Proactively pursuing breakthroughs, embracing the "DARE TO BUILD THE IMPOSSIBLE" spirit, accelerating digital transformation and strengthening modern governance standards in pursuit of Quality Growth - All these efforts come down to one core principle at Coteccons: delivering real value for the company, shareholders and investors and, above all, CREATING LONG-TERM VALUE for communities and society.

PART II

Message

FROM THE BOARD OF DIRECTORS

IN CONVERSATION WITH CHAIRMAN -
BOLAT DUISENOV

The DNA of " dare to build the impossible"

OPENS A LONG-TERM GROWTH TRAJECTORY

Amid mounting pressure on profit margins, Coteccons is charting a different course: refusing to join the race to the bottom on price, repositioning itself as a "Build-Tech" company, and expanding globally. Chairman Bolat Duisenov outlines the strategic vision behind Coteccons' shift from "Growth" to "Quality Growth," driven by a bold new spirit.

"DARE TO BUILD THE IMPOSSIBLE.DISCIPLINE TO PROTECT MARGINS AND THE FIVE "RED LINES"

Coteccons closed fiscal year 2026 (FY26) with impressive results: Revenue increased by 38% and profit after tax rose by 73%. With this strong momentum, what is the biggest question the leadership team is asking for the next growth cycle?

The biggest question for us today is not, "How much can we grow?" It is, "How long can we sustain this growth?"

Coteccons' strategic answer is clear: we aim for long-term and sustainable growth. By "sustainable," we mean the sustainability of our business model, financial health, operating discipline, and governance system. In FY2026, the improvement in profit performance alongside strong revenue growth shows that we are firmly expanding on the foundation of Quality Growth.

The strength of a lasting construction institution is not measured only by the number of cranes on site. It is measured by risk management capability and the resilience of its operations. That is exactly the strategic direction Coteccons is pursuing, built on three pillars:

- **Quality of profit over volume**: Our record-high backlog of VND 70,000 billion would become a burden if it

did not come with margins. Sustainability is reflected in the fact that profit growth of 73% far outpaced revenue growth of 38%. We refuse to compete on price alone and are prepared to turn down trillion-dong projects if they threaten our margins or operating cash flow. Coteccons' ultimate measure of success is not how much we win, but how effectively we convert revenue into real operating cash flow and optimize profitability.

- **Maintaining a high level of repeat business from trusted clients**: Long-term growth does not come from winning one project. It comes from trust. When a large part of our contract value comes from existing clients, it proves that we are creating real added value, not simply providing construction services.

- **Building a self-protection shield**: Coteccons' M&A strategy is designed to give us greater control over the full customer journey through a two-layer structure: a strong general contractor core combined with specialized capabilities in high-tech niche segments. The integration of GEO Foundations, which inherits BAUER's German geotechnical technology legacy, is a strategic move that allows the Company to control critical links in underground works and complex infrastructure.

In short, Coteccons' sustainable growth is about resilience – the ability to protect what we have built today, maintain healthy cash flow, and preserve enterprise value through economic cycles.

The shift from pure "Growth" to "Quality Growth" requires very strong discipline. What "red lines" has the Board set to keep the system on track?

As the Company grows in scale and complexity, growth itself can move faster than the operating system behind it. Today's growth can become tomorrow's risk if we do not tighten discipline. That is why we have shifted from a mindset of "winning more projects" to the capability of "choosing the right projects."

To control this, we have established five non-negotiable principles:

- **Prioritize margins**: Revenue without margin has no value.

- **Enforce cash-flow discipline**: Revenue must be converted into real cash. Debt collection and working-capital management are operating disciplines, not only the responsibility of the finance department.

- **Zero accidents**: Safety is the prerequisite for brand credibility.

- **Say no to "red-zone" projects**: By tightening selection criteria and assessing partners' financial capacity more rigorously, we eliminate projects with potential receivables risks. Thanks to this discipline, Coteccons' current backlog is not merely a committed number; it is a guarantee of quality and financial safety for the years ahead.

- **Expand g lobally with selectivity**: Choose the right markets and niche segments to build a real competitive advantage.

You often say that Coteccons is not only building iconic projects, but also nurturing the next generation of Vietnamese engineers. In your view, what qualities and capabilities do Vietnamese engineers need to develop in order to compete successfully on the international stage?

More than a profession, we need to reignite the pride of being an engineer. Engineers have never been merely the silent people behind drawings or dry project schedules. They are creators of living spaces for humanity – from homes, factories, airports, bridges, roads, schools, and hospitals to the great cities of the future.

As Vietnamese engineers step onto the global stage, they will prove themselves not through low-cost labor, but through the capability of leading construction institutions: strong governance, modern technology, steel discipline, and the value of a national brand.

COTECCONS
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RIDING THE INFRASTRUCTURE WAVE WITH A HIGH-TECH FOOTPRINT

Looking at the bigger picture, where will Coteccons' momentum to sustain its Quality Growth trajectory over the next five to ten years come from?

