated violations of the obligations of Board of Supervisors members under the Law on Enterprises and the Company's Charter c) Pursuant to a resolution of the General Meeting of Shareholders	4. A Board of Supervisors member shall be removed from office in the following cases: a. Failing to complete assigned tasks and duties; b. Failing to exercise his/her rights and perform his/her obligations for 06 consecutive months, except in force majeure events; c. Committing repeated or serious violations of the obligations of Board of Supervisors members under the Law on Enterprises and the Company's Charter; d. Other cases as resolved by the General Meeting of Shareholders.	- Clause 4 is amended for consistency with Article 37 of the Company's Charter and Clause 2, Article 174 of the Law on Enterprises 2020.
5. The Board of Supervisors shall designate one (01) member as its Head. The Head of the Board of Supervisors must be an accountant or auditor or a professional auditor. The Head of the Board of Supervisors has the following rights and responsibilities: a) Convening Board of Supervisors meetings and acting in the capacity of Head of the Board of Supervisors b) Requesting the Board of Directors, the Board of General Directors, and other managers to provide	5. The Head of the Board of Supervisors shall be elected by the Board of Supervisors from among its members;	- Clause 5 is amended for consistency with Article 38 of the Company's Charter and Clause 2, Article 168 of the Law on Enterprises 2020.

CURRENT REGULATIONS	DRAFT AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
relevant information for reporting to Board of Supervisors members c) Preparing and signing Board of Supervisors reports, after consulting the Board of Directors, for submission to the General Meeting of Shareholders d) Preparing and signing minutes of Board of Supervisors meetings and other resolutions e) Representing the Board of Supervisors in meetings with third parties f) Casting the deciding vote at meetings where votes are tied g) Coordinating with the Chairman of the Board of Directors.	election, dismissal, and removal shall follow the majority rule. More than half of the Board of Supervisors' members must permanently reside in Vietnam. The Head of the Board of Supervisors must hold a university degree or higher in economics, finance, accounting, auditing, law, business administration, or a discipline relevant to the enterprise's business activities, unless the Company's Charter provides for other, higher standards. The Head of the Board of Supervisors has the following rights and obligations: a) Convening Board of Supervisors meetings; b) Requesting the Board of Directors, the General Director, and other executives to provide relevant information for reporting to the Board of Supervisors; c) Preparing and signing the Board of Supervisors' reports, after consulting the Board of Directors, for submission to the General Meeting of Shareholders.	
Article 5. Appointment and dismissal of Board of Supervisors members The appointment, removal, and dismissal of Board of Supervisors members shall be carried out in accordance with Article 33 of the Company's Charter and the following specific provisions: 1. Removal and dismissal of Board of Supervisors members who no longer hold membership status as prescribed in Clauses 2, 3, and 4 of Article 4 of these Regulations or Article 33 of the Company's Charter, subject to approval by the General Meeting of Shareholders. 2. Shareholders holding voting shares for a continuous period of at least six (06) months may aggregate their	**Article 5. Election, dismissal, and removal of Board of Supervisors members** The election, dismissal, and removal of Board of Supervisors members shall be carried out in accordance with Article 36 of the Company's Charter and Article 4 of these Regulations, and in accordance with the following specific provisions: 1. Removal and dismissal of Board of Supervisors members as prescribed in Clauses 3 and 4 of Article 4 of these Regulations or Article 37 of the Company's Charter, subject to approval by the General Meeting of Shareholders. 2. Self-nomination and nomination of Board of Supervisors candidates shall be carried out in a manner similar to	- Article 5 is amended for consistency with Articles 25, 36, and 37 of the Company's Charter and Article 168 of the Law on Enterprises 2020.

