PART VII

Social

Steadfast in its commitment to sustainable development, Coteccons translates its social commitments into tangible, human-centered action. Behind every initiative lies a fundamental question: Who are these changes meant to serve? Day by day, Coteccons continues to build a workplace culture grounded in ownership, responsibility, dedication and commitment. This is not only part of Coteccons' DNA, but also a solid foundation that prepares the company for its next phase of development.

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The safety supervision team at Eaton Park (Ho Chi Minh City).

Discipline

HELPS EVERYONE RETURN HOME SAFELY

At Coteccons, occupational safety goes beyond compliance. It has become a culture that promotes risk awareness and prevention, with people at its core.

TURNING RULES INTO AWARENESS

To illustrate Coteccons' safety culture, the Health, Safety and Environment (HSE) Department points to the use of safety harnesses. When harnesses were first made mandatory for work at height and on formwork platforms, many workers found them cumbersome and felt they got in the way. But as they came to understand how harnesses could protect their lives, their attitudes gradually changed.

Today, workers wear them without being prompted-a practice that has become part of Coteccons' safety culture.

For the HSE Department, this is how a rule becomes part of people's mindset. Building a safety culture is not about forcing people to follow rigid rules. It is about raising awareness until people choose to do the right thing on their own. Coteccons also aims to extend that culture beyond the company.

"PEOPLE ARE THE GREATEST ASSET" IS NO LONGER JUST A SLOGAN. AT COTECCONS, IT HAS BECOME A GUIDING PRINCIPLE THAT EVERYONE UNDERSTANDS AND ACCEPTS AS A MATTER OF COURSE.

An HSE Department representative explains: "We cannot build a good system if people do not behave the right way. But safe behavior cannot develop without clear procedures that show people how to work safely." Coteccons therefore has developed safety procedures and standards that comply with Vietnamese law while incorporating international safety systems. These requirements are applied throughout the construction process and communicated to all workers, helping them understand what is expected and consciously choose to follow them.

To guide the implementation of these requirements, Coteccons also relies on a clear HSE framework. This includes rules for controlling risks and, most importantly, stop-work authority, as set out in the Code of Conduct for Business Partners.

Under this principle, anyone-from workers and engineers to managers-has the authority to stop work if they identify an unsafe condition. Putting workers' safety first, Coteccons commits to ensuring that no one exercising this authority faces reprimand, retaliation or disciplinary action. Work resumes only when the area has been made safe.

This standard applies to all personnel, including subcontractor workers. Only those who have completed safety training with the Coteccons safety team are permitted to take part in construction work on its projects.

SAFEGUARDING HUMAN CAPITAL

Why does Coteccons continue to pursue high safety standards? In FY2026, Coteccons' management system recorded 324,360 hours of occupational safety training delivered to construction workers and 8,645 hours delivered to company employees. Notably, 100% of workers received safety training.

According to Coteccons' leadership, protecting workers is first and foremost the right thing to do-human life cannot be priced. But there is also a business logic: human capital is the company's most valuable asset, essential to the quality and timely delivery of every project.

That investment is most visible in training. More than 324,000 hours of safety training were delivered through recurring activities, ranging from pre-shift briefings to periodic sessions led by the safety team. In one recent program alone, more than 300 managers were trained in risk identification, assessment and control.

Protection extends beyond immediate accident prevention. For risks that accumulate over time, such as dust, noise or prolonged fatigue, Coteccons monitors workers' health and, when necessary, reassigns them to lower-risk roles.

Coteccons also places particular emphasis on making safety discipline part of its culture. The HSE Department poses an interesting question: If safety culture is about doing the right thing even when no one is watching, how can we tell whether it's working?

In fact, some of the most familiar safety metrics are also among the least useful: safe working hours and accident rates are lagging indicators - "like looking in the rear-view mirror." They tell us what has already happened, not how the company is operating today.

Instead, the HSE Department tracks leading indicators: training hours and participation, how quickly identified risks are brought under control, and reports of unsafe conditions raised by workers themselves.

The HSE Department also pays attention to what these indicators mean. A high number of reports of unsafe conditions from workers, for example, is actually welcome news. To Coteccons, it means people are speaking up and identifying risks before they can turn into accidents.

A truly safe workplace is one where people follow safety requirements even when no one is watching: A report is submitted without being requested; a safety harness is properly tied off even when no one is checking. That is the culture Coteccons is working to build-and the discipline that helps everyone return home safely.

1. Scaffolding safety training for workers at the Eaton ParK project (Ho Chi Minh City).

2. Occupational safety training for workers at the Eaton Park project (Ho Chi Minh City).

Occupational health & safety

TO INTERNATIONAL STANDARDS

Coteccons regards people as its most valuable asset and places occupational health and safety among its highest priorities. The company rigorously applies health and safety standards, provides regular training, and continues to improve living and working conditions at project sites. Together, these measures help maintain a safe working environment, minimize risks, and protect the workforce.

In fiscal year 2026, Coteccons continued to take a more proactive approach to workplace safety, with three priorities: Regular monitoring, early risk identification, and building workers' own capabilities. During the year, the company conducted 395 internal safety inspections and 470 on-site safety inspections.

These activities strengthened risk identification, encouraged greater worker participation, and supported continuous improvement in the effectiveness of safety management. They also contributed to safer execution across the business, with Coteccons recording **68,110,908 safe working hours** across the company's **89** on going construction projects and operational sites.

Worker healthcare goes hand in hand with safety. Across its project sites and offices, Coteccons maintains healthcare facilities equipped with first-aid kits and medical rooms so that immediate assistance can be provided in the critical first minutes after an incident. All employees also receive regular health check-ups at least once a year, supporting the early identification and monitoring of occupational health risk factors.

In 2026, Coteccons' workforce grew from 2,995 to 4,080 people as its project portfolio expanded rapidly. As the business scaled up, site supervision alone was no longer enough. Managers also needed the ability to identify risks much earlier - during planning, before work began.

Training And Competency Development:

100% of subcontractor workers receive safety training from Coteccons before starting work. During the year, the company recorded:

Safety training for workers:
324,360 hours

Safety training for employees:
8,645 hours

Safe working:
68,110,908 hours

Occupational Safety Training and Instruction for Workers at the Eaton Park Project (Ho Chi Minh City).

Fire Prevention, Firefighting and Rescue Police officers conduct fire prevention and response training for workers at the Sycamore B9 and B10 project (HCMC) as part of "Xây Tết 2026".

AT COTECCONS, HSE MEANS 'BEYOND DISCIPLINE, TOWARDS GLOBAL EXCELLENCE.'

DEVELOPING LEADERSHIP AND TECHNICAL EXPERTISE IN RISK MANAGEMENT

Coteccons therefore began developing a company-wide competency management system covering occupational health and safety and risk management. During the year, the company built a training matrix comprising 41 programs across key areas, including HSE management, risk assessment, incident investigation, emergency response, specialized technical operations, and international management systems. The matrix defines competency requirements by role, risk level, and the specific needs of each project.

The company also partnered with training providers experienced in high-risk industries such as oil and gas, energy, and wind power to introduce practical safety courses that meet the highest internationally recognized standards.

MOVING TOWARD INTERNATIONAL STANDARDS

One of the first major initiatives was the rollout of IOSH Managing Safely, an internationally recognized program, to more than 300 project managers, department managers, HSE personnel, and other key personnel.

These HSE training activities have laid the foundation for Coteccons to move from reacting to incidents after they occur toward managing risks proactively, in line with internationally recognized good practices and the principles of ISO 45001.

Unlike specialist programs designed specifically for HSE personnel, IOSH Managing Safely is aimed at managers who make day-to-day decisions about project execution, schedules, resource allocation, and contractor management.

At the heart of the program is a different way of thinking about safety: It must be built into operational decisions, with risks identified, assessed, and controlled before work begins—not after an incident occurs.

Traditionally, safety in construction has often been seen as the sole responsibility of HSE teams. Coteccons is working toward a different model, in which risk management is a shared responsibility of leaders at every level of the organization. Embedding this mindset was a key objective of the company's 2026 capability development program and supports the continued strengthening of Coteccons' occupational health and safety management system in line with the principles of ISO 45001.

Coteccons also reviewed how risks were assessed and work was planned for safe execution, and updated its risk assessment and job safety analysis procedures. HSE training was delivered at company offices and across **89 active projects**, creating a consistent framework throughout the organization for identifying hazards, assessing risks, and selecting appropriate controls.

During the year, the company also began developing project-specific risk profiles and improving the quality of job safety analyses. Building a strong risk management culture takes time, consistency, and clear commitment from leadership.

An IOSH Managing Safely training session for project and department management staff, HSE personnel and other key staff.

With thousands of workers, supervisors, managers, and contractors working across multiple projects, the company's greatest challenge is not a lack of procedures, but ensuring that everyone understands and consistently follows the most critical HSE requirements. The more extensive the system of rules becomes, the greater the risk that essential requirements get lost in the detail.

A common safety language

ACROSS THE COMPANY

In 2026, Coteccons developed and rolled out SAFE 9, a set of nine critical safety rules that all workers and contractors must understand and follow. The program draws on critical risk management principles and internationally recognized safety practices widely used in high-risk industries.

9 CRITICAL SAFETY RULES

1 Control Energy (LOTO)

2 Only Authorized Work (PTW)

3 Trained, Fit & Competent

4 Edge Protection & Work at Height

5 Confined Space Entry Control

6 Critical Lifting & Line of Fire

7 Ownership & Accountability

8 Never Bypass Safety Controls

9 Stop Work Authority

SAFE 9 Highlights

- Developed and rolled out a company-wide awareness program focused on critical risks.
- Established 9 critical safety rules for the highest-risk construction activities.
- Integrated SAFE 9 into on-site visual communication and worker awareness programs.
- Reinforced the principles of personal responsibility, protection of safety-critical barriers, and stop work authority.
- Supported continued alignment with the principles of ISO 45001 and a proactive approach to risk management.

The design principle behind SAFE 9 is to limit the number of rules rather than broaden their scope. Rather than asking workers to remember a long list of technical procedures, the program focuses on a small number of rules linked to activities that can cause serious injury or death. This helps create a common safety language, so that workers moving from one project to another can immediately understand the key requirements for working safely.

During the year, SAFE 9 was rolled out through awareness programs at projects, worker engagement activities, posters, and other visual communication tools across project sites.

Rule 9 is perhaps the clearest expression of the thinking behind SAFE 9: Stop Work Authority. Every worker is empowered to stop work if they see an unsafe condition. Safety oversight is therefore no longer purely top-down; everyone has both the responsibility and the authority to intervene. This is also consistent with the principles of ISO 45001, which emphasize worker participation as a core element of an effective occupational health and safety management system.

Going forward, SAFE 9 will continue to be integrated into training, project performance management, and contractor engagement. The goal is for every worker - regardless of role, experience, or work location-to understand the critical risks and have the authority to intervene when needed to prevent unsafe situations.

DIGITAL TRANSFORMATION IN HSE management:

FROM REPORTING TO RISK MANAGEMENT

Coteccons is accelerating the digital transformation of HSE management through management software, real-time data, and advanced technologies at project sites. This shift strengthens monitoring, improves risk forecasting, and enables earlier intervention, helping enhance both safety and operational efficiency.

For many years, HSE management in the construction industry has relied largely on paper records, spreadsheets, and manual reporting. These tools can meet basic compliance requirements, but their limitations become increasingly apparent as projects scale up: emerging risks are harder to identify early, corrective actions may be delayed, and the same issues can recur across projects.

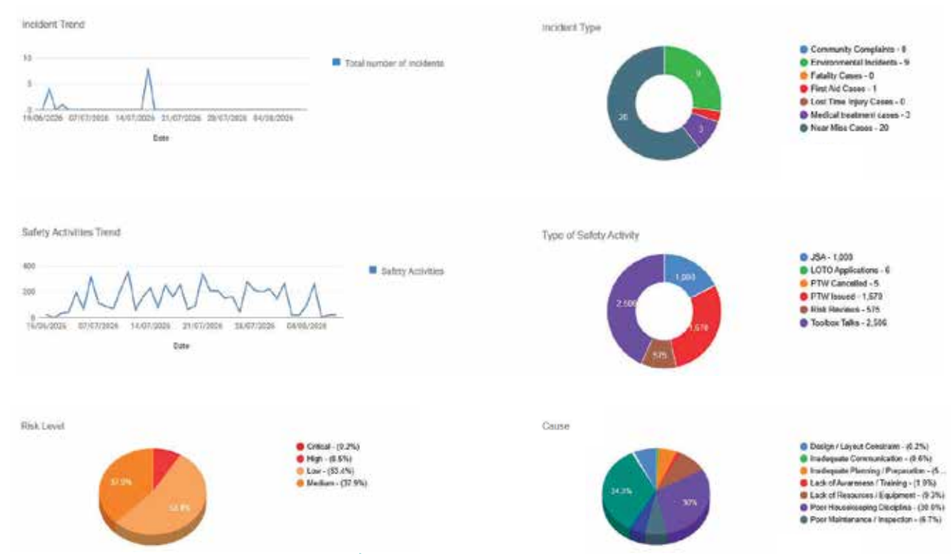
In 2026, Coteccons launched a digital transformation program for HSE. The goal is not to reduce documentation, but to create a consistent data environment that supports decision-making at every level. The company evaluated digital platforms used in construction and other high-risk industries based on four criteria: functionality, scalability, ease of use, and long-term development potential.

The system brings core HSE processes onto a single platform, including safety management, risk assessment, permit-to-work management, incident reporting and investigation, corrective and preventive actions, and worker engagement. Bringing this data together provides a single, traceable source of information for both project teams and company-level management.

One of the most important changes is the ability to identify risks earlier and respond sooner. Previously, management decisions were based largely on consolidated reports of events that had already occurred. The new platform allows teams to track corrective actions, identify recurring issues, and analyze trends in real time. Instead of simply recording what has already happened, Coteccons can intervene earlier, before risks lead to accidents. Digitization also strengthens data integrity. Automated workflows help ensure that records are stored consistently and that actions and approvals can be traced, reducing the risk of information loss and strengthening accountability. Centralized data also allows Coteccons to compare performance across projects, identify good practices and higher-risk areas, and allocate resources more effectively.

Over the longer term, Coteccons aims to strengthen its analytics and develop risk-forecasting tools, including applications of artificial intelligence. The goal is to move fully from incident-based safety management toward a data-driven, preventive approach.

Sample charts from the HSE management platform.



Mr. LÊ NGUYÊN VŨ
Head Of HSE, Coteccons

DIGITAL TRANSFORMATION:

When data becomes an added layer of protection for workers

By combining digital tools with a shift in mindset, from passive rule-following to proactive, systematic risk management focused on real-world performance, Coteccons is reshaping the role of HSE. Rather than a procedural burden, HSE is becoming a strategic management foundation that provides Coteccons with greater resilience as it puts ESG into practice.

Mr. Lê Nguyên Vũ (right) talks with workers about occupational safety at the APEC Convention Center project in Phu Quoc (An Giang) during Xây Tết 2026.

COTECCONS BELIEVES DIGITAL TRANSFORMATION IN HSE MUST BRING PEOPLE, PROCESSES, TECHNOLOGY AND DATA TOGETHER, WHILE BALANCING PROJECT-OWNER REQUIREMENTS AND INTERNATIONAL STANDARDS WITH THE REALITIES OF OPERATING IN VIETNAM.

In 2025, Vietnam recorded more than 7,000 occupational accidents involving 7,156 people, including 658 fatalities (*). The figures underscore the growing need for HSE (Health, Safety and Environment), especially in higher-risk sectors such as construction and manufacturing.

That need is particularly clear at Coteccons. For years, the company has worked on major FDI projects subject to stringent international standards, including the LEED Gold and LEED Platinum standards developed by the U.S. Green Building Council (USGBC).

“There were projects where the requirements were so demanding - from management software to rules and procedures - that the team initially felt we simply did not have enough resources to meet them,” shared Mr. Lê Nguyên Vũ, who is responsible for coordinating and overseeing all HSE activities across a number of major FDI projects, including LEGO and Pandora, and now GE Vernova.