First, we are fully confident in our current position and capabilities in Vietnam. Over the next five to seven years, the domestic market still offers strong room for us to execute our Quality Growth strategy, especially in an era of large-scale infrastructure disbursement. That is why we have prepared specialized teams as a strategic foundation to anticipate the cycle of transport, airport, expressway, and urban railway projects.

At the same time, with our current capabilities, Coteccons wants to seek challenges that match our ambition in international markets. Beyond Vietnam, Coteccons has expanded its presence to the United States, Kazakhstan, Georgia, Taiwan, India, Indonesia, and other markets.

In reality, going global is not about planting more flags on a map. It is about bringing the best of Vietnam's construction industry to the world and proving that we can compete not only with labor, but as an engineering company with governance capability, technology, discipline, and brand value.

The first driver is ambition. We have brought Coteccons back to the position of Vietnam's leading construction company, but our dream cannot stop there. We want to claim our rightful place on the global construction map.

The second driver is resilience beyond one domestic cycle. Vietnam's real estate cycle will not remain favorable forever. When the market moves to the other side of the cycle, international markets help us reduce dependence on a single market cycle, expand our revenue base, build new references, and create more room for Coteccons to grow when the domestic market slows down.

The third driver is selective leadership. We do not aim to win everywhere, in every market, or in every segment. Like the Olympic Games, we must choose the events where we can prepare seriously, build specialization, and compete for our own gold medals – both in Vietnam and internationally.

Our goal of winning "gold medals" on the international stage is being realized by proactively positioning ourselves for global technology waves such as AI, semiconductors, and data centers.

Entering high-tech niches such as data centers requires capabilities that are different from traditional construction. What "weapons" has Coteccons prepared to compete in these segments?

You cannot win high-technology projects with the mindset of an ordinary general contractor. Our weapons are selective specialization and the ability to control the full value chain, reflected in two key pillars:

Creating first-mover advantage through core technical standards: Take data centers as an example. Long before the domestic market began to accelerate, we had already invested resources, built a dedicated team, and developed the capability to meet Tier IV Uptime standards.

For data center infrastructure, the challenge is not only construction scale, but also the strict test of technical precision. Fully meeting the most demanding international standards for mission-critical technology facilities is proof of Coteccons' superior execution capability.

In an industry where technical credibility is vital, this preparation gives Coteccons the advantage of a leader. The clearest proof is that we now have the capability to export our engineering mindset and directly win the MEP package for a national-scale data center project in Georgia – a completely new market with extremely demanding standards.

Strategic M&A: integrating specialized capabilities and completing the value chain

Conquering complex mega-projects requires the ability to control the riskiest work packages. Instead of simply chasing scale, Coteccons' M&A activities focus on real value and sustainable synergy. For example, the integration of GEO Foundations – a company that inherits BAUER's German geotechnical technology legacy - is a strategic move.

In complex infrastructure works, metro projects, and high-rise mega-projects, foundations and underground works are always among the highest-risk links and directly determine the overall project schedule. Successfully integrating these specialized technical pieces helps Coteccons complete an end-to-end general contractor value chain.

The Company is making a strong shift from pure construction execution to becoming a strategic partner: from early-stage technical solution consulting and geotechnical risk control to the integration of complex technology systems. This is the solid foundation that gives Coteccons the confidence to compete in the "Olympic arena" of the construction industry, stand alongside international institutions, and optimize capital efficiency on every project.

THE SPIRIT TO DARE, TOGETHER WITH STEEL DISCIPLINE

Great organizations are built by great people. With Coteccons' renewed corporate values, how are you promoting the culture of "Dare to Do the Impossible" and "Own It" across the organization? How can corporate culture become a sustainable competitive advantage that helps the Company withstand market volatility?

People and culture are our core assets. As Coteccons moves to the next level, we need to create an environment where every individual can grow, contribute fully, and see their own future inside the Company.

"Dare to Do the Impossible" builds aspiration. It pushes our people beyond their comfort zones, into new fields, new capabilities, and a higher position for Vietnam's construction industry.

The culture of "Own It" turns aspiration into accountability. Through empowerment of Project Directors and the "mini-CTD" mindset, leaders are expected to own the client, own the risks, and own the results.

Culture must be supported by discipline and systems. Fiscal year 2027 will be the year of discipline, systems, and teamwork: clear SOPs, clear authority, clear timelines, and clear accountability.

Trust and mutual respect are the foundation of One Team. We respect differences, learn from one another, and move toward a shared dream that is bigger than any individual interest.

The portrait of a Cotecconer is clear: humble, hungry for achievement, committed to self-development, and loyal to the construction profession. This culture becomes a competitive advantage when the market changes. A team with ownership, discipline, trust, and adaptability can respond faster, protect Quality Growth, and continue moving forward when conditions become more difficult.