CURRENT REGULATIONS	DRAFT AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
voting rights to nominate candidates for the Board of Supervisors. A shareholder or group of shareholders holding from 5% to under 10% to under 30% may nominate a maximum of two (02) candidates; from 30% to under 40%, a maximum of three (03) candidates; and from 40% to under 50%, a maximum of five (05) candidates. 3. Where the number of Board of Supervisors candidates obtained through nomination and self-nomination remains insufficient, the incumbent Board of Supervisors may nominate additional candidates, or the organization of nominations must be clearly announced and approved by the General Meeting of Shareholders before nominations are made. 4. Board of Supervisors members are appointed by the General Meeting of Shareholders; the Board of Supervisors' term shall not exceed five (05) years; Board of Supervisors members may be re-elected for an unlimited number of terms.	Clauses 1 and 2 of Article 25 of the Company's Charter. 3. Where the number of Board of Supervisors candidates obtained through nomination and self-nomination is insufficient, the incumbent Board of Supervisors may nominate additional candidates or organize nominations in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Supervisors. The introduction of additional candidates by the incumbent Board of Supervisors must be clearly announced before the General Meeting of Shareholders votes to elect Board of Supervisors members in accordance with law. 4. The term of office of a Board of Supervisors member shall not exceed 05 years; members may be re-elected for an unlimited number of terms.	
Article 7. Powers and responsibilities of the Board of Supervisors The Board of Supervisors has the powers and responsibilities prescribed in Article 165 of the Law on Enterprises and the Company's Charter, specifically as follows: 1. Proposing the selection of the independent audit firm, the audit fee, and all matters relating to the withdrawal or removal of the independent audit firm 2. Discussing with the independent auditor the nature and scope of the audit before the audit work begins.	**Article 7. Rights and obligations of the Board of Supervisors** ***Amendment of Article 7:** 1. The Board of Supervisors supervises the Board of Directors and the General Director in their management and administration of the company. 2. Examining the reasonableness, legality, truthfulness, and level of prudence in the management and administration of business activities; and the systematic nature, consistency, and appropriateness of accounting, statistics, and the preparation of financial statements. 3. Appraising the completeness, legality, and truthfulness	To comply with Article 170 of the Law on Enterprises 2020 and Article 288 of Decree No. 155/2020, combined with certain existing rights under Article 7 of the current Regulations, in order to fully capture the Board of Supervisors' rights and obligations under law.

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3. Discussing difficulties and outstanding issues identified from interim or year-end audit results, as well as any matters the independent auditor wishes to discuss. 4. Reviewing the independent auditor's management letter and the feedback of the Company's General Director. 5. Overseeing any change of audit firm or independent auditor arising from disagreements over auditing or accounting matters. 6. Seeking independent professional or legal advice and ensuring the participation of experts from outside the Company with appropriate experience and qualifications in the Company's work where deemed necessary. 7. Examining the annual, semi-annual, and quarterly financial statements before submission to the Board of Directors. 8. Examining the Company's financial position, particularly its solvency, the liquidity of its assets, and its ability to repay debts. 9. Reviewing inconsistencies between the discussion and analysis of the Board of General Directors, the message of the Chairman of the Board of Directors, and the accompanying financial statements in the Company's annual report 10. Reviewing the Company's reports on internal control systems before approval by the Board of Directors 11. Reviewing internal investigation findings and the feedback of the Board of General Directors and other managers	of the business performance report and the annual and semi-annual financial statements of the company, and of the report assessing the management of the Board of Directors, and presenting the appraisal report at the annual General Meeting of Shareholders. Reviewing contracts and transactions with related persons that fall within the approval authority of the Board of Directors or the General Meeting of Shareholders, and making recommendations on contracts and transactions requiring approval of the Board of Directors or the General Meeting of Shareholders. 4. Reviewing, inspecting, and evaluating the effectiveness and efficiency of the company's internal control, internal audit, risk management, and early warning systems. 5. Examining the accounting books, accounting records, and other documents of the company, and the management and administration of the company's activities, where deemed necessary, or pursuant to a resolution of the General Meeting of Shareholders, or at the request of a shareholder or group of shareholders prescribed in Clause 2, Article 115 of the Law on Enterprises. 6. Upon request of a shareholder or group of shareholders prescribed in Clause 2, Article 115 of the Law on Enterprises, the Board of Supervisors shall conduct an inspection within 07 working days from the date of receipt of the request. Within 15 days from the date of completion of the inspection, the Board of Supervisors must report on the matters requested to be inspected to the Board of Directors and the requesting shareholder or group of shareholders. The Board of Supervisors' inspection under	

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12. Being accountable to shareholders for its supervisory activities 13. May establish an Internal Audit function under the Board of Supervisors; Internal Audit is accountable to the Board of Supervisors 14. Making a proposal, or drafting a proposal for submission to the Board of Directors, regarding the establishment of Internal Audit, the operating regulations of Internal Audit, and the appointment, re-appointment, or dismissal of internal audit members. 15. Requesting and receiving information relating to related parties and reviewing transactions with related parties. 16. Supervising the Company's financial position; the legality of the activities of members of the Board of Directors, the Board of General Directors, and other managers; and the coordination between the Board of Supervisors and the Board of Directors, the Board of General Directors, and shareholders. 17. Where a violation of law or of the Charter by a member of the Board of Directors, the Board of General Directors, or another manager is discovered, the Board of Supervisors must notify the Board of Directors in writing within 48 hours and request the violator to cease the violation and take measures to remedy the consequences. 18. Investigating matters raised in petitions or denunciation letters (if any) or at the request of shareholders, employees, and stakeholders of the Company.	this clause must not obstruct the normal operations of the Board of Directors or disrupt the administration of the company's business activities. 7. Recommending to the Board of Directors or the General Meeting of Shareholders measures to amend, supplement, or improve the organizational structure for the management, supervision, and administration of the company's business activities. 8. Where a member of the Board of Directors or the General Director is found to violate Article 165 of the Law on Enterprises, the Board of Supervisors must notify the Board of Directors in writing within 48 hours and request the violator to cease the violation and take measures to remedy the consequences. 9. Attending and participating in discussions at meetings of the General Meeting of Shareholders, the Board of Directors, and other meetings of the company. 10. Using independent consultants and the company's internal audit department to perform its assigned duties. 11. The Board of Supervisors may consult the Board of Directors before submitting its reports, conclusions, and recommendations to the General Meeting of Shareholders. 12. Proposing and recommending that the General Meeting of Shareholders approve the list of approved audit firms to audit the Company's financial statements; deciding which approved audit firm will inspect the Company's operations; and dismissing approved auditors where deemed necessary. 13. Discussing with the independent auditor the nature and scope of the audit before the audit work begins.	