On projects like these, HSE is about far more than occupational safety. It covers management systems, project data, contractor capability, environmental protection and worker health, as well as the ability to show on site and in practice - that requirements are being met properly and consistently.

That is why digital transformation is no longer optional if Coteccons is to keep pace with project owners’ exacting standards. For the company, digital HSE is not simply about adopting new tools. It requires people, processes, technology and data to work together, while balancing project-owner requirements and international standards with actual conditions in Vietnam.

(*) Source: https://moha.gov.vn/thong-bao/thong-bao-tinh-hinh-tai-nan-lao-dong-nam-2025---id1641

To make that work, the HSE team has had to learn by doing and, more importantly, rethink how it operates: moving from a compliance mindset to one centered on value and performance, and from dealing with risks one by one to managing them systematically.

Recognizing data as critical, Coteccons focuses on systematically connecting and managing data from sources such as images and reports through digital solutions. The company is also developing AI camera solutions to detect PPE (Personal Protective Equipment) and identify potentially hazardous areas, moving toward a proactive management model rather than reacting only after incidents occur.

“Good decisions start with good data. When information from inspections, training, incidents, near misses, equipment and other HSE activities is standardized, we can spot risks earlier and make decisions faster” Mr. Vũ said. Coteccons has identified three factors that determine the success of HSE at project sites. First, it has to be practical: easy to understand, easy to apply and accessible to workers. Second, it has to create value by warning of risks and supporting decisions. Third, people and culture ultimately determine how effectively HSE is put into practice.

However, digitalization and HSE rules are not enough if they remain within the HSE team. The greater challenge is building HSE awareness across the organization and extending that mindset and culture to contractors and the entire workforce.

Mr. Lê Nguyên Vũ presents “Applying Digital Transformation in HSE Management at Coteccons” at a seminar organized by the Ho Chi Minh City Department of Home Affairs.

Colorful safety boards at Coteccons construction sites.

> “Over the long term, I want HSE data to connect with project management, quality, environment, human resources and ESG, forming one integrated management system. Digital transformation will provide the data. ESG will provide the direction. People will still be the deciding factor in turning all of that into real results on site.”
>
> Mr. Lê Nguyên Vũ
> Head Of HSE, Coteccons

On site, Coteccons works to turn HSE requirements into simple, understandable rules that can be followed and monitored in everyday work, reinforced through visual boards, posters and pre-shift briefings. The biggest challenge is changing habits, as construction sites bring together multiple contractors and workers of different generations, skill levels and working practices. Changing behavior therefore takes time, and managers need to lead by example. This is why site HSE teams stay close to workers and their day-to-day lives - taking the time to understand them, build rapport and share information that is relevant and appropriate.

This is where "OWN IT" spirit - taking initiative and owning one’s responsibilities - comes alive. For HSE teams, working hands-on in real site conditions has strengthened that mindset and brought colleagues closer together around a shared goal: zero accidents.

“We want everyone to get into the habit of taking action as soon as they see a risk and treating safety as their own responsibility. Once this becomes second nature, safety truly becomes part of the culture,” Mr. Vũ shared.

From the exacting demands of FDI projects to everyday changes in how work is done on site, Coteccons is increasingly treating HSE as a core management capability, not simply a system of compliance rules. Built from within, this HSE culture not only helps protect people and project sites but also forms a key pillar of Coteccons’ management capability, helping make ESG more practical and relevant in day-to-day operations.

Mr. LÊ HỮU NHÂN
HSE Team Leader, APEC Phu Quoc Project, Coteccons

THE SAFETY DISCIPLINE

APEC Phú Quốc

BEHIND A NATIONAL PROJECT

At the APEC Convention Center Phu Quoc project, Coteccons is putting ESG into practice by applying Health, Safety, and Environment (HSE) requirements to create a truly sustainable construction site.

GREATER SCALE, TIGHTER DEADLINES, STRICTER SITE DISCIPLINE

The APEC complex at Bai Dat Do (Bãi Đất Đỏ) covers more than 57 hectares and includes a Convention and Exhibition Center, a Multipurpose Performance Hall, and APEC Park.

Designed to host events for up to 10,000 people and banquets for 5,000 guests, the project also features an International Media Center for 3,000 - 4,000 journalists. This massive scale puts contractors in a race against time to meet the APEC 2027 deadline, while any lapse in safety controls could compromise site safety.

Mr. Lê Hữu Nhân, HSE Team Leader at the APEC Phu Quoc project, affirmed: “Schedule pressure is real, but safety is non-negotiable.”

From the beginning, HSE has been built into every stage of construction. Site traffic, material storage areas, vehicle movements, and lifting operations are carefully planned. Workers’ accommodation, physical health, and mental well-being are also closely monitored by the HSE team.

Mr. Lê Hữu Nhân, HSE Team Leader, with Mr. Trương Văn Thanh, a construction worker at the APEC Convention Center project in Phu Quoc (An Giang).

High-risk activities like working at height, welding and cutting, lifting, night shifts, and electrical work require a risk assessment and a work permit before starting.

“This is especially essential in construction, where the risk of accidents is inherently high,” Mr. Nhân said.

Coteccons enforces safety and environmental requirements for all workers. Workers must be properly tied off when working at height; welding and cutting areas must be screened; tools must be kept in place and materials neatly stacked. Scrap steel, timber offcuts, and temporary electrical cables must not create trip hazards. Littering and oil or grease leaks are prohibited, while resources must be conserved and waste segregated at source.

For Mr. Nhân, meeting the schedule is a must. But the tighter the deadline and the larger the workforce, the stricter the discipline needs to be. Being on an island makes everything more complex - from materials and equipment to staffing, accommodation, and medical logistics. The main HSE challenge is managing a workforce of this scale while ensuring that ESG standards are meaningfully applied in day-to-day operations.

Waste is taken to designated collection points. Workers are provided with well-equipped accommodation, and the company offers regular health check-ups to help them maintain the best possible physical condition.

The HSE team also holds practical and easy-to-understand ESG training sessions. Workers learn to drop the “just get it done” mindset and instead do the job correctly, safely, and responsibly.

THE APEC PHU QUOC PROJECT IS MORE THAN A CONVENTION COMPLEX. IT IS ALSO WHERE COTECCONS IS PUTTING A NEW APPROACH TO CONSTRUCTION INTO PRACTICE: WORK FAST WITHOUT CUTTING CORNERS; BUILD AT SCALE WITHOUT LOSING SIGHT OF PEOPLE AND THE ENVIRONMENT.

SAFE GREEN CARD: A SMALL CARD, A BIG SHIFT IN HABITS

The Safe Green Card is a key Coteccons initiative for recognizing safe behavior of on-site workers. It is used to praise and encourage individuals, teams, and contractors who actively help maintain a safe working environment. What sets the initiative apart is the shift from simply inspecting and reminding people to recognizing and reinforcing positive behavior.

“When it comes to HSE, successful ESG practice means reducing risks on site,” Mr. Nhân shared. In practice, this means workers remind each other to use safety harnesses and refuse to use unsafe equipment. Teams clean up their own work areas to prevent the risk of slips, trips and accidents - not just to pass inspections. This way, the Safe Green Card helps turn safe practices into core habits.

Beyond internal rules, the company also organizes beach and landscape clean-ups. Every Saturday, the site team works with the Vietnam Border Guard to collect waste around the construction area.

“Coteccons did not come to Phu Quoc just to finish a project and leave. We want to set a new standard: even a large construction site can stay clean, and speed should never compromise safety.” Mr. Nhân added that true sustainable value is what stays after the project: the local community sees greater respect for the environment, and subcontractors demonstrate stronger management capabilities, that will be the true measure of sustainable value.

A disciplined workplace creates lasting value for the workers themselves. This is the true standard for an international project: Putting people first and protecting the natural environment, today and for the future.

1. A safety supervisor checks in and talks with workers on site.

2. The rest area for workers at the APEC Convention Center project in Phu Quoc (An Giang).

Ms. NGUYỄN THỊ THANH HƯƠNG
Human Capital Director, Coteccons

ESG

STARTS WITH HOW COTECCONS TREATS PEOPLE

For Coteccons, that people-first approach takes tangible form in the diverse, equitable and inclusive (DEI) workplace it is building. This is a unique trait of Coteccons, given that construction is an industry defined by discipline, strict compliance and exacting safety standards, and still widely seen as "rough and rigid." For Ms. Nguyễn Thị Thanh Hương, Human Capital Director at Coteccons, that very context is an opportunity to place greater value on human capital, with the ultimate aim of creating a happier and more equitable workplace for everyone.

EQUITY IS MORE THAN A NUMBER

DEI starts with leadership. According to Ms. Hương, women now make up 41% of the company's leadership (BOD) team, bringing a better balance of voices to discussions and decision-making. Importantly, Coteccons does not define equity simply by the ratio of men to women.

At Coteccons, the Human Capital team does something rarely seen elsewhere: they go straight to construction sites to walk employees through company rules and principles, compensation, career paths, and more. This unconventional approach shows that Coteccons does not treat ESG as mere theory, but puts people first in its sustainability journey.

"An equitable workplace is not just about gender equality. It is one where everyone feels they have a voice, receives equal care and consideration, and can see the workplace as a second home," Ms. Hương said.

In construction, where women are still a minority, this points to a broader idea: DEI is not about giving one gender preferential treatment. It is about creating an environment where differences are respected and each person's abilities are recognized and developed. Ms. Hương noted that Coteccons does not discriminate in hiring and is actively encouraging more women to take on roles such as Quantity Surveyor (QS) and Quality Control (QC) Engineer, while giving each employee a clear path for development.

FROM "POLICY" TO EMPLOYEE EXPERIENCE

Another strength of Coteccons' ESG practices is how it puts equity into practice through greater transparency around information and development opportunities. In 2025, rather than staying behind desks, the HC team took its "roadshows" to projects across Northern, Central and Southern Vietnam to explain compensation and benefits policies directly to employees. From the day they join, every employee, from security guards to engineers, has a clear understanding of their rights and responsibilities, the organizational structure, ESG, and safety principles.

Most recently, in collaboration with IT and other functions in line with the direction set by the Company's leadership, Coteccons accelerated the implementation of Workday in early 2026. It is a transparent, connected and people-centric human capital management platform built to international standards. Through Workday, Coteccons is committed to every employee access to a comprehensive information portal and a range of smart features designed to support both employees and managers in day-to-day work, career development and personal information management.

Bringing the platform into full operation in 2026 represents the Company's determination to advance digital transformation and information transparency. The BOM, the HC Management Division, and the IT team are particularly proud of this initiative, as it demonstrates their commitment to taking ownership of their work and technology in the spirit of "OWN IT" - giving their best and taking full responsibility.

ESG goes beyond what is written on paper and has become part of the culture across Coteccons. Human Capital has led the way in putting ESG into practice alongside employees, guided by understanding, determination and a willingness to change. That means going out to construction sites, working closely with different departments, meeting employees face to face, understanding how things actually work on the ground, and finding solutions together.

Ms. Hương believes "fairness and equity" have to be grounded in culture, the work environment, transparency and people development. And this cannot be Human Capital's job alone; it must be embraced by everyone, from the leadership team to each employee.

BUILDING A "HUMAN-HEARTED COMPANY"

Another part of what makes Coteccons different is how deeply employee happiness is embedded in its culture. Ms. Hương believes Human Capital's most important role is not simply to put together a competitive compensation and benefits package, but to work alongside the company to create an environment where employees can realize their full potential, have room to grow, and feel happy at work.

These values are reflected in everyday behavior: showing care and humility, treating people with respect, making sure they feel heard and understood, and acting with integrity. Coteccons also links its OWN IT culture to autonomy and respect, while rejecting the formation of factions within the organization. A sustainable culture, Ms. Hương said, has to begin with trust and mutual respect.

Coteccons is also investing in modern tools and management systems to foster a workplace where employees can do the work best suited to them, contribute meaningfully, and receive the recognition and rewards they deserve.

According to Ms. Hương, what matters most is how employees treat one another and how each person takes part in the journey toward the future the company envisions. As part of its DEI approach, Coteccons also encourages employee rotation across projects, giving employees opportunities to broaden their experience and develop their capabilities, while also helping the Company assess their potential. For employees who have truly internalized the Coteccons culture, whether they are working on a familiar project or moving to a new one and working with new colleagues, each experience gives them an opportunity to show their capabilities and potential.

"We are building a diverse, equity and inclusive (DEI) workplace not to give women preferential treatment, but to create an environment where each person's differences are valued and their abilities recognized and developed."

Ms. Nguyễn Thị Thanh Hương
Human Capital Director, Coteccons

Importantly, Coteccons also connects DEI with the future of the industry. ESG training does not stop with a specialist team. Engineers and managers are equipped with ESG knowledge, then spread that knowledge and their own experience on to their teams - and even to students. The "train the trainer to cascade" approach helps ESG become a core competency across the organization.

Seen in that broader context, Coteccons' strength lies not in declaring completed ESG items and targets, but in driving behavioral change and embedding ESG in the culture of the entire organization. When employees know they are heard, supported in their development and treated fairly, while also understanding their responsibilities to the organization, ESG has become deeply embedded in the culture.

This is also the spirit behind Future Inside You, as envisioned by Coteccons' leadership: a sustainable future is not built by new technologies or standards alone. It starts with the mindset, awareness and choices of every individual. At Coteccons, once ESG becomes part of how people think and act, the "S" (Social) in ESG is no longer a standalone chapter in a report. It becomes part of how the business creates value.

New strength from within

From construction sites to the office, a human-centered culture of sharing, connection, employee care, diversity, inclusion, and equal opportunities helps every member of the company find value, pride, and happiness in their work.

Viewed through a Human Capital lens, a clear shift is underway. Coteccons is moving from a scale-driven approach to workforce management to building a younger, more adaptable workforce with greater investment in capabilities. This is supported by compensation and benefits, policies on information access, training, promotion and development opportunities, as well as care for employees' physical and mental well-being. At the same time, retaining, engaging and developing a rapidly growing workforce has become a major challenge the company must address to sustain its growth momentum.

COTECCONS WORKFORCE

Coteccons' workforce is expanding rapidly. Headcount increased from 2,995 to 4,080 employees - an increase of 1,085 people, or 36.2%, in one year. This is a significant increase, reflecting Coteccons' move into a phase of expanding its delivery capacity both in Vietnam and internationally.

More notably, 67% of new hires are under age 30, while 31.1% are ages 30–50. This shows that Coteccons is actively building its next generation of talent, bringing in younger employees who can adapt to new technologies, processes and project environments across multiple locations. This supports the company's growth while strengthening its succession pipeline and long-term capacity for sustainable development.

This is particularly noteworthy from an ESG perspective: the Social (S) pillar is not only about caring for today's workforce, but also about investing in people's capabilities for the future.

The growing share of employees under age 30 points to a marked shift toward a younger workforce. This brings advantages in energy, technology adoption and innovation, while also increasing the need for training, knowledge transfer, organizational culture management and the development of the next generation.

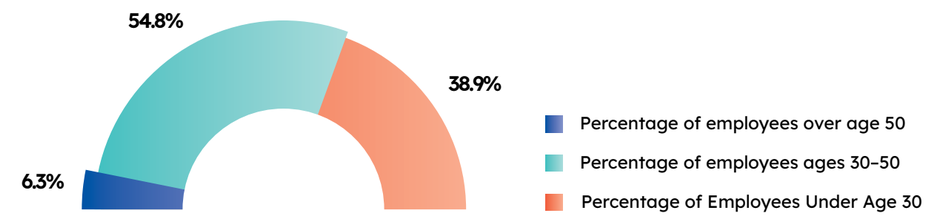
In particular, FY2026 data shows that 45.3% of employees have been with the company for one to three years, while 17% have been with the company for less than one year. This means that more than 60% of the workforce is relatively new to the organization.