As Coteccons enters the starting line of the new fiscal year FY27, what is the most practical commitment you would like to deliver to the market and to the Group internally?

FY27 will be the year of Discipline, Systems, and Teamwork for Coteccons. From a governance perspective, we will promote the "Own It" culture – empowering every project leader to truly own their arena, own the risks, and take full accountability for the final outcome.

- **To shareholders and investors**: Our commitment is not superficial revenue growth, but sustainable, real margin growth, supported by strict cash-flow discipline to create genuine and lasting added value.

- **To clients and partners**: Coteccons will continue strengthening its superior technical foundation and professional service mindset, with the determination to become a trusted partner – a place where partners can confidently place their expectations and work with us to create enduring value.

- **To the Coteccons team**: Do the right things, act with steel discipline, and stand together under one unified team spirit. Our future will be shaped by a team moving forward as one.

Thank you.

REPORT ON THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) COMMITTEE'S OVERSIGHT ACTIVITIES

BUILDING ON A FINANCIAL FOUNDATION RAISING THE BAR FOR green competitiveness

(Included In Coteccons' 2026 ESG Report And Annual Report)

To: The General Meeting of Shareholders, the Board of Directors, and Stakeholders,

In carrying out its independent oversight of the Board of Management under the company's Charter and resolutions of the Board of Directors, the Environmental, Social and Governance Committee (ESG Committee) hereby presents its FY2026 oversight report, covering July 1, 2025, to June 30, 2026. This report focuses on two core matters:

- The extent of the Board of Management's commitment to the Board of Directors' strategic direction of "Quality Growth," and its capability to execute that direction;
- The quantitative progress and economic effectiveness of sustainable development initiatives across the Coteccons ecosystem.

PART I:

OVERSIGHT FINDINGS ON THE BOARD OF MANAGEMENT AND OPERATIONAL DISCIPLINE

1. COMMITMENT TO TURNING STRATEGY INTO MEASURABLE RESULTS

The Committee recognizes the Board of Management's strong execution capability and a high degree of discipline in implementing the Board of Directors' strategic resolutions. With construction industry profit margins still under pressure and the real estate market still in recovery, the business results published in the 2026 Annual Report and the company's ESG performance show how these two areas reinforce each other:

- **Economic Growth Alongside Financial Discipline**: Consolidated net revenue reached VND 34,340 billion (up 38% year over year and 115% of plan), while profit after tax reached VND 788 billion (up 73% year over year and 113% of plan). These results provide internally generated resources for the company to reinvest in technology and support its workers.
- **Protecting Shareholder Value**: The Board of Directors maintained continuous oversight of the implementation of resolutions of the General Meeting of Shareholders, transparent information disclosure, compliance with industry-specific laws, and rigorous governance of related-party transactions.
- **Tangible Progress Across The Three ESG Pillars**:

The Committee's assessment: At Coteccons, ESG has moved beyond commitments on paper to become embedded in day-to-day operations. However, as operations expand, with a backlog of approximately VND 70 trillion and a network of nearly 30,000 partners, the ESG data governance system needs further strengthening to improve data consistency, enable real-time reporting of discrepancies, and reinforce accountability at every level of project management.

Pillar	FY2026 Quantitative Review Findings
Environment (E)	• Steel with recycled content: **87.7%** (310,782 / 354,278 metric tons). • Low-emission concrete: **28.3%** (608,122 / 2,146,245m³). • Green-labeled cement: **42.4%** (47,476 / 112,009 metric tons). • Unfired bricks: **31.4%** (88,765 / 282,326m³). • Recycled **170 tonnes of steel** and sold **1,871 tonnes** of scrap, generating **VND 12.735 billion** in cash proceeds. • Added a new material topic: Impacts on Ecosystems. Total emissions reduction from the use of green materials: 334,845 tCO_2e
Social (S)	• Total safe working hours reached **68.11 million** across **89 projects** involving more than **32,000 workers**, demonstrating a strong commitment to maintaining a safe workplace and protecting worker health. • Provided technical training on greenhouse gas inventories to more than **350 employees**. • The "Xây Tết 2026" Program (Building Tet reached 73 construction sites across 20 provinces and cities; distributed **more than 40,000 gift packages**; and provided medical examinations for **1,263 workers**. The program expanded its reach to workers in environmental services and urban drainage in Hanoi, Ho Chi Minh City, and Da Nang. • The "Xây Nền Ước Mơ" ("Building Foundations For Dreams") Scholarship Program awarded 615 scholarships, supporting workers' children as they pursue their education and their dreams for the future.
Governance (G)	• Strengthened the Business Conduct Policy and the Code of Conduct for Business Partners. • Operated an independent whistleblowing mechanism with a commitment to respond within 24 hours. • Successfully prepared for the implementation of Workday - an international human capital management platform. • Standardized 3D-4D Building Information Modeling (BIM) across the company's projects. • Added a new material topic: Integrating Digital Transformation.