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19. Reviewing to ensure that the General Meeting of Shareholders/Board of Directors has approved all contracts and transactions between the Company and one or more members of the Board of Directors, the Board of Supervisors, the Board of General Directors, or senior managers, or persons related to them, or companies/enterprises in which the enterprise manager or their related persons own more than 10% of charter capital, as prescribed in Article 159 of the Law on Enterprises. 20. Board of Supervisors members are responsible for maintaining the confidentiality of information obtained from documents they are entitled to access under Article 14 of these Regulations, the Company's information confidentiality rules, and other legal instruments. The Company may apply a mechanism of signing information confidentiality agreements with each Board of Supervisors member	14. Discussing difficulties and outstanding issues identified from interim or year-end audit results, as well as any matters the independent auditor wishes to discuss. 15. Reviewing the independent auditor's management letter and the feedback of the Company's General Director. 16. Overseeing any change of audit firm or independent auditor arising from disagreements over auditing or accounting matters. 17. Being accountable to shareholders for its supervisory activities. 18. Supervising the Company's financial position and compliance with law in the activities of members of the Board of Directors, the General Director, and other managers. 19. Ensuring coordination with the Board of Directors, the General Director, and shareholders. 20. Developing the Operating Regulations of the Board of Supervisors and submitting them to the General Meeting of Shareholders for approval. 21. Reporting at the General Meeting of Shareholders in accordance with Article 290 of Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities, and other Regulations as prescribed by law and the Company's Charter. 22. Examining the Company's financial position, particularly its solvency, the liquidity of its assets, and its ability to repay debts. 23. Investigating matters raised in petitions or denunciation	

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	letters (if any) or at the request of shareholders, employees, and stakeholders of the Company. 24. Board of Supervisors members are responsible for maintaining the confidentiality of information obtained from documents they are entitled to access under Article 14 of these Regulations, the Company's information confidentiality rules, and other legal instruments. The Company may apply a mechanism of signing information confidentiality agreements with each Board of Supervisors member. 25. Making a proposal, or drafting a proposal for submission to the Board of Directors, regarding the establishment of Internal Audit, the operating regulations of Internal Audit, and the appointment, re-appointment, or dismissal of internal audit members. 26. Reviewing internal investigation findings and the feedback of the Board of General Directors and other managers. 27. Reviewing inconsistencies between the discussion and analysis of the Board of General Directors, the message of the Chairman of the Board of Directors, and the accompanying financial statements in the Company's annual report. 28. Other rights and obligations as prescribed by the Law on Enterprises, the Company's Charter, and resolutions of the General Meeting of Shareholders.	
Article 10. Minutes of Board of Supervisors meetings 2. The Board of Supervisors may request members of the Board of Directors, the Board of General Directors, and	**Article 10. Minutes of Board of Supervisors meetings** ***Amendment of Clause 2:**	Amended for consistency with Article 289 of Decree No. 155/2020 and for alignment with Clause 2, Article 40 of the Company's Charter