This makes the effort to "Make ESG Part of Coteccons Culture" even more meaningful: The challenge lies not only in building the culture itself, but also in instilling the ESG mindset across a rapidly growing workforce that is still relatively new to the organization.

"GO GLOBAL" - PREPARING FOR THE LONG TERM

Coteccons continues to take on new projects both in Vietnam and internationally under its "Go Global" strategy. The increase in headcount also reflects the company's ability to attract talent and expand its workforce to meet operational needs and support its long-term development strategy.

Chart: Workforce by age



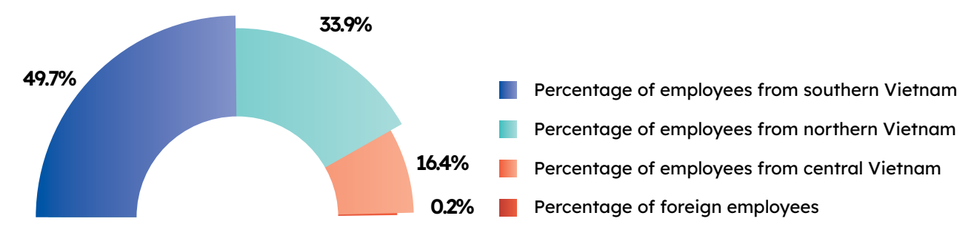
A DELIBERATE BALANCE

Coteccons' workforce shows a clear shift toward a younger age profile. Employees under age 30 account for 38.9%, those ages 30–50 account for 54.8%, and those over age 50 account for 6.3%. This trend is even more apparent among new hires, 67% of whom were under age 30 during the year.

Employees ages 30–50 remain the company's core workforce, occupying most key management, specialist and technical positions. Their share has declined slightly as younger employees have been added more rapidly, while their absolute numbers have remained stable.

Together, these two groups give Coteccons a dual advantage: experienced employees provide stability in project delivery, while younger employees bring adaptability to technology and new ways of working. At the same time, the rapid shift toward a younger workforce increases the need for training, knowledge transfer and future leadership development. This is why the company significantly increased its investment in capability development during the year, with total training hours rising 80% from the previous year.

Chart: Workforce by region



GEOGRAPHIC DIVERSITY

Coteccons' workforce is geographically diverse, reflecting its nationwide project footprint. Employees from Southern Vietnam account for the largest share, as many key projects are concentrated in the region.

Similarly, the number of new projects in Northern Vietnam doubled compared with 2025, increasing workforce demand there. Foreign employees remained at 0.2% and were concentrated in a small number of specialized roles requiring specific expertise or international experience for FDI projects. This reflects the company's priority of drawing on domestic talent and bringing in foreign employees only when needed for management, technology transfer or to strengthen delivery capabilities on projects with an international component.

THE CHALLENGE LIES NOT ONLY IN BUILDING THE CULTURE ITSELF, BUT ALSO IN INSTILLING THE ESG MINDSET ACROSS A RAPIDLY GROWING WORKFORCE THAT IS STILL RELATIVELY NEW TO THE ORGANIZATION.

Chart: New hires by gender

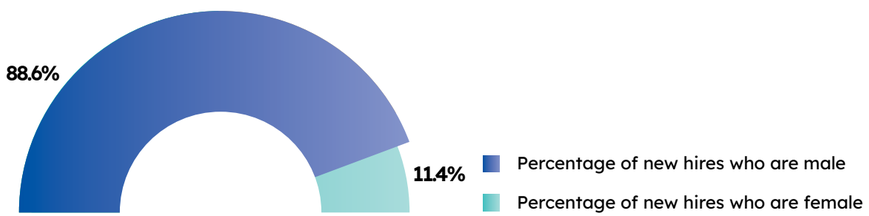
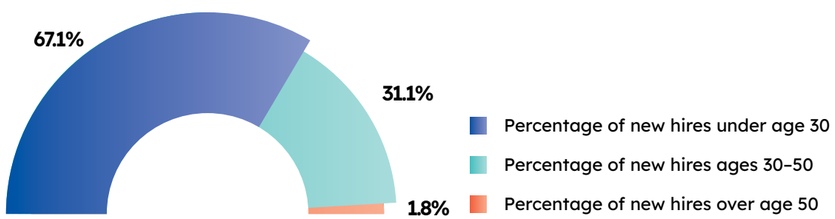


Chart: New hires by age



The composition of new hires reflects the nature of the construction industry: 88.6% are male and 11.4% are female, as most recruitment demand is concentrated in technical, construction and site-management roles. The company maintains an equal-opportunity approach to recruitment based on capability and job requirements.

By age group, 67.1% of new hires are under age 30, 31.1% are ages 30–50, and 1.8% are over age 50. This reflects a balanced approach to attracting young talent while adding experienced people for management, technical and specialist roles, alongside long-term training to support the company's sustainable development.

To build a strong next generation of talent, Coteccons partners with universities nationwide to engage and develop young talent while they are still in education. This both strengthens the company's future workforce and helps bridge the gap between academia and business, supporting sustainable human capital development across Vietnam's construction industry.

UNIVERSITY PARTNERSHIP ACTIVITIES

Activity	Quantity
Number of Students Participating in the Coteccons Young Talent Program	38 students
Number of University Job Fairs Attended	6 events
Number of University Career Talks	7 sessions
Number of Students Reached Through University Partnership Activities	Approximately 2,000 students

EMPLOYEE TURNOVER RATE

Coteccons	Number of Employees Leaving	Employee Turnover Rate
By Gender		
Male	1,079	28%
Female	94	2%
By Age		
Under 30	700	17.9%
Ages 30-50	461	11.8%
Over 50	12	0.3%

Presentation of appointment decisions to 19 site managers at a ceremony held on January 20, 2026.

EMPLOYEE BENEFITS & Career advancement OPPORTUNITIES

Coteccons identifies employee benefits and career development opportunities as a key part of its commitment to employees. The benefits system is built on full compliance with legal requirements, supplemented by comprehensive policies covering employees' income, health and overall well-being, whether they work in offices or at construction sites, in recognition of the specific nature of the construction industry.

Maternity and paternity leave	Number of cases	Number of leave days
Male	69	290
Female	27	2,921
Total	96	3,211

• **Leave**:
Maternity and paternity leave in accordance with law; 12 days of annual leave for employees who have completed 12 months of service, with the two-month probationary period counting toward annual leave entitlement under company regulations; three days of paid sick leave under company policy; and public holiday and Tet leave in accordance with regulations.

• **Bonuses**:
13th-month salary, KPI-based bonuses, performance bonuses, and holiday and Tet bonuses.

• **Allowances**:
Meal, fuel, travel and phone allowances, regional allowances, and airfare.

• **Insurance**:
Social insurance, health insurance, unemployment insurance, and other supplementary insurance programs.

• **Health**:
Periodic health check-ups, health insurance, and occupational health care.

• **Family**:
Support for employees with young children and their families.

• **Construction-Site Benefits**:
Meals, accommodation, transportation, site allowances, and other support.

• **Employee Well-Being**:
Trade Union activities, sports, cultural activities, and team-building activities.

• **Recognition And Rewards**:
Reward programs, recognition of achievements, and long-service recognition.

In addition, Coteccons maintains a fair and transparent promotion process based on capability, with all employees having access to information on career paths and evaluation criteria. In 2026, the company recorded 1,657 promotions and job-title adjustments based on individual contributions and performance as part of employees' career progression.

• Percentage of employees receiving performance evaluations: 100%

• Total number of promotion cases recorded: 1,657 cases

TRANSPARENT COMPENSATION & DIGITAL TRANSFORMATION IN HUMAN CAPITAL MANAGEMENT

Employees' peace of mind and trust are built on transparency. The company has progressively standardized its compensation and bonus policies to make them more transparent: Revenue/ Profit - Performance KPI - Bonus.

Coteccons presented the "Team of the Year" award to the Ba Na Hills project team in Da Nang, based on transparent evaluation metrics.

The compensation and bonus determination process follows a regular KPI evaluation cycle. KPI results for each individual and organizational unit are used to determine the applicable bonus multiplier based on the level of achievement, so that bonuses reflect actual contributions. At Coteccons, 100% of employees undergo performance evaluations, helping ensure consistency and fairness across the organization.

In 2026, the company will roll out the Workday platform, a human capital management platform built to international standards that gives all employees access to a modern information portal. The platform not only streamlines day-to-day management, but also enables employees to access their information and take a more active role in planning their career development.

For Coteccons, a transparent compensation and bonus system not only recognizes individual contributions and motivates employees, but also builds trust by showing them that their work is assessed fairly. This creates a foundation for everyone to work together in building a stronger Coteccons in the spirit of "Building Futures."

+ **Average Income per Employeei**: VND 33,119,033 (The average income exceeds the regional minimum wage as stipulated by applicable laws and regulations)

+ **Employee Satisfaction With the Work Environment**: The Great Place to Work® (GPTW) Trust Index™ survey, with more than 1,800 employees participating, found that 91% believe Coteccons is human-centered, 89% trust leadership, 86% believe employee voices are heard, and 85% feel secure in their jobs.

Mr. PHẠM THANH SANG
Head of Learning & Organization Development, Coteccons

Building strength

FROM WITHIN TO REACH NEW HEIGHTS

With a human-centered approach, Coteccons is making a deliberate investment in developing high-quality human capital, laying a strong foundation for the company to take on megaprojects and compete on the global stage.

Mr. Phạm Thanh Sang, Head of Learning & Organization Development (L&OD), said Coteccons' human-centered approach to sustainable development runs throughout the organization. It is shaped by three core cultural pillars and backed by substantial investment in training and development.

The first pillar is mutual trust and respect. Rather than imposing an unfamiliar model, Coteccons chooses tools and approaches that fit its existing identity, helping strengthen and sustain a sense of teamwork across the organization.

The second is a culture of ownership, or "OWN IT", where people at every level are empowered to make decisions, take ownership of their work and outcomes. Approval processes are streamlined so work can move faster and more efficiently, ultimately delivering better outcomes for clients and project owners.

The third is a Human-Hearted culture. Coteccons is willing to invest significant resources in employee development, with employee satisfaction serving as a key metric of success. "The Happy Coteccons" initiative brings together a range of activities designed to help employees unwind from the pressures of the site, restore emotional balance and recharge for work.

INVESTING IN HUMAN CAPITAL: PREPARING FOR FUTURE MEGAPROJECTS

According to Mr. Sang, people development at Coteccons starts with a simple question: "What capabilities will our people need to achieve the company's future goals?"

In recent years, alongside professional and technical training, Coteccons has increasingly focused on building specialized capabilities in preparation for major infrastructure projects such as high-speed rail (HSR). As HSR is still an emerging field in Vietnam, Coteccons proactively sent a group of 21 employees to China, one of the world's leaders in the field, to learn about and gain exposure to HSR technology. The aim is to prepare its people to take on future megaprojects such as the Can Gio Bridge and Vietnam's North-South national railway system.

When asked about the risk of losing talent after making such significant investments in people, Mr. Sang said:

"We are not worried that people may leave after being trained. What should worry us more is if they stay while lacking the knowledge and professional capabilities they need, and the organization does nothing to develop them."

This is also why L&OD strives to keep training closely connected to real work. Training only matters when it changes the way people work. What they learn should help them make better decisions and solve problems more effectively, both on site and in day-to-day operations. For Mr. Sang, the ultimate purpose of training is to help people strengthen their capabilities and skills and become better at what they do every day.

In his view, this responsibility extends beyond Coteccons.

"If a training program can help an engineer become better at what they do, its value should not depend solely on whether that person goes on to work for Coteccons. We also want to make a small contribution to improving the quality of human capital across Vietnam's construction industry."

That philosophy is also reflected in Coteccons' broader social commitment. Through its Young Talents program, the company provides training to final-year university students while also seeking to attract young talent, with the broader aim of helping improve the quality of Vietnam's future construction engineers.

2.

1.

1. Mr. Phạm Thanh Sang speaks with students at Ho Chi Minh City University of Technology (HCMUT) during a Career Talk.

2. Coteccons shares useful insights with students at Ho Chi Minh City University of Technology (HCMUT), VNU-HCM, through the Coteccons Young Talent Program, which develops young engineering talent for the company and Vietnam's construction industry.

> "A happy workplace at Coteccons can be summed up in one word: authenticity. Everything we put forward is transparent, straightforward and grounded in real numbers, from career progression to bonuses. At Coteccons, we do what we say."
>
> Mr. **Phạm Thanh Sang**
> Head of Learning & Organization Development

PROFESSIONAL MANAGEMENT: A FOUNDATION FOR TALENT RETENTION

On the management side, Coteccons has brought in professionals from outside the construction industry to bring fresh thinking. Combining their specialized management expertise with the hands-on experience of Coteccons engineers has helped streamline operating processes.

Rather than maintaining a passive e-learning library where employees simply choose courses for themselves, L&OD has restructured the learning system around specific roles and career progression paths. Employees aspiring to move into a higher position know exactly which skills they need to develop and which required courses they must complete. This is complemented by soft skills training, leadership development for managers and language programs in English and Chinese.

Coteccons' corporate culture is also marked by understanding and authenticity. If an employee is struggling in their current role, the company does not immediately let them go. Instead, it gives them the opportunity to try different positions, sometimes more than once, to find the role that genuinely suits them.

For Mr. Sang, transparency is one of the key reasons people choose to stay with Coteccons over the long term. Policies on promotion, salary increases and performance bonuses are implemented as promised and tied to measurable results, rather than being merely procedural or unclear.

Looking ahead, Coteccons is preparing for its expansion onto the global market with "Go Global". L&OD therefore goes beyond technical and professional training to equip employees with cultural knowledge, language skills and the ability to adapt to local environments. The goal is to help them integrate successfully into new settings and turn overseas assignments into opportunities for career development.

A well-prepared workforce is Coteccons' strongest foundation for the future. It supports the company's ESG goals and reinforces its position as a leading construction group in Vietnam as it expands onto the global stage.

DEVELOPING WORKFORCE CAPABILITIES

Coteccons sees investing in people as the most sustainable investment it can make. In FY2026, the company recorded 89,561 training hours, upgraded its E-learning system to give employees greater ownership of their learning, and launched the Coteccons Young Talent Program to help build capabilities across the construction industry.

EVERY SUSTAINABLE PROJECT BEGINS WITH AN INVESTMENT IN PEOPLE

In construction, the quality of a project lies not in its drawings, but in the capabilities of the people who bring those drawings to life. That is why Coteccons sees investing in people not as a welfare expense, but as its most sustainable investment and the one that delivers the highest return. The future the company is working toward will not come from outside; it will be built from within, through the capabilities of every engineer, supervisor and worker on site today.

MAKING TRAINING A CORE CAPABILITY, NOT A SUPPORT FUNCTION

At Coteccons, growth begins with the development of each individual. In FY2026, the company stepped up its investment in people's capabilities. Total training hours rose to 89,561, up 80% from 47,724 hours in FY2025. Average training hours increased from 20 to 25.6 hours per employee, and 100% of employees received training. These figures show that Coteccons is not simply adding people to meet growing work demands, but is also expanding its investment in training.

Amid rapid growth, with headcount increasing from 2,995 to 4,080, training became essential to setting common standards, sharing knowledge and building consistent capabilities across the organization - so that growth in scale is matched by growth in quality. Programs span technical training, BIM/Revit, FIDIC, PMP, leadership, soft skills and foreign languages, and are aligned with practical work requirements and the development needs of the workforce.

In other words, Coteccons is working to turn workforce growth into capability growth. This is also how Coteccons puts its human-centered strategy into practice, as reflected in a number of recognized workplace distinctions: Coteccons was Great Place To Work® Certified™ in 2025, received HR Asia's The Best Companies to Work for in Asia and The Most Caring Company awards in 2025, and ranked No. 1 in the Vietnam Top 10 Best Workplaces – Construction Sector (VBW10) by Viet Research. This reflects the depth and effectiveness of that investment: as people grow, so does the company.

DEVELOPING WORKFORCE CAPABILITIES IS AN INVESTMENT WITH LASTING VALUE AND REAL IMPACT: AS PEOPLE GROW STRONGER, SO DOES THE COMPANY.