2. BALANCING REVENUE GROWTH WITH LONG-TERM RISK CONTROL

Consistent with the "Quality Growth" strategy, the Committee provides independent oversight to ensure that the Board of Management does not sacrifice long-term sustainability for short-term results:

- **Establishing Six Non-Negotiable Red Lines**: Even on projects under intense schedule pressure, the Board of Management must never lower standards or compromise on six critical areas: (1) occupational safety; (2) technical quality; (3) legal compliance; (4) working conditions; (5) environmental obligations; and (6) the site management team's actual ability to maintain control.

- **Procurement Discipline Based On Total Life-Cycle Cost**:
  The lowest bid does not mean the best choice. Bid evaluation must consider material durability, transparency about carbon origins, partner reliability, and the risk of supply chain disruption.

- **Assessing The Effectiveness Of ESG Capital Investment**:
  For every sustainable investment, the strategic objective, cost, financial return, nonfinancial brand value, payback period, accountable personnel, and method for verifying results must be clearly defined. Growth is truly high quality only when the value created exceeds the total cost of capital and the costs associated with environmental and social risks.

PART II:

PROGRESS AND EFFECTIVENESS OF KEY SUSTAINABILITY INITIATIVES

ESG PERFORMANCE MONITORING FRAMEWORK

(Integrated into Coteccons' 2026 ESG Report and Annual Report)

1. THREE-DIMENSIONAL KPI MONITORING FRAMEWORK

The Committee maintains an independent assessment mechanism and reports directly to the Board of Directors using three integrated groups of indicators:

- **Financial KPIs**:
  The Committee monitors the share of revenue and backlog from green buildings (LEED, Green Mark, and LOTUS), while cross-checking profit margins on green projects against those of conventional projects. This provides a practical basis for demonstrating that pursuing ESG standards does not undermine business performance but drives progress toward the compound annual growth rate (CAGR) target of 20%–30%.

- **Nonfinancial KPIs (Environmental And Social)**:
  Greenhouse gas inventory coverage reached 61.8% of construction sites (55 sites), with data symtematically recorded into the Data Management System. The Board of Management's primary goal is to reach 100% coverage in FY2027. On the social side, ensuring the safety of more than 30,000 subcontractor workers helps mitigate legal risks and the costs of construction disruptions.

- **Governance KPIs**:
  The Board of Directors focuses on tracking the proportion of ESG data independently verified and the proportion of managers whose compensation includes ESG KPIs. FY2026 data establishes the baseline. The Committee upholds this principle: Targets should not simply be raised; each new target must be accompanied by a specific plan for the budget, technology, and personnel needed to deliver it.

SYSTEMIC PROGRESS ACROSS THE SUPPLY CHAIN AND COMMUNITIES

- **A Circular Supply Chain And Centralized Procurement**:
  Moving from decentralized procurement to a companywide centralized model has delivered two benefits: stronger bargaining power to optimize input costs, and shorter transport distances and less inventory held across dispersed locations, reducing logistics emissions (Scope 3). Working with partners that process site scrap under controlled conditions helps turn site scrap into VND 12.735 billion in revenue, marking a shift in mindset away from "end-of-pipe waste treatment" and toward circular-economy principles applied from the construction-method planning stage.

- **Sustained Social Impact For The Construction Workforce**:
  The annual Xây Tết 2026 program continues to affirm Coteccons' human-centered identity. Reaching **73 construction sites** in **20 provinces and cities**, the program not only distributed **more than 40,000** gift packages but also arranged medical care for 1,263 workers. This engagement helps the company maintain a stable construction workforce, an essential foundation for completing large-scale infrastructure and building contracts on schedule.

PART III:

CONCLUSIONS AND OVERSIGHT RECOMMENDATIONS FOR FY2027

The ESG Committee recognizes the Board of Management's strong sense of responsibility and the substantive results delivered in FY2026. To help Coteccons maintain its industry-leading position and prepare to access international green finance, the Subcommittee recommends the following priorities for FY2027:

- **Standardizing Processes And Ensuring Data Integrity**:
  Eliminate manual estimates entirely; ensure that safety, emissions, and waste management from every construction site is recorded automatically in the company's digital system for reconciliation.

- **Roadmap For Independent Assurance**:
  Gradually introduce independent third-party assurance of Scope 1 and Scope 2 emissions indicators and occupational safety data, laying the groundwork for reporting in accordance with the IFRS Sustainability Disclosure Standards: IFRS S1 and IFRS S2..

- **Linking Accountability To Compensation**:
  Move forward with a mechanism that ties achievement of ESG targets to annual performance evaluations and variable compensation for executives and project directors.

The ESG Committee commits to maintaining its independence and objectivity while working with the Board of Management to make ESG principles part of Coteccons' "operational DNA," ensuring sustainable growth and lasting value for shareholders and society.