CURRENT REGULATIONS	DRAFT AMENDED REGULATIONS	EXPLANATION OF REASONS AND LEGAL BASIS
representatives of the independent audit firm to attend and answer questions on matters of concern to Board of Supervisors members	2. The Board of Supervisors may request members of the Board of Directors, the General Director, and representatives of the approved audit firm to attend and answer questions on matters requiring clarification.	
Article 11. Salaries, remuneration, and other benefits of the Board of Supervisors 1. Board of Supervisors members are paid salaries or remuneration and enjoy other benefits as proposed by the Board of Directors and approved by the General Meeting of Shareholders at the annual general meeting. 2. Board of Supervisors members are reimbursed for reasonable meal, accommodation, travel, and independent consulting expenses. The total of such remuneration and expenses shall not exceed the Board of Supervisors' total annual operating budget approved by the Board of Directors/General Meeting of Shareholders.	**Article 11. Salaries, remuneration, bonuses, and other benefits of Board of Supervisors members** ***Amendment of Clauses 1 and 2 and addition of Clause 3:** 1. Board of Supervisors members are paid salaries, remuneration, bonuses, and other benefits as decided by the General Meeting of Shareholders. The General Meeting of Shareholders decides the total amount of salaries, remuneration, bonuses, and other benefits, and the annual operating budget, of the Board of Supervisors; 2. Board of Supervisors members are reimbursed for reasonable meal, accommodation, travel, and independent consulting expenses. The total of such remuneration and expenses shall not exceed the Board of Supervisors' total annual operating budget approved by the General Meeting of Shareholders, unless otherwise decided by the General Meeting of Shareholders; 3. The salaries and operating expenses of the Board of Supervisors shall be included in the Company's business expenses in accordance with the law on corporate income tax and other relevant laws, and must be presented as a separate item in the Company's annual financial statements.	Clauses 1 and 2 are amended and Clause 3 is added for consistency with Article 172 of the Law on Enterprises 2020 and for alignment with Article 41 of the Company's Charter.
Article 12. Activity reports of the Board of Supervisors 1. The Board of Supervisors' activity report submitted to the General Meeting of Shareholders must contain at least	**Article 12. Activity report of the Board of Supervisors at the annual General Meeting of Shareholders** ***Amendment of Clause 1:**	Amended for consistency with Article 290 of Decree No. 155/2020.

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the following: - Activities of the Board of Supervisors - Summary of Board of Supervisors meetings and Board of Supervisors decisions - Results of supervision of the Company's operations and financial position - Results of supervision of members of the Board of Directors and members of the management apparatus - Report on the coordination between the Board of Supervisors and the Board of Directors, the executive apparatus, and shareholders	1. The Board of Supervisors' activity report submitted to the annual General Meeting of Shareholders under Points d and dd, Clause 3, Article 139 of the Law on Enterprises must include the following: a) Remuneration, operating expenses, and other benefits of the Board of Supervisors and of each Board of Supervisors member in accordance with Article 172 of the Law on Enterprises and the Company's Charter. b) Summary of Board of Supervisors meetings and the Board of Supervisors' conclusions and recommendations. c) Results of supervision of the company's operations and financial position. d) Report assessing transactions between the Company, its subsidiaries, or companies in which the Company holds more than 50% of charter capital, on the one hand, and members of the Board of Directors, the General Director, or other executives of the Company and their related persons, on the other hand; and transactions between the Company and companies in which a member of the Board of Directors, the General Director, or another executive of the enterprise was a founding member or an enterprise manager during the 03 years immediately preceding the transaction. e) Results of supervision of the Board of Directors, the General Director, and other executives of the enterprise. f) Results of the assessment of coordination between the Board of Supervisors and the Board of Directors, the General Director, and shareholders.	
Article 14: Processes and procedures for controlling conflicts of interest 1. Requiring members of the Board of Directors, the	**Article 14: Processes and procedures for controlling conflicts of interest**	Article 14 is amended to conform to the new provisions of Articles 164 and 167 of the Law on Enterprises 2020.

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Board of Supervisors, the Board of General Directors, and senior managers to declare their interests and related persons as prescribed in Articles 159 and 162 of the Law on Enterprises and the Company's Charter. Declarations are sent to the Internal Audit Department for monitoring and retention. 2. Controls to ensure that contracts and transactions between the Company and the following parties are approved by the General Meeting of Shareholders or the Board of Directors, such parties including: - Shareholders and authorized representatives of shareholders owning more than 10% of the Company's total ordinary shares, and their related persons, as prescribed in Clause 6, Article 34 of the Law on Securities. - Members of the Board of Directors, the Board of Supervisors, and the Board of General Directors, and their related persons. - Enterprises prescribed in Clause 2, Article 159 of the Law on Enterprises.	***Amendment and supplementation of Clauses 1 and 2:** 1. Requiring members of the Board of Directors, the Board of Supervisors, the Board of General Directors, and senior managers to declare their interests and related persons as prescribed in Article 164 and Article 167 of the Law on Enterprises and the Company's Charter. Declarations are sent to the Internal Audit Department for monitoring and retention. 2. Controls to ensure that contracts and transactions between the Company and the following parties are approved by the General Meeting of Shareholders or the Board of Directors, such parties including: - Members of the Board of Directors, members of the Board of Supervisors, the General Director, other managers, and the related persons of these parties. - Shareholders and authorized representatives of shareholders owning more than 10% of the company's total ordinary shares, and their related persons. - Enterprises related to the parties prescribed in Clause 2, Article 164 of the Law on Enterprises.	