EMPOWERING EMPLOYEES TO LEARN AND GROW AT THEIR OWN PACE

The e-learning system has been upgraded, with learning pathways tailored to each role. The most important change is not the technology itself, but the greater autonomy it gives employees: new employees can start learning and earn certifications from their first days on the job, rather than waiting to be assigned to centralized training sessions.

The results reveal a clear demand that had previously gone unmet. The platform recorded 39,029 visits in FY2026, ten times the 3,691 visits recorded in FY2025. This supports Coteccons' belief that when employees have the right tools and autonomy, they will take the initiative to learn without needing to be prompted.

The impact of this change is most evident at construction sites, where the nature of the work and geographic distance previously made it difficult for employees to attend centralized training at the office. Moving learning content onto a digital platform has removed that barrier, making development opportunities available regardless of where employees work.

1. Coteccons provides ongoing skills training to prepare its workforce for the company's quality-driven growth strategy.

2. A technical training program for high-speed rail projects jointly organized by Coteccons and the University of Transport and Communications in Hanoi.

The construction industry's workforce challenge cannot be solved through recruitment alone. As requirements for safety, quality and project efficiency continue to rise, the labor market cannot supply enough qualified people who are ready to meet those needs immediately. Coteccons therefore sees the need to engage in training at an earlier stage, rather than wait to recruit people who already have experience.

Investing in

THE FUTURE WORKFORCE

In 2026, the company expanded partnerships with universities in three fields: construction, environmental management, and occupational health and safety. Coteccons representatives worked directly with university leaders and faculty members and participated in professional activities to share practical project-delivery experience and introduce modern construction-management standards. During the year, 217 students completed internships at the company, of whom 180 high-performing students went on to work at Coteccons.

The objective goes beyond creating a recruitment pipeline. Coteccons aims to narrow the gap between academic knowledge and the practical requirements of construction sites, helping students understand safety, quality, and sustainable development standards before entering the profession.

This is what distinguishes Coteccons' approach: the company views partnerships with educational institutions as a long-term investment in the construction profession, rather than a short-term recruitment channel. Coteccons accepts that most participating students will go on to work elsewhere and that the program's benefits will extend across the industry.

As Coteccons expands its operations in Vietnam and internationally, working on projects of different scales and levels of complexity helps young employees develop capabilities suited to both the Vietnamese market and international environments. Going forward, Coteccons will continue expanding professional networking, practical learning, internship and knowledge-sharing programs with educational institutions.

2026 HIGHLIGHTS

- Expanded engagement with universities and the academic community.
- Organized professional seminars for students.
- Held working sessions with university leaders and faculty members.

A distinguishing feature of Coteccons' approach is that the company views partnerships with educational institutions not merely as a short-term recruitment channel, but as a long-term investment in strengthening human capital across the construction industry.

RAISING CAPABILITY STANDARDS ACROSS THE INDUSTRY

During the year, Coteccons officially launched the Coteccons Young Talent Program, Vietnam's first young-talent development program for construction engineers. Built on the "Ba nhà" (Government – Academia – Business) collaboration model, the program gives young engineers exposure to real construction sites, helping narrow the gap between theory and practice while they are still at university.

This initiative creates value beyond Coteccons. By investing in a generation of engineers, most of whom do not yet work for the company and may never do so, Coteccons accepts that the program's benefits will extend across the industry. For the company, this is the essence of leadership: raising standards for the industry as a whole, not only for its own business.

The "Coteccons Young Talent Program" represents an investment in Coteccons' future.

4 Core capability priorities in 2026

▸ **Leadership Capability**:
Coteccons Leadership Center organized the Leadership & AOP Summit 2026 for more than 100 senior leaders, with specialized content from its exclusive partner, Adizes Institute. The program is designed to equip leaders with the capabilities needed to guide the company through its transition from growth to quality growth.

▸ **Safety Management Capability:**
The IOSH Managing Safely® and Risk Management programs were rolled out across the organization, from employees to senior management. Extending safety training to the leadership level reflects Coteccons' principle that safety is not solely the responsibility of the HSE function; it is also shaped by decisions made at every level, from scheduling to workforce deployment.

▸ **Infrastructure Expertise:**
Twenty-one engineers were sent to China to undertake a program in high-speed rail (HSR) construction engineering, equipping them with knowledge for key national transport infrastructure projects. This is an investment made ahead of demand, building capabilities in an area Vietnam will need over the coming decade.

▸ **Language Capability:**
More than 500 employees participated in English and Chinese language training to support "Go Global" strategy and strengthen their ability to work in multicultural environments.

What lies behind the training hours

Every hour of learning recorded during the year is more than just a figure in a report. When a young engineer first understands how a project comes together in practice, a site supervisor becomes better at identifying risks before an accident happens, or an employee becomes better able to seize an opportunity that was once out of reach, each experience creates change from within. Together, these changes form the foundation for everything Coteccons achieves.

More than 100 Coteccons employees attended Leadership Summit 2026 to broaden their perspectives and strengthen their leadership capabilities.

HARMONIOUS

Labor relations

Coteccons defines harmonious labor relations not as the absence of conflict, but as the ability to identify and resolve differences in interests transparently and in accordance with regulations before they escalate into disputes. On this basis, the company maintains a system built around four components: labor rights policies, collective bargaining mechanisms, regular dialogue channels, and processes for receiving feedback and grievances.

A close-knit team is a source of strength for Coteccons.

Content	Implementation Mechanism	Scope of Application
Labor Rights Policy	Foundation: Vietnam's Labor Code and internationally recognized fundamental labor principles	Direct employees and workers in the supply chain (through subcontracting contract provisions)
Collective Bargaining Agreement	Negotiated and signed by management and the employee representative organization; sets terms more favorable than statutory minimums for wages, working hours, benefits, working conditions, and occupational safety; reviewed periodically.	100% of company employees
Listening to Employees	Through Town Hall, AOP, and CTD Talk sessions; Site coordination meetings; Employee-engagement surveys; Regular workplace dialogue; and management meetings at project sites.	Office and project employees
Coteccons Culture	An open and honest culture that respects differences and empowers frontline teams; reinforced through new-employee onboarding, training, recognition, and rewards.	All employees
Right to Information and Consultation	Information on changes to human capital policies, organizational structure, safety regulations, and project plans; consultation with the employee representative organization before changes with significant impacts are adopted; communication through internal systems, digital applications, and direct briefings at construction sites.	All workers, including Coteccons employees and workers employed by subcontractors at construction sites
Feedback and Grievances	Direct channels with managers; the employee representative organization; an independent reporting channel with an anonymous option; recording, classification, and handling under a process with defined responsibilities and timelines; zero tolerance for retaliation; and protection of the confidentiality of those raising concerns.	All workers, including Coteccons employees and workers employed by subcontractors at construction sites

What matters in a labor-relations system is not how many mechanisms are in place, but whether a worker or engineer genuinely trusts that their views will be heard and addressed effectively. Coteccons tracks this over the long term through employee engagement survey results, the percentage of feedback resolved within the prescribed timeframe, and the number of labor disputes that arise.

Building a diverse

EQUITABLE AND INCLUSIVE (DEI) WORKPLACE

For Coteccons, diversity, equity and inclusion (DEI) are not a metric, but the way we create a workplace where each person is assessed based on their capabilities and work performance.

Coteccons' gender profile reflects the nature of the construction and infrastructure industry, where many roles involve on-site construction or technical work. As a result, men continue to account for the majority of the workforce, at 89.5%.

However, the proportion of female employees increased from 8.4% to 10.5% during the year, indicating positive progress toward greater diversity. Coteccons is gradually expanding opportunities for women not only in office functions, but also in professional roles and positions directly involved in project management, such as site secretary, QS and QA/QC positions.

Expanding opportunities for women reflects the leadership team's genuine commitment to building an equitable workplace. It also lays the groundwork for increasing women's representation in management and leadership roles in the years ahead.

1. Honoring site secretaries at Coteccons Townhall 2026.

2. Recognizing the Employees of the Year at Coteccons Townhall 2026.

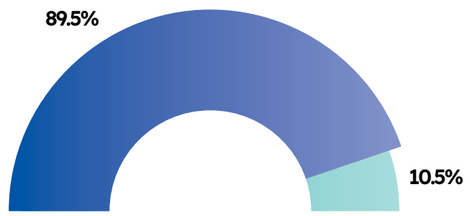
- **Diversity**:
The presence within the workforce of differences in gender, age, region, educational background, and professional experience.

- **Equity:**
All employees and workers have equal access to recruitment, training, advancement, and compensation opportunities based on the same criteria, without regard to factors unrelated to the job.

- **Inclusion:**
LThe extent to which each person feels that they belong in the organization - that they are respected, able to speak up, and taken into account when decisions affect them.

At Coteccons, the workforce gender profile is as follows

Total Number of Employees and Engineers: 4,080 employees



Percentage of female employees

Percentage of male employees

At Coteccons, sustainability is reflected not only in the quality of its projects and environmental initiatives, but also in the workplace it builds: one with a strong, distinctive corporate culture, where people feel connected and every member is heard, supported and respected.

Ms. **ĐOÀN THỊ QUỲNH** - Site secretary

"Cultural anchors" ON SITE

In order for a construction site to run smoothly and efficiently, strong management and well- established operating procedures are important. Equally important is a culture of teamwork and mutual support. At Coteccons, site secretaries play a vital role in maintaining that culture and are regarded as the site's "cultural anchors."

Choosing March 20, the International Day of Happiness, as a day to celebrate its site secretaries, Coteccons delivers a clear message: no one is left behind at Coteccons, including site secretaries. This is also why the company continues to invest in the team each year through professional development courses, the Site Secretary Club, and timely words of encouragement on special occasions.

The role of a site secretary is demanding. They help ensure that Coteccons' policies and directions are clearly communicated across the site, from engineers and workers to external contractors. They also take care of many day-to-day needs, including meals, drinking water and the overall well-being of the team, while coordinating with other parties to keep operations running smoothly. When questions arise about a new policy, they are often the ones who step in to explain it and help work through any issues.

Ms. Quỳnh shared that there were days when she could see how hard the team on site was working, as quality and schedule pressures made the atmosphere tense. On those days, she would suggest a small snack break and message the group, inviting everyone to take a few minutes to rest, chat and unwind. She also organized weekend sports activities such as football, encouraging everyone to join and spend time together.

Across Coteccons' community programs in different localities, such as Hải Trăng Về Làng and "Xây Tết", most site secretaries are consistently active participants, including Ms. Quỳnh. They take care of preparations, make sure everything is well-organized, and encourage other departments to join in. At times like these, the atmosphere on site feels less impersonal and a little lighter and warmer.

"WHAT I VALUE MOST ABOUT BEING PART OF THE SITE SECRETARY CLUB IS THE CHANCE TO MEET COLLEAGUES FROM DIFFERENT PROJECTS, SHARE EXPERIENCES AND LEARN FROM EACH OTHER. THE CLUB NOT ONLY HELPS ME GROW PROFESSIONALLY, BUT ALSO MAKES ME FEEL THAT I TRULY BELONG TO A TEAM THAT SUPPORTS ONE ANOTHER."

"Being a site secretary requires attention to detail, initiative and a strong sense of responsibility. But the biggest challenge is managing your emotions so they do not affect the team. It can be stressful at times but if you truly love the job, you can still perform well with confidence in yourself and pride in what you do," Ms. Quỳnh shared.

On construction sites where most of the workforce is male, female site secretaries help bring people closer together through their thoughtfulness and passion for their work. Their understanding, support and respect for workers help break down barriers and strengthen bonds day by day. This is the foundation for a human-centered and sustainable workplace.

Ms. Quỳnh also shared that, having been with Coteccons for many years, she has seen the company steadily improve the way it implements ESG standards. Action plans have become more practical, with greater care and attention given to both site workers and staff. That progress encourages people like her to keep growing and contributing to Coteccons' sustainable development.

It is fair to say that an organization's culture is built by ordinary people through small, everyday actions. When those actions come together, they create lasting collective strength. This cultural foundation is also a valuable resource for effective ESG implementation, helping enhance the company's reputation and strengthen customer, investor and community trust.

Coteccons site secretaries at the "Site Secretary Day" event on March 20, 2026.

Mr. **NGUYỄN VĂN HUẤN**
Security Team Leader, Cao Xà Lá Project, Coteccons

THE "OWN IT" SPIRIT FROM CONSTRUCTION SITE

At Coteccons, the "Own It" spirit has grown naturally from the pressures and real-world experience of construction-site work.

TREATING THE COMPANY'S WORK AS YOUR OWN

"To me, "OWN IT" is very simple. It means taking initiative and treating the company's work as my own. Once I take on a task, I find a way to get it done and take full responsibility for the outcome. If a problem comes up, I am the first to step in and deal with it instead of waiting to be reminded or looking for a reason to avoid it," said Nguyễn Văn Huấn, Security Team Leader, who has been with Coteccons for nearly 20 years.

Mr. Huấn said the "OWN IT" spirit has gradually taken root among Coteccons employees, showing up in even the smallest decisions: protecting materials, reaching out to local authorities, or standing alongside colleagues when unexpected issues arise on site. When employees truly understand and act on that spirit, they become like swallows heralding better things to come, helping build trust with project owners and customers on every project.

Mr. Huấn recalled similar situations at Vinhomes Symphony in 2019 or at a Ministry of Public Security project in 2025. With tight schedules and limited site space, materials kept arriving before the work areas had been cleared or properly laid out, leaving materials and equipment scattered and piled up. The project owner therefore asked for the areas to be cleared quickly and the equipment moved off site.

Concerned that company assets could go missing, the site security personnel stepped in to watch over them. Their concern over the assets led to friction with the project owner's staff. Coteccons' security team then intervened promptly, took responsibility, provided a written commitment to the project owner and proposed corrective measures.

Their constructive and serious approach, together with their sense of responsibility, helped the security team regain the trust of both the site management team and the project owner.

SAFEGUARDING CULTURE, NOT JUST ASSETS

On every project, Coteccons' security personnel and engineers do more than carry out their core responsibilities. They also engage directly with local authorities and surrounding communities. Here, the "OWN IT" spirit is reflected in proactive communication and problem-solving.

AT COTECCONS, OWN IT IS ONE OF THE COMPANY'S CORE CULTURAL VALUES AND IS CLOSELY TIED TO THE SLOGAN "OWN IT, BUILDING FUTURES".

THIS MEANS EACH PERSON PROACTIVELY IDENTIFIES PROBLEMS, FINDS SOLUTIONS, HAS THE COURAGE TO MAKE DECISIONS AND TAKES RESPONSIBILITY FOR THE OUTCOME.

OWN IT IS ALSO PART OF COTECCONS' ESG JOURNEY. IT EMPHASIZES TAKING OWNERSHIP OF ONE'S OWN CAREER AND SEEING ONESELF AS AN INTEGRAL PART OF THE COMPANY'S SUSTAINABLE DEVELOPMENT.

Before work begins on any project, the team surveys the site, develops a security plan, assesses potential risks and places particular emphasis on building good relationships with local authorities and the surrounding community.

"When concerns arise about traffic, security or issues affecting local residents, I do not wait for instructions from my superiors. I meet directly with those involved, listen to what they have to say, talk things through and work with all parties to find a solution. We handle things together with one principle in mind: never let a small spark grow into a major fire," Mr. Huấn said.

PASSING IT ON TO THE NEXT GENERATION

Long-serving Coteccons employees share a desire to pass their experience on to younger colleagues. The "Own It" spirit cannot be taught through theory alone. It has to be learned through action and real experience. For younger employees, Mr. Huấn believes that "Own It" is best passed on through leading by example, practical action and empowerment.

"I always speak openly about the challenges and tensions that come with the job. I give new employees the chance to get directly involved in resolving issues as they arise, encourage them to speak up and take responsibility for their own decisions," he said of mentoring young people at the start of their careers. This helps younger employees become more confident and take greater responsibility for their work.