Coteccons leaders and construction workers make a workplace safety pledge at Trạm An toàn during Xây Tết 2026 at the APEC Convention Center project (An Giang).

2026–2030 DIRECTION: INTEGRATING ESG INTO OUR OPERATING DNA

As Coteccons enters a new phase of growth in its journey toward becoming an Industry Leader, the Committee recommends five core governance priorities:

1/ **Integrate ERM**: Bring climate, environmental, safety and supply chain risks into a single Enterprise Risk Management (ERM) system aligned with IFC standards.

2/ **Link Compensation To Performance**: Integrate sustainability KPIs into performance assessment and variable remuneration for senior executives.

3/ **Establish A Green Finance Framework**: Build a standards-aligned green investment portfolio to position Coteccons to access green credit and international sustainability bond financing.

4/ **Raise Transparency Standards**: Move toward integrated disclosures in line with international standards and maintain a leading position in the Vietnam Sustainability Index (VNSI).

5/ **Foster A Culture Of Responsible Autonomy**: Bring "Future Inside You" to life. ESG truly becomes part of the company's DNA only when every engineer on site makes responsible decisions independently, without requiring supervision from the Subcommittee.

In the next phase, sustainability must be integrated even more deeply into Coteccons' strategy, governance and business operations. The goal is not simply to meet increasingly demanding ESG standards, but to turn those standards into governance capabilities, competitive advantage and long-term value for the company and its stakeholders.

Aiming to become an Industry Leader, Coteccons has the opportunity not only to raise sustainability standards within its own operations, but also to promote responsible practices among subcontractors, suppliers, partners and the community.

The ESG Committee will continue to provide oversight and advice to the Board of Directors, while working alongside Executive Management to strengthen ESG capabilities, enhance governance and deliver the 2026–2030 sustainability roadmap.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)
(Person in charge of Information Disclosure at Coteccons)

ĐINH THỊ HỒNG THẮM

Ms. NGUYỄN TRÌNH THÙY TRANG
Deputy CEO, Operations Division, Coteccons

ESG

THE FOUNDATION OF A LONG-TERM DEVELOPMENT STRATEGY

While ESG implementation at Coteccons in 2021-2022 began with top-down requirements, 2026 marks an important shift: ESG is being integrated into the operational strategy and has become a foundation for Coteccons' long-term development.

According to Ms. Nguyễn Trình Thùy Trang, Deputy CEO, Operations Division, Coteccons, the biggest achievement of 2026 lies not only in specific ESG initiatives or outcomes, but also in the way an ESG culture has taken root in how Coteccons people think and operate. In the early years, leaders had to constantly remind people to follow through. Today, Coteccons can take pride in having a team that understands what needs to be done, acts on its own initiative, and even proactively looks for ways to do better.

"From the office to construction sites, people are practicing ESG on their own initiative. It's like the rule that if you drink, you don't drive," Ms. Trang said, likening Coteccons' ESG culture to something that has become second nature.

According to Ms. Trang, the construction industry is facing a "new set of rules": to create truly sustainable buildings, the process of "going green" must be planned from the outset, with people at the center. Once an ESG culture is deeply embedded in each person across the organization, Coteccons proactively optimizes design, material selection, solutions, construction methods and long-term operating strategies in every activity to reduce emissions and improve building performance. This helps ensure that every project Coteccons delivers is not only functional and safe, but also more sustainable, greener and better for future generations-each one contributing to the mark Coteccons leaves behind.

This is also the result of a journey on which Coteccons has made a clear choice: ESG is neither a standard reserved for companies that have already succeeded, nor an obligation fulfilled merely for form's sake or a cost incurred for image-building. Rather, the company chooses to take responsibility and hold itself to rigorous ESG standards in every activity and at every stage of development.

In 2026, that transformation is reflected in the way ESG is embedded across operations. Coteccons focuses on material topics, from reducing emissions and respecting and developing people to transparent governance, digitalizing information, proactively raising standards, and turning ESG awareness into consistent action across the organization.

When leadership and employees speak with one voice, the journey toward new heights and greater impact becomes even more meaningful. Ms. Trang therefore believes that becoming an Industry Leader in ESG practice is well within Coteccons' reach. Today, the company is proactively raising its own standards and strengthening collaboration with scientists, experts and partners. Together with them, Coteccons develops initiatives to address industry challenges while creating differentiated value through products and services, helping to advance and share sustainable, effective solutions that benefit multiple stakeholders.

This transformation is giving the "Future Inside You" journey increasingly clear and profound meaning. As Ms. Trang emphasized: "The future depends on how we think. Sustainable development is the result of a forward-looking mindset that puts people and the environment first." It is a journey from awareness to understanding, from understanding to action, and from action to change that spreads outward.

Looking back, 2026 marks the point at which ESG at Coteccons has reached a new level of maturity: from a direction set by leadership to shared awareness; from awareness to self-motivated behavior; and from individual behavior to an organization-wide culture. This is the launchpad and the strength that will enable Coteccons to work toward a greener, more transparent, human-centered future, while helping raise standards and create more sustainable value for the construction industry and society as a whole.

"If I could live another 50 years, what kind of lives would my children be living then? What would the planet be like? When I am gone, what do I want to leave behind for this world?"

Ms. **Nguyễn Trình Thùy Trang**
Deputy CEO, Operations Division, Coteccons

Coteccons leaders and engineers working through Tet at Phu Quoc International Airport (An Giang) gather around the fire to cook bánh chưng during the Tết Công trường 2026 ("Tet at the Construction Site 2026") program.

We celebrate today,

BUT WHAT WILL WE LEAVE BEHIND?

From a leader's perspective, Ms. Nguyễn Trình Thùy Trang is clear: Coteccons must move toward a greener future and create greater impact!

Looking back over the past year, which ESG achievement are you most satisfied with?

Ms. Nguyễn Trình Thùy Trang: One of the achievements that makes me happiest is that, since mid-2025, I no longer have to be personally hands-on with every aspect of the work, yet I can still be confident that we have a team taking ESG seriously.

Back in 2021 and 2022, I had to be involved in everything-raising my voice, pushing people from the top down and sometimes even threatening them into action (laughs). We did all that because the leadership wanted ESG practice to become part of Coteccons' culture. That was Chairman Bolat's vision: for people to understand what ESG meant, absorb it day by day, and gradually change their habits and behavior in line with the way the organization wanted to operate. Today, I can proudly say that Coteccons has a team that understands ESG, practices it without being told, and actively wants to do even better.

Getting here was not easy; it took time. Most Coteccons people are engineers. They need to see it, hear it and experience it for themselves before they believe it. What matters is results. Without results, forget about convincing them. LEGO is the clearest example. At the beginning, many members of the Safety team on site complained that the client kept asking about ESG-related requirements. But because Coteccons had already been putting ESG into practice, the team realized that what we were doing was real, that we were doing it properly, and that they had plenty of information to report. They understood it, internalized it, and became more confident in the ESG path we had chosen. They then began proposing initiatives themselves, making ESG second nature.

What, then, has made you happy and strengthened your confidence in the company's ESG journey?

Last year, we were fortunate to have a meeting with General Secretary Tô Lâm. We had been told that each delegation would have only 20 minutes, but he spent 31 minutes with us. He also told Mr. Bolat Duisenov, Chairman of the Board of Directors: "I know Coteccons is a pioneer in putting ESG into practice."

More recently, I met some experts from the Ministry, and they said, "Wow, Coteccons is a construction company that has only just finished restructuring, and it is already practicing ESG as well." Clearly, we no longer have to talk about ourselves. People can see it and recognize that Coteccons is genuinely putting ESG into practice. More than that, other companies are starting to follow Coteccons down the same path.

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Along that journey, were there times when things felt too difficult, when you hesitated, or when there was something you were dissatisfied with?

Of course. I used to work for a foreign corporation. They had a Helpline or Speak Up number. If employees had a problemsuch as being targeted, bullied or facing a lack of transparency -they could simply call that number. I had long wanted to introduce

PRACTICING ESG IS NOT SOMETHING WE DO BECAUSE SOMEONE MIGHT REWARD US OR PUNISH US; WE DO IT UNCONDITIONALLY. INVESTING IN ESG IS THE SAME. IF THE COMPANY BELIEVES SOMETHING NEEDS TO BE DONE, WE DO IT. WHETHER IT WORKS OR NOT, WE ONLY KNOW BY TRYING.

1. Coteccons leaders with the site management team and workers at Sycamore (HCMC) during Xây Tết 2026.

2. Ms. Nguyễn Trinh Thùy Trang meets with workers whose children received scholarships through the Xây Nền Ước Mơ 2026 program at BWID SCC2 Bình Dương (HCMC).

something similar at Coteccons, and we did roll it out. We also hired professional external providers to operate it, but it still wasn't working the way we wanted, so we paused it.

I still feel some regret that we haven't made it work, because it carries risks that are difficult to control. For example, people could exploit the channel to settle scores with one another. I still think about it. Sometimes, even something you want to do for the right reasons can carry significant risks, so you have to weigh them carefully and pause when necessary.

In many previous messages, Coteccons' leadership has spoken about "FUTURE INSIDE YOU." What experience has stayed with you most deeply and made you want to follow that path, despite the risks you mentioned?

Whenever we choose to take the lead or invest in new initiatives, we develop risk management scenarios and clearly define an acceptable "margin of failure." At Coteccons, ESG is not a short-term program or campaign. It starts with mindset, becomes part of our business ethics and the way Coteccons people behave, and underpins our strategy and every action we take. We say no to "greenwashing." We do not practice ESG superficially or for appearances' sake; we put people at the center of our sustainable development goals.