Coteccons' success has never been the work of any one person. It has been built through quiet contributions and team spirit.

When everyone treats the company's work as their own, takes initiative, steps up and follows through on their responsibilities, that is when corporate culture truly comes to life.

The security team at the Cao Xà Lá Project (Hanoi) reviews work requirements before starting a shift.

At Coteccons, the Trade Union does more than take care of employees' well-being. Guided by ESG principles, it also creates opportunities for employees to connect, grow and build long-term careers with the company, all in support of Coteccons' broader sustainability goals.

Coteccons Trade Union activities help employees unwind after work.

Ms. NGUYỄN THỊ VIỆT NGA
Chairwoman of the Coteccons Trade Union

LISTENING, CONNECTING AND *nurturing* values

Coteccons has a large, constantly changing workforce spread across the country, so keeping people connected and making sure everyone feels part of the same team is not easy. Shared activities therefore play an important role in bringing people together, building unity and strengthening their sense of belonging.

Each year, Ms. Nga said, the Coteccons' Trade Union plans a broad range of activities. These range from supporting employees through important life events to marking major holidays and organizing sports activities. The Union also runs signature programs that reflect Coteccons' culture, such as The Happy Coteccons, Coteccons Day. Together, these initiatives strengthen connections within and beyond Coteccons, help people work more closely together and create more value for the community. Acting as a bridge connecting people, the Trade Union keeps one message at the center of its work: put people first, support one another and create tangible value for employees.

When floods severely affected Gia Lai, Dak Lak and Khánh Hòa in November 2025, the Trade Union saw how worried employees working far from home were about their

families. Together with Coteccons' management team, it quickly formed a quick-response team and organized support trips to Central Vietnam to visit and assist affected families.

The Union also makes employee health and safety a top priority. Every October, it collaborates with the Ho Chi Minh City Humanitarian Blood Donation Center, the Ho Chi Minh City Red Cross Society and the National Institute of Hematology and Blood Transfusion to organize blood donation programs in Ho Chi Minh City and Hanoi, helping foster a spirit of sharing and community service.

More importantly, the Trade Union is taking on a broader role beyond employee welfare and standalone initiatives. It is increasingly helping make ESG part of everyday working life across Coteccons. Through programs such as Hái trăng về làng, Cook for Good, Chuyến tàu Hạnh phúc ("Happiness Train") and beach-cleaning activities in Phu Quoc, the Union always works closely with key teams, mobilizes internal resources and brings more partners on board, extending these initiatives across the supply chain. This helps turn ESG from a concept into everyday practice, shaping behavior and encouraging each Coteccons employee to take ownership in the "OWN IT" spirit.

"The Trade Union not only cares for employees' material and emotional well-being, but also seeks to build a united workplace where everyone feels happy, safe and respected, and wants to stay for the long term," Ms. Nguyễn Thị Việt Nga emphasized.

Coteccons hosts a blood donation event at its office to support the community.

Ms. Nguyễn Thị Việt Nga, Chairwoman of the Coteccons Trade Union, and Mr. Thổ Hoài Phong, Deputy Director of the Ho Chi Minh City Young Employee Assistance Center (YEAC), present gifts to workers' children at workers' accommodation facilities during the 2026 Lunar New Year.

Coteccons employees and medical staff at a blood donation event.

To stay close to employees across its worksites, Ms. Nga said the Trade Union has set up a dedicated email channel and Zalo group that include all site secretaries, who also serve as Trade Union secretaries, as well as site managers. These channels help the Union stay informed about employees' circumstances and respond promptly when support is needed. When employees go through important life events or face hardship, the Union can provide timely encouragement and welfare support, giving them greater peace of mind at work. It also helps resolve issues that arise on the job.

As a result, employees know that the Trade Union will listen and respond, and they see it as a trusted place to share their concerns and aspirations. Looking ahead, Ms. Nga said the Trade Union will continue to support the company's ESG strategy, expand employee engagement activities, enhance welfare packages and provide greater support to employees and the community. Achieving this will require close coordination across departments, the ESG team, Communications and the leadership team, helping Coteccons move further toward its sustainability goals.

Coteccons brings flowers and joy to employees in celebration of International Women's Day (March 8).

THE COTECCONS TRADE UNION

Sharing & supporting employees

The Coteccons Trade Union continues to play a central role in advancing the Social (S) pillar of the company's ESG strategy. Going beyond routine activities, it has proactively rolled out a series of comprehensive care programs that deliver tangible value to engineers, employees and workers directly on site.

A major highlight of the Coteccons Trade Union's work in 2026 is the diverse range of activities designed to provide comprehensive care for employees. It has helped bring people together through a wide range of large-scale retreats, sports, cultural and recreational activities. Internal running events, regular sports festivals, and programs recognizing employees' children for outstanding academic achievement have helped create a caring and closely connected workplace.

The Trade Union also places particular emphasis on female engineers and employees through activities that recognize their contributions and promote gender equality within a demanding, high-pressure working environment.

In the construction industry, employees and workers often work far from home and face demanding construction schedules. To help make up for the demands of the job, the Trade Union works with the leadership team to organize a range of meaningful activities. A highlight is the Tết Công Trường (Tet at the Worksite) series, through which the Trade Union and the BOD bring warmth to thousands of workers who remain on projects throughout Tet.

The livestream connecting major worksites with employees' families on Lunar New Year's Eve provides not only tangible gifts, but also comfort for those far from home and a meaningful morale boost.

In addition, health care, health protection and occupational safety policies are also reinforced through both theory-based and hands-on sessions. The company provides appropriate Personal Protective Equipment (PPE) and improves living conditions and site accommodations to help ensure that every worker returns home safely.

Guided by a human-centered approach, the Trade Union serves as an open and transparent bridge between employees and the company, supporting and protecting employees' legitimate interests while balancing their rights and responsibilities to the company. Working with the Human Capital team, it works alongside the company on policies relating to compensation, bonuses, insurance coverage, career advancement and benefits so that every employee understands them clearly and can work with peace of mind. Through its proactive and dedicated work in 2026, the Coteccons Trade Union has not only helped narrow the gap between management and employees, but has also built a united team that sees the construction site as home and the company as family.

Activity Group	Category	Key Activities
1. Direct Care, Protection And Training For Trade Union Members And Employees	Representation And Protection Of Rights And Interests	Activities to represent and protect the lawful and legitimate rights and interests of Trade Union members and employees.
	Travel And Holidays	Financial support for travel and holiday expenses for Trade Union members and employees.
	Visits And Assistance	Visits and assistance for major life events, illness, maternity, accidents and other hardships; visits and gifts at projects/departments; assistance in cases of workplace accidents, natural disasters, epidemics, fires and serious illnesses.
	Encouragement And Recognition	Activities for International Children's Day and the Mid-Autumn Festival; recognition of outstanding and exemplary Trade Union members.
	Training	Expenditure on training for Trade Union members and employees
2. Communication And Mobilization Of Trade Union Members And Employees	Culture And Sports	CTD Run; Coteccons Olympic Sports Festival
	Gender And Gender Equality	Events and gifts for March 8 and October 20
	Grassroots Trade Unions And Occupational Unions	Activities related to grassroots Trade Unions and Occupational Unions
	Coordination With Political And Social Organizations	Coordination with the Ho Chi Minh City Red Cross Society and the National Institute of Hematology and Blood Transfusion to hold the annual voluntary blood donation program

Given the nature of construction work, many Coteccons employees regularly work far from home, at construction sites hundreds or even thousands of kilometers away. When natural disasters, storms and floods strike, the families of those working on site may be facing hardship and shortages back home.

SUPPORTING EMPLOYEES' FAMILIES

through storms and floods

Following the storms and floods, Coteccons quickly formed a rapid-response team to assess the situation and connect with affected employees' families. Beyond simply checking in on them, Coteccons provided practical support to help families through the immediate difficulties.

During the storms and floods at the end of 2025, the company supported 222 employee families affected by natural disasters. In addition to cash assistance, Coteccons prepared essential supplies, medicine and other necessities, while sending representatives to visit, encourage and deliver gifts directly to employees' families in heavily affected areas including Gia Lai, Dak Lak and Khanh Hoa.

Through these efforts, Coteccons stands by its employees and their families, helping ensure that they do not have to face difficult times alone.

Respect and kindness toward employees are part of how Coteccons builds its culture and puts ESG into practice. The company understands that employees working far from home can focus on their work with greater peace of mind when they know their families are cared for as well. Coteccons therefore extends this commitment beyond the construction site to employees and their families through practical support.

This is also part of Coteccons' approach to employee Health & Well-being: not only ensuring safety at work, but also caring for the loved ones back home.

The Coteccons Trade Union's rapid-response team visits employees' homes to deliver gifts and offer encouragement as their families recover from the effects of the 2025 storms and floods.

The Coteccons Trade Union's rapid-response team visits employees' families in Gia Lai, Dak Lak and Khanh Hoa - areas heavily affected by Typhoon No. 13 in 2025 - to offer encouragement and deliver gifts.

The Coteccons Trade Union quickly prepares medicine and essential supplies to send to employees' families severely affected by storms and floods.

When employees know their families are well supported, they can focus on their work with peace of mind. When people feel valued and treated with genuine care, the whole team is stronger and better able to navigate challenging times and reach new milestones together.

the happy coteccons

Respect and kindness toward employees are central to Coteccons' human-centered approach, helping create a workplace where people can feel happy coming to work each day.

Coteccons aims to become a "second home" for every employee by implementing a wide range of employee-care programs, supporting both physical and mental well-being, fostering a friendly working environment, and creating clear personal development paths that enhance workplace satisfaction and performance.

"The Happy Coteccons" initiative brings together compensation and benefits policies and a fair, transparent system for recognizing and assessing employees' work. It is further enriched by the way the company cares for employees and workers, helping them feel valued wherever they work each day, including at sites far from home.

In 2026, the company organized meaningful programs not only for its employees but also for the workers who work alongside Coteccons. Happy Coffee Truck kept employees energized with coffee, while Tết Công trường (Tet celebrations at construction sites) brought the festive spirit of Tet to engineers and construction workers who remained on site day and night at key national projects.

"The Happy Coteccons" initiative has grown beyond an annual program carried out as a matter of routine. It continues to expand its reach, working alongside other businesses to share responsibility and bring more joy to families.

Despite harsh weather, workers remain upbeat and stay on site to keep the Ba Na Hills project (Da Nang) on schedule.

Tết AT THE WORKSITE

Tet is a sacred time when everyone wishes to return home to their family. To express its gratitude and make up, in some small way, for the sacrifices of employees and workers who put aside their own Tet celebrations to meet project milestones on site, Coteccons has created a special Tet atmosphere filled with warmth, love and meaning: a Tet of teamwork, brotherhood and colleagues standing together, united by pride in Vietnam, with Coteccons honored to play its part.

On Lunar New Year's Eve 2026, a livestream program - Meeting The Worksites That Never Sleep - was held simultaneously at projects of national significance undertaken by Coteccons, APEC Convention Center project and Phu Quoc International Airport, as well as at many major worksites across the country that continued construction throughout Tet. Notably, Chairman Bolat Duisenov, Coteccons' BOD, and a large number of engineers, workers, and their families joined via livestream.

In that special atmosphere, the BOD and project directors spoke about schedule pressures, pride, and the spirit of "Dare to build the impossible" in delivering key megaprojects.

The organizers also prepared interview clips and surprise Tet greetings from the families, spouses and children of engineers and workers back home. For those spending Lunar New Year's Eve on site, hearing the voices of their loved ones made home feel a little closer, creating some of the most moving moments of the program.

Mr. Hoàng Minh, a Coteccons Supervisor at the APEC Convention Center project in Phu Quoc, shared: "It is a little sad to spend Tet away from home, but when I see the project moving closer to the finish line every day, all the fatigue gives way to pride in what we do as builders."

> "These are very meaningful moments. I saw your parents and loved ones, and I saw warmth and happiness in their smiles and eyes. You have shown everyone that behind the slogans and site fences are Coteccons people who are professional and hardworking, who work with responsibility, joy, and pride in contributing to the company and to Vietnam. I would like to thank your families for quietly standing behind you and supporting both you and Coteccons. At times like these, when you work through Tet, you have shown that Coteccons' Industry Leader goal is underpinned by discipline and responsibility, a commitment to quality and schedule, and the trust of our partners and clients."
>
> Mr. **Bolat Duisenov**
> Chairman of the Board of Directors, Coteccons

Coteccons' Tet công trường (Tet at the Worksite) event connects employees at the APEC Convention Center project (An Giang) with their families to share heartfelt messages and New Year wishes before midnight on Lunar New Year's Eve.

TET AT THE APEC WORKSITE AND PHU QUOC AIRPORT CARRIES AN EVEN DEEPER MEANING WHEN COTECCONS PEOPLE COME TOGETHER TO BUILD MAJOR PROJECTS, SOWING SEEDS OF JOY, HAPPINESS AND PRIDE FOR A VIETNAM CONFIDENTLY ENTERING A NEW ERA OF GROWTH

Many families shared that pride, turning it into words of encouragement for their loved ones. The Coteccons live broadcast captured these warm, proud family moments and carried their love and encouragement to everyone working through Tet in Phu Quoc.

The father of Mr. Đặng Trí Lượng, a Technical Supervisor at the Phu Quoc International Airport project, said: “Tet is a little sad without my son, but our family always supports his work. His mother and I are very proud of him and love him dearly. We hope he stays healthy, completes his duties well, and celebrates Tet with the family next year.”

They were simple words, but they carried the warmth of home. For Coteccons employees spending Tet far from their families, that quiet support becomes a source of strength-helping them carry out their responsibilities with greater peace of mind, knowing that their loved ones and teammates are always behind them.

Tết Công Trường 2026 brings Coteccons’ commitment to the Social (S) pillar to life through care, respect, gratitude and sharing. At its heart is a human-centered approach. Coteccons seeks to make the sacrifice of working through Tet a little easier by caring for employees’ mental well-being and welfare, helping them feel less alone and less as though they are missing out on Tet. By bringing families into the program, the company also fosters greater understanding and gives employees a stronger source of support from home. At the same time, the program rekindles team spirit, brings the Chairman, management team and workforce closer together, and strengthens a caring, united workplace culture built on empathy and mutual support.

Tet is a meaningful time that marks the beginning of a new year and new hope.

At the start of a new year, working side by side, sharing responsibility and building landmark projects with professionalism, dedication and kindness give tangible expression to Coteccons’ commitment to sustainable development. For Coteccons, delivering a project is not only about meeting schedule and quality requirements. It is also about creating positive value for people and the surrounding environment, while helping strengthen Vietnam’s image internationally.

Chairman of the BOD - Bolat Duisenov and engineers at the APEC Convention Center project (An Giang) wrap bánh chưng and gather to celebrate Lunar New Year’s Eve.

Happy Coffee Truck

In 2025, Coteccons rolled out the Happy Coffee Truck program at 21 construction sites across Vietnam's three regions and at its headquarters, delivering more than 10,000 cups of coffee and tea, along with pastries, to engineers, workers, site management teams and office employees.

The Happy Coffee Truck brings coffee and pastries to engineers and workers at Coteccons construction sites, giving them a welcome boost during the workday.

The Happy Coffee Truck travels to Coteccons construction sites across the country.

The truck, in Coteccons' signature blue, made its way to worksites across the country in all kinds of weather, offering moments of rest, a chance to recharge and a timely show of care amid demanding construction schedules.

The program also creates opportunities for interaction and connection, with members of the Executive Committee (ExCom) taking part. This reinforces Coteccons' culture of standing alongside one another, its spirit of sharing, and its commitment to the quality of life and mental well-being of its frontline workforce.

Alongside Happy Coffee Truck, Coteccons also runs its Nước chanh mùa hè ("Summer Lemonade") activity during the peak of the hot season to provide workers on site with refreshing drinks while they work. The activity reflects the company's care for its workforce and understanding of their working conditions and health, while providing practical support to employees and workers across its construction sites.