Do you remember the film "Interstellar"? It made me think deeply about many things. It is more than a science-fiction story; to me, it is a profound metaphor for humanity's fate and enduring values. It opens on peaceful cornfields on an Earth whose capacity to sustain life is slowly being depleted. Cooper's journey takes him across such different dimensions of space and time that when he returns, the world is no longer the one he left.

What stays with me most is the book-filled room of the protagonist's daughter, Murph. Separated by space and time, her father Cooper still finds a way to send her messages through the books on the shelf. To me, that room is more than a setting in the film; it is a symbol of knowledge, memory and continuity between generations. We may not live long enough to see the distant future, but we can still send the best of what we have forward into it. Each generation inherits a legacy from the one before and has a responsibility to improve it before passing it on.

Perhaps that is also the deepest meaning of the message Coteccons has long embraced: "FUTURE INSIDE YOU." The future is not somewhere out there. It lies in the choices we make today, the knowledge we build, the values we persistently nurture, and the responsibility we take for the next generation.

In the film, Cooper and the scientists give up peaceful lives and even sacrifice time with their families to search for a path that will secure humanity's future. It leaves me with a simple thought: the greatest legacy we leave behind may not be material wealth, but knowledge, courage and a spirit that never gives up. If I could live another 50 years, what would the planet be like? What kind of lives would our children and grandchildren have? And when I am gone, what do I want to leave behind for this world?

That is why I always try to do the small things well today, believing that, little by little, they can create a positive impact that grows over time. ESG at Coteccons is the same. Only

by planting a good seed can we hope for a good harvest. We start with the basics: supporting our employees' health and mental well-being, caring for the environment, preserving and strengthening positive values within the organization, and extending those values to the community. Ultimately, sustainable development is not only about leaving future generations a better planet; it is also about passing on values that will help future generations achieve more than our generation has.

What bigger impacts are you and the leadership hoping to create for people and for the construction industry?

For Coteccons, that means Building Futures and making an impact on society. A building is a simple example: if we build it irresponsibly, 9,000 people could be affected. If we do it responsibly, we can make life better for many people.

Next year, I plan to make further improvements. The team is already doing a good job measuring emissions, but we need to turn this into a common standard. We will continue investing in digitalization and bring together external experts and our own team to refine the system. Once it is ready, we can share the approach with others in the industry.

My bigger ambition is to turn ESG into a business model. Today, our focus is mainly on supporting workers. If we can combine what we are already doing with technology, we could create a workforce management company-something like LinkedIn for the construction industry. It is still only an idea, and making it work would take careful thought and time. (Laughs)

What do you feel you have gained most from practicing ESG?

Honestly, it is GRATITUDE.
When we bring Xây Tết (Building Tet, a Lunar New Year community program) to workers at construction sites, we see just how genuine and unassuming they are. They work hard, persevere and save every bit they can to support their children's dreams. We have so much to thank them for!

We practice ESG because we want to make things better for each person. It can be as simple as a desk, a chair, greenery in the office, cooler uniforms made from better fabric for our people, or proper rest shelters for workers. At first, some people said, "They've got money to burn and too much time on their hands." But now others are copying what we do—and still struggling to catch up.

The Chairman often encourages people to give each other a hug before a meeting. Imagine what happens when you step forward and hug someone: your state of mind changes. Even if you were about to tear into each other, a hug can change the whole dynamic. What would that look like?

In the past, ESG practice was top-down-a mandate, something people were required to do. Today, people take the initiative, follow the standards and feel that they are part of Coteccons' culture. On top of that, people are proposing many initiatives of their own, making ESG practice far more meaningful going forward.
Thank you, Madam.

COTECCONS INTERNAL AUDIT'S INDEPENDENT ASSURANCE OPINION ON

The ESG report 2026

No: 01/2026/

Re: Assurance Of Certain Sustainability Indicators

To: **The General Meeting of Shareholders, the Board of Directors, and Stakeholders**

To enhance the reliability of externally disclosed information, Coteccons' Risk Management, Compliance, and Internal Audit conducted a limited assurance engagement on selected FY2026 sustainability indicators before publication of the Sustainability Report.

Responsibilities Of The Board Of Management

Coteccons' Board of Management is responsible for preparing, presenting, and disclosing the ESG Report 2026 based on the GRI Standards issued by the Global Reporting Initiative (GRI).

The Board of Management is responsible for establishing and maintaining an internal control system to ensure that the information and data in the Report are transparent and accurate.

Responsibilities And Approach Of Risk Management, Compliance, and Internal Audit (RCA)

Risk Management, Compliance and Internal Audit (RCA) provides an independent, objective opinion on the selected indicators. Its work followed Coteccons' Internal Audit Regulations and Procedures and was consistent with Government Decree No. 05/2019/NĐ-CP dated January 22, 2019, on internal audit. Throughout the engagement, from planning and execution through to conclusion, RCA adhered to professional ethical standards and applied a risk-based approach.