COTECCONS SECRETARIES CLUB

Honoring SITE SECRETARIES

The 'Honoring Site Secretaries' program recognizes the quiet yet essential role of site secretaries - those who keep information flows, documentation, and logistics running smoothly at construction sites.

The program recognized 17 female site secretaries for the active role they have played in coordinating and supporting ESG activities at project sites. Their initiative, sense of responsibility and collaborative approach have contributed to effective ESG implementation across construction sites.

On Site Secretary Day (March 20, 2026), Coteccons honored site secretaries who had made outstanding contributions to ESG practices.

Coteccons engineers at Eaton Park (HCMC) enthusiastically take part in the "Thanks as a Gift" initiative.

Thanks as a gift

The Gratitude Corner is an internal channel where employees and workers can thank colleagues for their support in day-to-day work.

The program focuses on appreciating the small things that are often taken for granted: timely assistance, help beyond one's assigned duties, or a reminder to stay safe on site. When every behind-the-scenes contribution is acknowledged with a word of thanks, gratitude gradually becomes an everyday habit, strengthening team bonds through mutual appreciation, not just through the work itself.

The company created an online platform where employees could send messages of thanks to their colleagues.

CONSTRUCTION-SITE WEDDING PHOTOS:

Where love grows alongside THE PROJECTS

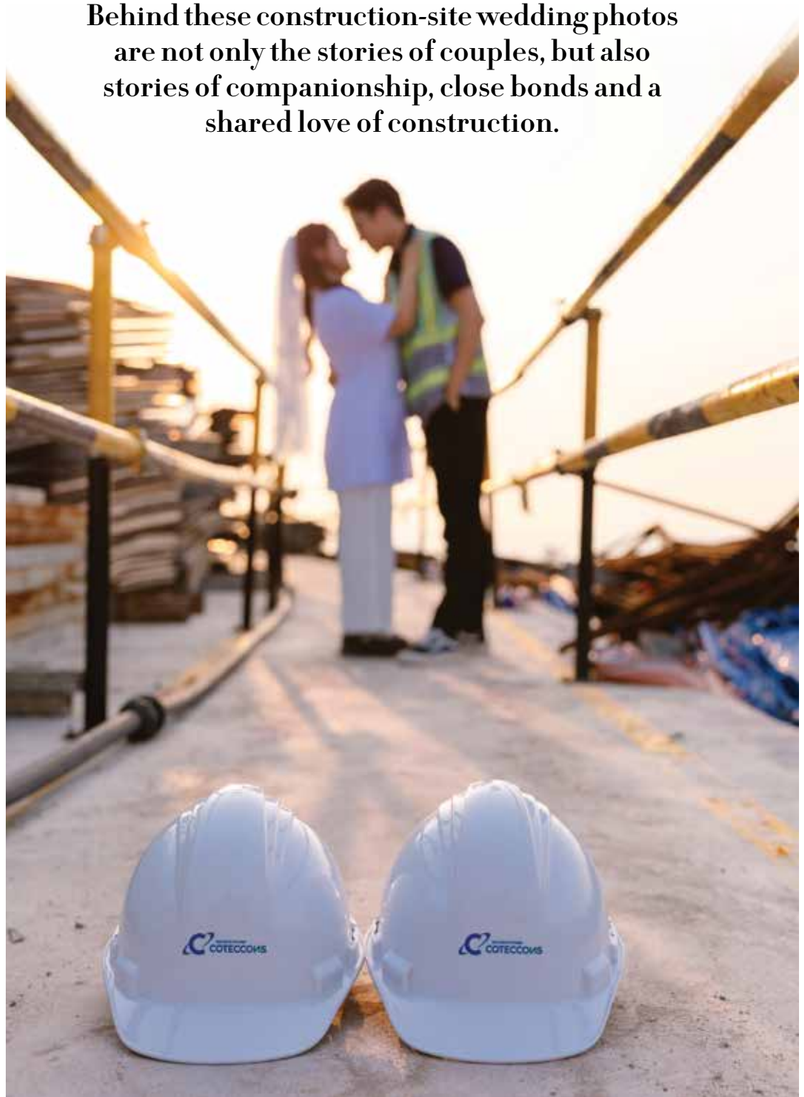
At Coteccons, construction sites are not only places where projects that make a mark on society are built; they are also where many stories of connection and happiness take root. Inspired by this spirit, the Construction-Site Wedding Photos program was introduced as a meaningful activity under "The Happy Coteccons" initiative for couples who work and grow together under the Coteccons roof.

No elaborate staged settings are needed. These photo shoots take place right at construction sites, amid the rhythm of daily work and projects taking shape around them. That authenticity preserves special moments for Coteccons people, as their love deepens alongside their passion for their work and their growth as individuals.

Each photo set not only captures a meaningful milestone in life, but is also closely tied to the projects and developments that Coteccons people have helped create.

The simple, authentic and emotionally rich construction-site wedding photos have drawn considerable interest and praise from the community.

Behind these construction-site wedding photos are not only the stories of couples, but also stories of companionship, close bonds and a shared love of construction.



Thanh Xâm & Minh Kha

Thanh Xâm and Minh Kha's wedding photos were taken at the APEC Convention Center project in An Giang. The simple images taken on site not only preserve their love story, but also capture a chapter of their youth tied to a project of special significance to the country.

Nguyễn Oanh & Ngô Thành

Nguyễn Oanh and Ngô Thành's wedding photos were taken in Hsinchu, Taiwan, where Coteccons is building the HRS Hsinchu project, capturing a journey they have shared in both love and their careers. Together, they have ventured into new territory and taken on new challenges. Their story has become part of Coteccons' Go Global journey, reflecting the spirit of Vietnamese people reaching out to the world.

These photo sets have become a meaningful part of The Happy Coteccons initiative, where important moments in the lives of Coteccons people are cherished and preserved

Đoàn Duyên & Vũ Hoàng

Đoàn Duyên and Vũ Hoàng's wedding photos were taken at The Lake Side project. Vũ Hoàng works as a BU2 assistant and spends much of his time on site, while she recruits personnel for projects. Their work has taken them along different paths, but in the end, it was at the construction site that their story of happiness took shape.

YOGA CLUB

- Yoga Club
- Dance Club
- Football Club
- Badminton Club
- Pickleball Club
- Mental Health Care Workshop
- Teambuilding

For construction workers, these activities help them feel respected and cared for, knowing that both their physical and mental well-being matter and that their personal memories and milestones are recognized.

FOOTBALL CLUB

COTECCONS Young and healthy

Coteccons maintains the following activities to support employees' mental well-being as part of everyday working life:

DANCE CLUB

BADMINTON CLUB

PICKLEBALL CLUB

Thank you

TO THOSE WHO BUILD

As a leading company in construction, Coteccons understands that every successful project depends greatly on the contributions of construction workers. Working with its partners, Coteccons ensures a safe working environment, improves working conditions, and provides healthcare and support for this workforce's material and mental well-being. More importantly, the company regularly puts a culture of gratitude, appreciation, and sharing with workers into practice through a range of practical social initiatives.

In construction, direct workers on site are an important part of project delivery. Coteccons therefore defines its responsibilities as extending beyond its direct employees to cover the entire labor supply chain involved in construction. Standards for safety, working conditions, welfare benefits, and workers' rights are applied consistently to both groups through internal policies, subcontract provisions, and routine on-site monitoring mechanisms.

Coteccons is committed to not using forced labor or child labor in any form. It also requires all subcontractors to uphold this commitment as a mandatory condition of participating in projects. This commitment is embedded in subcontract provisions, personnel-record and age checks before site access is granted, and regular inspections and supervision by the site management team and the Safety and Security department. All cases of noncompliance are handled in accordance with established procedures, including work stoppages and a review of continued collaboration. Coteccons formalized this commitment through its Code of Conduct for Business Partners.

Alongside safety and security efforts, Coteccons views strengthening workers' awareness and skills as part of its sustainable development strategy. implemented occupational safety, ESG, and additional-skills training programs. Notable activities included health checkups, capacity building training at the Hon Thom project in An Giang collaborated with Sun Group International Hospital, and fire prevention and firefighting training coordinated with PC07 as part of the Xây Tết program series.

In addition to healthcare, Coteccons also focuses on improving living conditions at construction sites. At project sites, Coteccons works with project owners to provide suitable worker accommodation, dining areas, and daily living amenities. These provisions help reduce housing rental costs, bring greater stability to workers' lives, protect their health, and give them peace of mind at work.

In addition, appropriately located rest areas are provided on site so that workers can relax and recover after long hours of work, especially in harsh weather conditions. These arrangements help increase labor productivity, reduce risks, and ensure safety during construction.

These programs not only help workers work more safely, but also equip them with practical knowledge to protect their health and improve their own quality of life.

1. Coteccons provides health check-ups for workers at the Ba Na Hills project (Da Nang).

2. Workers enjoy traditional games during "Xây Tết 2026" at the Sinh Nam factory (HCMC).

3. Eye examinations for workers at Eaton Park (HCMC).

Mr. BÙI NGỌC HUÂN
Site Manager, Sunset Village Hon Thom Project

Work, eat and stay ON SITE

Located on the isolated island of Hon Thom in An Giang, Sunset Village is being built by Unicons, a Coteccons member company and the project's general contractor. To meet workers' most essential day-to-day needs, the project has adopted an arrangement in which they work, eat and stay on site.

REMOTE, YET WARM AND PEACEFUL

According to Mr. Bùi Ngọc Huân, Site Manager of the project, Sunset Village is part of Hon Thom Paradise Island, a large-scale seaside resort and entertainment complex featuring a water park, aquarium, dolphin show venue, water show, theater, eco-resort and other facilities.

Delivering a development of this scale requires a workforce of between 500 and 1,200 people. Because the project is located on an island, workers can only access the site by cable car or boat and stay entirely on site during their time there. The island has no local residents and lacks the range of general healthcare facilities available on the mainland. Work, meals and rest therefore all take place within a self-contained environment.

"It is precisely this isolation that makes caring for workers' physical and mental health an especially important part of Coteccons' ESG implementation," Mr. Bùi Ngọc Huân said.

Recognizing the challenges created by the site's geographic isolation, the site management team made it a priority to help workers develop the ability to assess their own health at a basic level. They are trained to recognize early signs of health risks associated with changes in climate, weather and environmental conditions, enabling them to adapt and respond promptly when they notice any warning signs.

Each week, the site holds sessions on health and daily routines, covering food hygiene, regular sleep schedules, and protection against mosquitoes and other insects.

Interestingly, the site management team also includes sexual and reproductive health in its training. "The vast majority of workers on the island are adults and live together for extended periods. Giving them access to comprehensive, science-based information on sexual and reproductive health contributes to a respectful and healthy working environment," Mr. Huân said.

Training is only one part of the approach. The site also follows a daily health-monitoring routine, with medical staff stationed on site to provide first aid, monitor workers' health and offer healthcare guidance. Before each morning shift, basic health indicators such as blood pressure are checked, and workers undergo a brief health assessment to make sure they are fit for work that day.

Over time, regular training and reminders help build awareness of basic health practices, turn that awareness into healthy habits, and encourage workers to follow those practices on their own while on site.

WORKER LOYALTY AS A MEASURE OF HAPPINESS

Mr. Bùi Ngọc Huân noted that happiness can mean different things to different people. But one particularly clear indicator of worker satisfaction is how long people choose to keep working with a company, especially in a physically demanding industry like construction.

Among Coteccons' permanent employees, many have worked continuously with the company for many years. Casual construction workers, by contrast, may move from one project to another, as is common in the industry, yet many return to work on Coteccons projects time and again. Some have continued coming back across different projects for nearly two decades. That kind of loyalty is perhaps the clearest sign that when workers feel safe and are treated with kindness, they choose to keep working with Coteccons over the long term.

Drawing on the experience of putting ESG into practice through on-site worker health support at Hon Thom, Mr. Huân said Coteccons will continue to work with the project owner on welfare initiatives such as free accommodation, travel assistance, scholarships for workers' children and Xây Tết. Together, these initiatives are intended to create a comprehensive welfare ecosystem in which workers' health, mental well-being and long-term stability are genuinely valued and supported.

Through practical, concrete and humane actions, Coteccons has shown that ESG is more than fine-sounding slogans. It is a commitment to responsible action, made tangible in every morning blood-pressure check, every safe meal and every smile that reflects a worker's peace of mind on site.

> "When workers feel satisfied, happy and safe, they will choose to keep working with the company over the long term."
>
> Mr. Bùi Ngọc Huân
> Site Manager, Hon Thom Project

1. View of the Sunset Village Hon Thom Project (An Giang) from the Phu Quoc cable car.

2, 3. Dr. Lâm Nhan Minh Đình, Medical Director of Sun Group International Hospital, speaks with workers about health and safety at the Sunset Village Hon Thom Project (An Giang).

IN FY2027, COTECCONS WILL FOCUS ON TWO PRIORITIES: ESG DIGITALIZATION AND 3R. THE CHOICE IS DELIBERATE AS THE COMPANY MOVES FROM GROWTH TO QUALITY GROWTH. FOR COTECCONS, DISCIPLINE IN ESG IS NOT ABOUT MAKING MORE COMMITMENTS. IT IS ABOUT BUILDING A STRONG FOUNDATION SO THAT EVERY COMMITMENT CAN BE CARRIED THROUGH.

Ms. ĐINH THỊ HỒNG THẮM
Corporate Affairs Director, Coteccons.

Putting ESG

INTO PRACTICE WITH CARE, TRANSPARENCY AND KINDNESS

With Vietnam advancing sustainable development, science and technology, innovation, and private-sector growth through Resolutions 136/NQ-CP, 57-NQ/TW and 68-NQ/TW, ESG at Coteccons has moved beyond compliance to become a foundation for modern governance, strengthening trust, competitiveness and sustainable value creation.

As Corporate Affairs Director, responsible for ESG, MarComs, IR and PR, Ms. Đinh Thị Hồng Thắm brings a distinctive perspective to ESG, seeing it from both sides. On one side are corporate governance requirements, investor expectations and disclosure standards. On the other is the challenge of turning those principles into everyday practice in offices and on construction sites, where they shape how Coteccons engages with workers, customers and partners. For Ms. Thắm, ESG creates value when those two sides stay aligned: what a company says externally must be reflected in what it does internally to strengthen long-term trust and sustainability.

Perhaps more importantly, at Coteccons, ESG is no longer the responsibility of any single department or treated as a standalone program. It is embedded across the organization, from offices to construction sites and from corporate governance to project operations. This alignment makes ESG part of everyday decisions and actions, rather than leaving it at the level of public commitments or external communications.

1. Coteccons leaders and Mr. Lê Quốc Minh, Editor-in-Chief of Nhan Dan Newspaper, present gifts to workers at the Xây Tết 2026 press conference.

2. Coteccons is proud to bring joy to workers at Sycamore B9 and B10 (HCMC) during Xây Tết 2026.

ESG STARTS WITH PEOPLE

Of all Coteccons' ESG initiatives, Xây Tết perhaps best shows what this approach looks like in practice.

Over four Tet seasons, "Xây Tết" has grown beyond a Tet gift-giving program. It has evolved into a platform for community collaboration, bringing together businesses, organizations, government agencies, local authorities and individuals while fostering a broader spirit of sharing across society. To date, the program has delivered more than 89,000 gifts across 218 construction sites nationwide. During Tet 2026 alone, more than 40,000 gifts were distributed to workers at 73 Coteccons construction sites, with support also extended to urban sanitation and drainage workers in Hanoi, Da Nang and HCM City.

For Ms. Thắm, however, Xây Tết's value is not defined by the number of gifts handed out. It lies in simple, thoughtful gestures of care brought directly to construction sites, such as health check-ups, haircuts and keepsake photos for workers whose tireless efforts are helping Coteccons deliver projects on schedule. This reflects a principle at the heart of Coteccons' ESG approach: putting people at the center of development.