The assurance work consisted primarily of interviews, document reviews, and checks of the figures against the original data from the relevant departments and units.

The assurance results were discussed with the leaders of the relevant functional departments and units.

Scope Of Assurance

At this stage, limited assurance was performed on the following 06 sustainability indicators identified under the GRI Standards:

- **GRI 201-1**: Direct economic value generated and distributed;
- **GRI 2-7**: Employees;
- **GRI 308-1**: New suppliers that were screened using environmental criteria;
- **GRI 403-5**: Worker training on occupational health and safety;
- **GRI 405-1**: Diversity of governance bodies and employees;
- **GRI 413-1**: Operations with local community engagement, impact assessments, and development programs.

Conclusion

Within the scope of the work performed, Risk Management, Compliance, and Internal Audit (RCA) provides limited assurance that the 06 selected sustainability indicators for the reporting period beginning July 1, 2025, and ending June 30, 2026, as presented in the ESG Report 2026, are fairly presented, in all material respects, in accordance with the GRI Standards.

RISK MANAGEMENT, COMPLIANCE, AND INTERNAL AUDIT HEAD OF RCA

VŨ HOÀNG NAM

At Coteccons, we believe sustainability begins with each of us.

Start

FUTURE INSIDE YOU

"An enduring asset within our reach."

A greener future
A better future
Sustainable growth

Awareness
Responsibility
Vision

"Moving Forward Together"

Everyone
All stakeholders
Every community
Every project
Our planet

To carry out the mission of **making ESG visible and meaningful to all stakeholders, especially Coteccons' employees**, the Company has built the philosophy and communication message Future Inside You.

The future depends on how we think. Sustainable development is the result of a forward-looking mindset that puts human lives and the environment first. If our goal only focuses on short-term and immediate profits, development will not be sustainable. The path of the future is opened from the right mindset about sustainable development in each individual and each business.

KEY FIGURES

Fiscal Year 2026 (July 1, 2025-June 30, 2026)

NET REVENUE

VND

34,340

BILLION

▲ Up 38% year over year, Reaching 115% of the business plan

TOTAL ASSETS

VND

38,696

BILLION

▲ Up 30% year over year.

EQUITY CAPITAL

VND

9,652

BILLION

▲ Up 8% year over year

BUSINESS RESULTS

Economic Growth & Performance

GROSS PROFIT

VND

1,446

BILLION

▲ Up 77% year over year.

PROFIT AFTER TAX

VND

788

BILLION

▲ Up 73% year over year, Reaching 113% of the business plan.

NEW CONTRACT AWARDS

VND

60,307

BILLION

▲ Up 107% year over year.

REPEAT SALES AS A SHARE OF TOTAL CONTRACT VALUE WONU

72%

CARRYOVER BACKLOG

VND

70,000

BILLION

▲ Up 98% year over year.
A record high

Sustainable Brand

TOTAL SOCIAL WELFARE BUDGET

VND

176,137,405,188

CONTRIBUTIONS TO THE STATE BUDGET

VND

434,184,059,123

SUSTAINABLE DEVELOPMENT PRACTICES (ESG)

Standards For Green Construction, Environmental Protection And Comprehensive Social Responsibility

Occupational Health And Safety

SAFE WORKING HOURS

68,110,908

HOURS

NUMBER OF PROJECTS UNDERWAY (AS OF JUNE 30, 2026)

89

PROJECTS

PERCENTAGE OF EMPLOYEES AND WORKERS WHO RECEIVED SAFETY TRAINING

100%

Knowledge and Capacity Building

AVERAGE TRAINING HOURS PER EMPLOYEE

25.6 HOURS/ PERSON

Ecological Impacts

REFORESTATION

33,063

NATIVE TREES

Happy Workplace

DIRECT EMPLOYEES

4,080

PEOPLE

AVERAGE NUMBER OF WORKERS ON CONSTRUCTION SITES

32,245

PEOPLE

3R Optimization Toward A Circular Economy

AMOUNT RECOVERED FROM SURPLUS CONSTRUCTION MATERIALS

VND

12.74

BILLION

Green Supply Chain

NUMBER OF SUPPLIERS PERIODICALLY ASSESSED AGAINST CRITERIA THAT INCLUDE ESG

2,055

SUPPLIERS/ SUBCONTRACTORS

Corporate Social Responsibility

XÂY TẾT

>40,000

GIFTS FOR WORKERS

TOTAL SPENDING ON SOCIAL PROGRAMS

VND

13,300,629,156

Greenhouse Gas Emissions

ESTIMATED GHG EMISSIONS REDUCTION FROM THE USE OF GREEN MATERIALS

334,845.43

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