Carrying that spirit forward, the 2026 Chuyến tàu Hạnh phúc took Coteccons' human-centered approach beyond the company itself, renewing a simple faith in the kindness people show one another. A collaboration between Nhan Dan Newspaper, Vietnam Railways Corporation and Coteccons, the program became a powerful expression of their commitment to sustainability.

For the first time, "Chuyến tàu Hạnh phúc" set out along the more than 1,700-kilometer North-South railway, dressed in the vibrant colors of spring. The journey became both a celebration of Vietnam's beauty and a glimpse of a railway sector moving forward with the country. Along the way, a proud railway heritage took on a fresh new look, connecting cultures across regions and transforming the train into a moving cultural space filled with joy and hope. Joining the journey also broadened the meaning of "building happiness" for Coteccons, extending it from safety on construction sites to the peace and joy of thousands of workers making their way home.

During the 2026 Lunar New Year, Coteccons were on board overnight trains, handing out lucky money, Tet wishes and heartfelt thanks to passengers, train drivers and engineers who continued working through the holiday. On New Year's Eve, these small gestures brought warmth to the journey, while the train carried the beauty of Vietnam, its culture and traditional cuisine across the country.

The joy on the faces of passengers, engineers and train drivers as they received unexpected gifts from people they had never met spoke for itself. In those moments, kindness became something real and immediate, renewing the belief that care and generosity are still very much present in everyday life. Through "Chuyến tàu Hạnh phúc", Coteccons showed another side of what it means to build: not only creating structures, but also bringing people closer together and "building kindness" across the country.

Behind these gestures is a simple belief shared by people at Coteccons: everyone has a family to care for, hopes and plans for the future, and a right to be treated with respect.

That belief is also why Coteccons extends its care beyond its own workforce. Construction workers, workers employed by subcontractors, and urban sanitation and drainage workers are all regarded as important stakeholders in the broader sustainability ecosystem. This is how Coteccons puts the "S" in ESG into practice, not through slogans, but through genuine and comprehensive care. Step by step, the company is extending that sense of responsibility to more workers across its value chain and the communities connected to it.

This broader approach ensures that people who contribute directly or indirectly to creating value for society are cared for, respected and recognized.

KINDNESS IN ACTION: PRACTICAL AND RIGOROUS APPROACHES

That human focus does not mean ESG at Coteccons is driven by sentiment alone. Behind these worker-centered initiatives is a rigorous effort to build ESG into a governance system that can be measured and sustained over time.

In recent years, Coteccons has brought ESG to the highest level of governance through an ESG Subcommittee under the Board of Directors, with the participation of independent members. Giving ESG a place on the strategic planning ensures that sustainability initiatives are not limited to communications or corporate social responsibility activities, but form part of the company's long-term development.

At the operational level, Coteccons is making ESG increasingly measurable through data and specific indicators. GHG Inventories, the 3R principle, green materials, green supply chains, occupational safety, employee training, and diversity, equity and inclusion (DEI) are all tied to clear targets, monitoring and performance assessment. In 2026, Coteccons aims to train teams at every construction site in preparing GHG inventories and rolling out emissions reduction plans. The company is also applying the 3R principle through practical initiatives, from optimizing material use on construction sites to reusing paint for the Nhà Mình ("Our Home") project, taking gradual steps toward a circular economy in construction.

For Ms. Thắm, ESG only creates real value when these efforts deliver tangible results for both the business and its stakeholders. They can mean safer working conditions, cost optimization through 3R programs, access to green finance at a more competitive cost of capital, and a stronger reputation and greater community trust. Seen in this light, ESG is not simply a cost. It is an investment in long-term competitiveness.

The role of ESG practitioners at Coteccons is evolving accordingly. As ESG becomes part of the company's culture and way of operating, the ESG team is no longer there simply to remind departments and business units to meet their targets. Its role is increasingly to connect, support and enable, helping people across the organization create sustainable value together.

This is also how Ms. Thắm envisions the role of Corporate Affairs in the next stage: linking strategy with execution, bringing the Board of Directors closer to departments and construction sites, and helping ESG become something people understand, embrace and put into practice every day. Through awareness, training and close collaboration across the

YET FOR ESG TO TRULY TAKE ROOT IN AN ORGANIZATION, THERE MUST BE MORE BEHIND THE NUMBERS: AWARENESS, A WILLINGNESS TO ACT, AND THE WAY PEOPLE TREAT ONE ANOTHER WITH RESPECT AND KINDNESS.

organization, the goal is for ESG to become not only part of Coteccons' culture, but one of the core capabilities that shapes how the company grows.

ADVANCING ESG THROUGH COLLABORATION, NOT MANDATES

With around 29,738 suppliers, subcontractors and partners working alongside Coteccons, the company understands that ESG cannot simply be handed down as a set of requirements. It creates lasting value only when it becomes a shared understanding, reflected in partnership criteria, measurement mechanisms and a shared responsibility to act.

That approach is taking shape through initiatives such as Đối tác Xanh ("Green Partner"), Vật liệu Xanh ("Green Materials") and Mua hàng Xanh ("Green Procurement"), which are gradually becoming part of Coteccons' everyday operations and supply chain. Rather than expecting partners to change overnight, Coteccons works alongside them, provides support and develops improvement roadmaps suited to their circumstances. For Ms. Thắm, this is the essence of Sustainable Development Goal (SDG) 17, Partnerships for the Goals: learning together, changing together and creating lasting value together.

That spirit is carried forward through Coteccons' Government - Academia - Business collaboration model, designed to bring ESG closer to the realities of the construction industry. By listening to regulators, consulting experts, connecting with universities and research institutes, and exchanging experience with partners in Vietnam and abroad, Coteccons is gradually building an ecosystem where learning, innovation and sustainability reinforce one another, and where value is created collectively.

Coteccons is also actively advancing research projects that address real challenges on construction sites, from emissions management and material optimization to the circular economy, productivity and occupational safety. At the same time, the Young Talents program launched by Coteccons is developing the next generation of engineers, specialists and managers, helping build a stronger pool of high-quality talent for the construction industry.

ESG is therefore not only a commitment to the present, but also an investment in the future, strengthening Coteccons' long-term competitiveness while contributing to the sustainable development of the construction industry. Notably, Coteccons actively learns from the best practices around the world, from transparent governance and disclosure standards to green supply chain development, without applying them wholesale. The solutions it chooses must fit its business strategy, the nature of the construction industry and the realities of its own operations.

Mr. Trần Quốc Khánh, Deputy Director of the Ho Chi Minh City Department of Home Affairs, presents Xây Nền Ước Mơ scholarships to children of workers at Ho Chi Minh City Urban Drainage Company Limited.

Because ESG is not a fixed set of standards to be replicated, Coteccons believes the starting point must be the challenges a business actually faces, the people who directly create value, and the changes that can realistically be made in everyday work. That is why Xây Tết can serve as Coteccons' own expression of the "S" in ESG within the construction industry. A 3R initiative may begin not with an environmental message, but with a simple question: how can we reduce waste and create more value? Đối tác Xanh can start with Coteccons' suppliers agreeing on common standards and strengthening ESG capabilities together. Safety culture, too, can be built through relatable, creative approaches rather than rules and sanctions alone.

What is evident at Coteccons is that an ESG culture can take root in seemingly small moments: when a worker feels they have the opportunity to learn, to be heard and respected, and to be an important part of a shared journey of growth. That is how Coteccons seeks to advance ESG: through collaboration rather than mandates; through concrete change rather than slogans; and not only within the company, but across an ecosystem in which all parties grow together.

BEHIND THE NUMBERS ARE THE PEOPLE

Perhaps what stands out most in the way Ms. Thắm speaks about ESG is that she never sees it as the achievement of a single team or program. For her, it grows from values Coteccons has cultivated throughout its development, beginning with how the company treats people and the world around it.

She recalls the short film Ranh giới của hạnh phúc ("The Boundary of Happiness"), which captures some of the concerns and realities of working in construction. Within a short time, the film drew more than one million views and many heartfelt reactions. Just as memorable for her were the moments when Coteccons leaders went directly to construction sites, shook workers' hands and personally handed gifts to them one by one. Some workers shared that after years spent away from their families for work on construction sites, it was the first time they had truly felt that their work was seen, recognized and valued.

"What mattered was not the more than one million views, but the way people responded to a true story told with sincerity," Ms. Thắm emphasized.

For her, this is how trust is built. Trust does not come from grand statements. It grows through consistent actions, carried out every day, from the meeting room to the construction site and from strategy to operations.

Perhaps this is also how Coteccons is charting its own ESG path. Rather than loudly proclaiming a leadership position, the company chooses to lead through steady, substantive action. Rather than pursuing standards simply to complete a report, it focuses on creating meaningful value for people, partners, communities and the environment.

Coteccons' approach to sustainability is not measured only by how many tonnes of CO_2 are reduced, how much material is recycled or how many certifications are achieved. Those numbers still matter: they are essential for measuring progress and demonstrating accountability.

That journey is being built every day. Ultimately, ESG is more than a sustainability framework. For Coteccons, it is about continually becoming a better version of itself: more efficient in its operations, more responsible toward society, kinder to people and more sustainable in its growth. It is also how the company works with partners, contractors, customers and communities to build an ecosystem in which everyone has the opportunity to move forward together.

> **"Transparency in annual reporting is mandatory. But numbers alone do not create trust. What matters is how a company treats the people behind those numbers. ESG only becomes truly meaningful when kindness is reflected in every decision and action."**
>
> Ms. **Đinh Thị Hồng Thắm**
> Corporate Affairs Director, Coteccons

Xây Tết

WORKER SAFETY & HAPPINESS ARE THE FOUNDATION OF COTECCONS' SUCCESS

Xây Tết began as a Coteccons initiative and has continued to grow, helping turn corporate social responsibility into a culture of gratitude. The program continues to connect with government agencies, businesses and communities, becoming a platform for sharing and supporting workers nationwide during Tet.

Now in its fourth year, Xây Tết has become an annual initiative eagerly anticipated by workers at construction sites as the year draws to a close. In 2026, the program was carried out under the theme "Thank You to the Guardians of Happiness," as a tribute to engineers, construction workers and others who work day and night to keep construction sites safe through vigilance, responsibility and discipline. It also reaffirmed Coteccons' commitment to creating a safe working environment where every safe day at work is a happy day.

At Coteccons, safety discipline goes beyond mandatory rules. It has become a "red line" that must never be crossed, as well as a culture continually reinforced until it becomes ingrained in the mindset of both engineers and workers.

In the short film "Xây Tết 2026 – The Boundary of Happiness," the firm approach taken by safety engineers and supervisors is vividly captured in a direct reminder on site: "At heights of two meters or more, wearing a safety harness is mandatory. It is the last line of defense protecting your life. Tet is approaching, so take good care of yourselves and make sure you return home safe and sound for the holiday."

This close attention to safety management has gradually changed workers' mindsets, helping them understand that safety is not an imposition, but a shield protecting themselves, their families and the homes they return to. As one worker simply puts it in the film: "If I get lazy or careless and don't wear my harness, a fall could leave me laid up at home and unable to support my wife and children."

"The safety and happiness of thousands of construction workers are the foundation of every success at Coteccons. If the company wants to achieve great things - higher revenue, global expansion and more - it must never forget that workers are its foundation. They are the ones who have built hundreds of projects and millions of homes, and the people who live in those homes go on to pursue millions of dreams of their own," emphasized Ms. Nguyễn Trình Thùy Trang, Deputy CEO of Coteccons.

Accordingly, "Xây Tết 2026" was rolled out on an expanded scale, with more than **40,000 gift packages** distributed across more than **20 provinces and cities** with the support of more than **70 partners**. A range of practical care services was provided free of charge directly at construction sites, including health check-ups and haircuts, while 12,794 keepsake photos were taken. Together, these activities supported workers both materially and emotionally while improving their overall welfare.

1, 2. Workers take part in musical performances and receive gifts during "Xây Tết 2026" at The OpusK (Metropole 1.14) project (HCMC).

3. Coteccons leaders take part in Trạm Sức khỏe during "Xây Tết 2026" in Da Nang.

Scan the QR code to watch the "Xây Tết 2026 - The Boundary of Happiness" film.

4. Senior Lieutenant Colonel Lưu Quang Mười, Political Officer of An Thoi Port Border Guard Station, presents gifts to workers during "Xây Tết 2026" at the APEC Convention Center project (An Giang).

5. "Xây Tết 2026" reached nearly 1,000 workers from Ho Chi Minh City Urban Environment Company Limited and Ho Chi Minh City Urban Drainage Company Limited.

Alongside construction engineers and workers, "Xây Tết" continued to broaden its reach to urban sanitation and water supply and drainage workers in Ho Chi Minh City and Da Nang, extending the spirit of sharing to workers whose contributions to their cities often go unseen.

"Xây Tết"'s reach also extended beyond the company itself through the support of government agencies, social organizations and partners. By establishing coordination procedures with the Department of Home Affairs, the Fire Prevention, Firefighting and Rescue Police Force, the Ho Chi Minh City Youth Union, Nhan Dan Newspaper and many other relevant organizations, Coteccons mobilized support from across society to show appreciation for and care for workers.

The participation of these stakeholders not only helped ensure that the program was delivered safely and effectively, but also enabled "Xây Tết" to grow beyond an annual worker-care initiative into a platform for sharing and collaboration, bringing diverse stakeholders together to spread human-centered values and happiness throughout the community.

Photo: Mr. Trần Ngọc Tiến, Saigon Locomotive Enterprise.

FAITH IN KINDNESS THROUGH

"Chuyến tàu hạnh phúc"

"Chuyến tàu Hạnh phúc 2026" embodies Coteccons' commitment to improving quality of life in communities and advancing sustainable development. By bringing people together regardless of whether they are from northern, central or southern Vietnam, the program celebrates our shared humanity and builds bonds of care, kindness and goodwill.

Through "Chuyến tàu hạnh phúc", Coteccons joined Nhan Dan Newspaper and Vietnam Railways Corporation in bringing a message of sharing and appreciation beyond construction sites and into the homeward journeys of thousands of passengers across the country.

Deeply human-centered in purpose, the program seeks to foster a spirit of sharing, inspire faith and hope, strengthen ties with friends, colleagues and family, and deepen people's connection to home. It also brings a sense of joy and renewed energy as

Representatives of Nhan Dan Newspaper, Vietnam Railways Corporation and Coteccons Construction Joint Stock Company at the launch ceremony of "Chuyến tàu Hạnh phúc (Happiness Train)".

1. Extending its reach beyond Coteccons, the company partnered with Nhan Dan Newspaper to organize "Xây Tết 2026" for railway workers at the Saigon Wagon Branch of Vietnam Railways Corporation.

2. Smiles and moments of joy as Coteccons presents gifts in appreciation of railway workers at the Saigon Wagon Branch of Vietnam Railways Corporation ahead of Lunar New Year 2026.

people look ahead to the first days of spring. Featuring the image of Vietnam's red flag with its yellow star and a vibrant spring-themed design, the train made its first journey along the more than 1,700-kilometer North–South railway.

More than a means of transportation, "Chuyến tàu hạnh phúc" became a moving cultural space, with each carriage telling a story of Vietnam's people, places and identity, helping promote tourism and connect regions. Departing from Hanoi Station, the train carried gifts, smiles and a simple message: happiness begins with simple things. Along the way, moments of joy, reunion and care became part of the journey, staying with those who shared them.

For passengers travelling the North–South route, "Chuyến tàu hạnh phúc" also offered a cultural experience rooted in human values, a reminder that happiness can be found in the simplest things.

For the railway sector, the train carried another layer of meaning: an effort to refresh the image of rail travel in modern life by bringing its heritage and history into today's rail travel experience. When passengers feel valued, a journey becomes a fond memory, helping build trust in public services while reinforcing social responsibility.

For Coteccons, taking part in "Chuyến tàu hạnh phúc" showed that the company does not define its contribution solely through construction. It also meant joining other organizations to support cultural activities and traditional cuisine, united by a shared pride in promoting Vietnam's image more widely, both at home and abroad.

More broadly, "Chuyến tàu hạnh phúc" extends the spirit of "Xây Tết 2026" - "Thank You to the Guardians of Happiness" - beyond the construction site.

There, happiness is built one safe working day at a time. Here, it continues through every safe journey home, carrying workers back to the families and hometowns that give them hope and strength.

That spirit was especially visible on Lunar New Year's Eve 2026. As "Chuyến tàu hạnh phúc" traveled along the North–South route, the train itself became a place of togetherness. Coteccons shared New Year wishes and lucky-money envelopes with passengers, train drivers and engineers working through the holiday and through the night, bringing a little warmth and the simple joy of the new year to those on board.

The impact could be seen in something as small as a bright smile or a surprised glance from a passenger receiving an unexpected gift from a stranger. Those moments were a quiet reminder that kindness is still present in everyday life. Through "Chuyến tàu hạnh phúc", Coteccons is broadening what it means to "build happiness." The idea no longer stops at the construction site; it travels with workers on journeys across the country, creating moments of kindness and goodwill along the way.

Mr. CAO VĂN TUẤN
Full-time Member of the Members' Council,
Chairman of the CITENCO Trade Union

HONORING THE PEOPLE BEHIND A greener, cleaner city

Workers take part in games and activities during Xây Tết 2026.

Mr. Cao Văn Tuấn, Full-time Member of the Members' Council and Chairman of the CITENCO Trade Union, at a "Xây Nền Ước Mơ" scholarship presentation for children of workers at Ho Chi Minh City Urban Drainage Company Limited.

The true value of a community program lies not simply in the number of activities it delivers or people it reaches, but in the positive change it creates for people and society. "Xây Tết", which literally means "Building Tet," is Coteccons' Lunar New Year community program created to support and recognize workers. Implemented in partnership with Ho Chi Minh City Urban Environment Company Limited (CITENCO), it is a clear example of that spirit.

A city depends on hundreds of thousands of people across many different fields to keep running smoothly, including urban sanitation workers. Their contributions often go unseen, even as they work every day to keep the urban environment greener, cleaner, and more livable.

"Urban sanitation work is extremely demanding. Workers are on the job day and night, including public holidays and Tet. They also work in hazardous conditions that expose them to a range of health risks. Even so, they continue to work tirelessly and fulfill their responsibilities," said Mr. Cao Văn Tuấn, Full-time Member of the Members' Council and Chairman of the CITENCO Trade Union.

Every line of work contributes something of value to society. Yet according to Mr. Tuấn, many urban sanitation workers still struggle with the stigma attached to their

occupation and feelings of self-consciousness about their work. That is why so many were moved and delighted when Coteccons and CITENCO brought "Xây Tết" to them ahead of the Lunar New Year.

Rather than following the familiar model of simply handing out gifts, "Xây Tết" was designed as a well-organized, large-scale community program with a diverse range of activities. It also expanded beyond the construction industry to reach workers in other industries.

Alongside providing 500 gift packages for CITENCO workers facing hardships, "Xây Tết" offered workers something more personal and meaningful. Workers were invited to experience four special stations: Trạm Nét đẹp (haircuts), Trạm Kỷ niệm (photo sessions), Trạm Chăm sóc sức khỏe (health consultations and check-ups), and Trạm An toàn (occupational safety awareness).

Recalling one moment that stayed with him, Mr. Tuấn said: "At first, many people were hesitant to try Trạm Nét đẹp because they were unsure about the hairdressers' skills. But once they saw how good a few of their colleagues looked afterward, more and more people started signing up. We later found out that the hairdressers supporting the program were all highly skilled."

1. Bringing "Xây Tết" to CITENCO workers.

2. Doctors, police officers and workers take part in "Xây Tết 2026", helping foster a spirit of care and support for workers.

1.

"XÂY TẾT" GOES BEYOND MATERIAL SUPPORT. BY HELPING URBAN SANITATION WORKERS FEEL LESS SELF-CONSCIOUS ABOUT THEIR WORK, THE PROGRAM RECOGNIZES CONTRIBUTIONS THAT OFTEN GO UNSEEN. IT GIVES WORKERS MORE REASON TO TAKE PRIDE IN WHAT THEY DO, AND THEIR CHILDREN MORE REASON TO FEEL PROUD OF THEIR PARENTS, WHO HELP KEEP THE CITY GREEN, CLEAN, AND BEAUTIFUL.

FOR THE FIRST TIME, A COTECCONS COMMUNITY PROGRAM HAS BEEN ROLLED OUT ON THIS SCALE, WITH A STRUCTURED RANGE OF ACTIVITIES AND PARTICIPATION EXTENDING TO COMPANIES BEYOND THE CONSTRUCTION INDUSTRY. THROUGH ITS FOUR SPECIAL STATIONS, TRẠM CHĂM SÓC SỨC KHỎE, TRẠM NÉT ĐẸP, TRẠM KỶ NIỆM, AND TRẠM AN TOÀN, THE PROGRAM IS HELPING BUILD A BROADER ECOSYSTEM OF SOCIAL RESPONSIBILITY AND STRONGER CONNECTIONS AMONG BUSINESSES, WORKERS, AND COMMUNITIES.

That same sense of joy carried through the other stations. After long, demanding shifts, workers smiled with delight as they received their photos and welcomed the chance to have a health check-up.

Coteccons paid close attention to different aspects of workers' lives, reflecting not only genuine care, but also empathy, understanding, and a lasting commitment to stand by them. More importantly, these gestures helped workers feel respected and recognize their own worth, reinforcing the belief that their often-unseen work is needed and valued by society. "The greatest value of "Xây Tết" is that it helps urban sanitation workers feel less self-conscious about their work. Material support is only a small part of it. What matters most is what the program means to people. Their children, too, can feel proud when they talk about their parents, who help keep the city green, clean, and beautiful. That is the deepest meaning of the program," Mr. Tuấn emphasized.

As "Xây Tết" expands beyond the construction industry, it is bringing more businesses together around a shared commitment to the community. Through that collective effort, Coteccons and its partners can create lasting value for workers, businesses, and society as a whole.

2.

Mr. Hà Văn Thành - Director, Danang Drainage and Wastewater Treatment Company (in white) presents Coteccons with a letter of appreciation for the "Xây Tết 2026" program.

Mr. HÀ VĂN THÀNH
Director, Danang Drainage and Wastewater Treatment Company

"Xây Tết"

CREATING SUSTAINABLE VALUE FOR THE COMMUNITY

By supporting vulnerable workers through sustained, well-planned community programs, Coteccons is strengthening the Social pillar of its ESG strategy, creating meaningful and lasting impact in the process.

The bright smiles on workers' faces as they received their photos, and their delight at seeing themselves with a neat new haircut, made for some of the most memorable moments at Danang Drainage and Wastewater Treatment Company as Tet approached. For the first time, ahead of Lunar New Year 2026, 200 workers there received this kind of thoughtful care from Coteccons.

"At a time when many businesses are still facing difficulties, Coteccons' Xây Tết program has been especially meaningful for workers at Danang Drainage and Wastewater Treatment Company. It provides real support and responds directly to workers' needs," said Mr. Hà Văn Thành, the company's director.

"Xây Tết 2026", themed 'Thank you to those who protect happiness,' goes beyond day-to-day support for workers or a conventional community program. It is also Coteccons' way of expressing gratitude and care to workers across 73 of its construction sites. This year, the program has expanded to workers in urban water supply and drainage services, including those at Danang Drainage and Wastewater Treatment Company. Mr. Thành said working in the water supply and drainage sector is

demanding. Workers regularly take on physically strenuous and hazardous jobs, regardless of the weather, and remain on duty day and night to ensure a reliable supply of domestic water for city residents. The timely care and support provided by Coteccons can be a great encouragement, helping workers, especially those on the front line, take greater pride in their work and remain committed to their responsibilities.

"Xây Tết 2026" is organized around a series of stations: Trạm Nét đẹp (haircuts), where workers can get a haircut and freshen up; Trạm Kỷ niệm (photo sessions), where they have photos taken and receive them on the spot; and Trạm Sức khỏe, a health consultation and check-up service where medical staff provide health advice. Trạm An toàn (occupational safety awareness) is another important highlight, helping strengthen safety culture to ensure workers' well-being. Alongside these experiences, each worker also receives useful gifts such as biscuits, traditional Tet cakes and rice, adding warmth to family celebrations during Tet.

"Workers were delighted with the glutinous rice and told me how good it was. They were genuinely moved and appreciative. Seeing their bright smiles after receiving their photos at Trạm Kỷ niệm made me happy too. The gifts were useful and valuable, both in practical and emotional terms. The program has been a great encouragement for them," Mr. Thành said.

In the current economic climate, challenges remain significant even for a major construction company. Coteccons' decision to continue allocating resources to support workers outside its own organization speaks volumes about the company's commitment to sustainability.
Mr. Thành hopes his company will have opportunities to collaborate with Coteccons on future programs and learn from Coteccons' experience in management and other areas.

By standing alongside workers whose contributions to the city often go unseen, understanding their challenges and helping ease their difficulties, Coteccons continues to demonstrate its strong commitment to the community. These efforts contribute to social progress and to building a more humane and sustainable society, an important goal the company continues to pursue.
Now in its fourth year, "Xây Tết" has become more established and far-reaching, bringing its human-centered values to more workers. The program shows how Coteccons has translated its sustainability commitments into concrete, well-structured initiatives that create tangible social impact and support the company's long-term business goals.

"XÂY TẾT" DOES MORE THAN BRING JOY DURING TET. IT PUTS COTECCONS' ESG COMMITMENTS INTO PRACTICE, DEMONSTRATING THE COMPANY'S SOCIAL RESPONSIBILITY BY SUPPORTING AND SHOWING APPRECIATION FOR WORKERS WHOSE HARD WORK CONTRIBUTES TO URBAN DEVELOPMENT.

1. A key event in Da Nang brought the :Xây Tết 2026" series to a close, continuing the program's nationwide efforts to care for and support workers.

2. Workers from Danang Urban Environment Joint Stock Company take part in "Xây Tết 2026".

3. 600 workers from Danang Urban Environment Joint Stock Company and Danang Drainage and Wastewater Treatment Company receive Tet gifts in a warm and caring atmosphere.

Ms. **NGUYỄN PHƯƠNG THẢO**
MBA, Specialist Level 2 Doctor

ON-SITE HEALTHCARE:

Care that workers can rely on

By providing medical care directly at worksites, Coteccons is gradually creating meaningful value for the community while helping close gaps in access to healthcare for workers in occupations with demanding working conditions.

1.

2.

1. Workers take part in Trạm Sức khỏe during "Xây Tết 2026" at the Isola della Musica project in Hanoi.

2. Ms. Nguyễn Phương Thảo, MBA, Specialist Level 2 Doctor, and representatives of government departments and agencies present gifts to workers from Ho Chi Minh City Urban Drainage Company Limited during "Xây Tết 2026".

For many workers in sectors such as construction, urban sanitation, and water supply and drainage, where working conditions can be particularly demanding, regular health check-ups and access to modern healthcare have never been easy. Many live with health conditions but feel they have little choice but to carry on working under the heavy pressure of earning a living.

According to Dr. Nguyễn Phương Thảo, medical advisor at SP79 Clinic, workers in hazardous working environments face an ongoing risk of a range of health issues, including musculoskeletal disorders, neck and shoulder pain, cardiovascular conditions, metabolic disorders, and hypertension.

"The need for medical care among workers is enormous. I have asked some workers, 'You are seriously ill, so why didn't you see a doctor sooner?' They told me they simply did not have the time, so as long as they could still keep working, they just endured it day after day. In one case, a worker had lived with high blood pressure for so long that he had grown accustomed to the symptoms and no longer noticed headaches or dizziness. The doctors had to provide emergency treatment on site and immediately report the case to site management," Dr. Thảo said.

Empathizing with the hardships workers face, Coteccons has maintained the "Xây Tết" program for many years through a series of meaningful activities. "Xây Tết", which literally means "Building Tet" is Coteccons' Lunar New Year community program created to support and recognize workers. At the heart of the program is Trạm Sức khỏe, a health consultation and check-up service where construction workers, as well as workers in urban sanitation and water supply and drainage, can receive early screening for serious conditions and advice on appropriate treatment plans and preventive measures.

To work around construction schedules, temporary clinics are set up directly on site. Health checks often begin between 5 and 6 a.m, allowing workers to receive care before starting their shifts without missing work.

> **"The need for medical care among workers is enormous. There was one worker who had lived with high blood pressure for so long that he had grown accustomed to the symptoms and no longer noticed headaches or dizziness. The doctors had to provide emergency treatment on site and immediately report the case to site management."**
>
> Ms. Nguyễn Phương Thảo
> MBA, Specialist Level 2 Doctor

For many workers, seeing Coteccons bring medical teams and equipment to remote construction sites is a heartwarming and deeply meaningful scene. The check-up programs are tailored to each occupation, with specialized equipment such as portable X-ray machines and testing devices brought directly on site.

The medical team also handles more serious cases directly, prescribing medication and providing timely advice on the appropriate course of treatment. Notably, when workers at construction sites are found to have health issues, the company arranges work suited to their physical condition, with no risk of losing their jobs as a result.

“This program creates significant value for society. It reflects a company’s recognition that workers are the people who directly create value for the business” Dr. Thảo said.

Dr. Thảo also noted that blue-collar workers themselves do not always fully recognize the value and dignity of the work they do. “Through this program, Coteccons has touched people’s hearts by affirming the value and dignity of blue-collar workers and placing their work on an equal footing with every other occupation in society” she said.

In this way, "Xây Tết" has become a meaningful source of encouragement each Lunar New Year, reflecting the people-centered corporate culture that underpins Coteccons’ long-term sustainability strategy.

ONE OF THE HALLMARKS OF COTECCONS’ ONGOING EFFORTS TO CARE FOR WORKER HEALTH IS THE TEMPORARY CLINICS SET UP DIRECTLY AT CONSTRUCTION SITES, WITH HOURS FLEXIBLY SCHEDULED BETWEEN 5 AND 6 A.M. SO WORKERS CAN RECEIVE CHECK-UPS WITHOUT MISSING WORK.

1, 2. Workers take part in Trạm Sức khỏe during "Xây Tết 2026" at the Sycamore project (Binh Duong).

Providing scholarships for workers' children is one way Coteccons invests in future generations.

"XÂY NỀN ƯỚC MƠ":

Letting gratitude grow into kindness

Now in its second year, Coteccons' "Xây Nền Ước Mơ" ("Building Foundations For Dreams") Scholarship Program is about more than financial support. Each scholarship is also a quiet thank-you to the workers whose daily efforts help build our cities and keep them clean. And for the children who receive them, there is another lesson to carry forward: to remember the kindness they have received, and one day pass it on.

ON AUGUST 27, 2026, IN HCM CITY, NHAN DAN NEWSPAPER, THE TRAINING AND COMMUNICATIONS CENTER OF THE HCM CITY PRESS AND RADIO-TELEVISION AGENCY, COTECCONS CONSTRUCTION JOINT STOCK COMPANY, AND SAIGON TIMES FOUNDATION (STF) JOINTLY ORGANIZED THE 2026 "XÂY NỀN ƯỚC MƠ" SCHOLARSHIP AWARD CEREMONY. THE PROGRAM AWARDED 615 SCHOLARSHIPS WORTH MORE THAN VND 600 MILLION, TOGETHER WITH PRACTICAL GIFTS INCLUDING BOOKS AND NOTEBOOKS, BACKPACKS AND SCHOOL SUPPLIES, TO STUDENTS IN GRADES 6 THROUGH 9. RECIPIENTS WERE THE CHILDREN OF CONSTRUCTION WORKERS, ENVIRONMENTAL SERVICES WORKERS AND URBAN DRAINAGE WORKERS NATIONWIDE.

MORE THAN A SCHOLARSHIP

Holding her scholarship certificate in her hands, Võ Đoàn Bảo Trân, a ninth-grade student at Trương Văn Ngư School, speaks with a renewed sense of confidence. To her, the scholarship is not simply financial assistance or recognition of her academic achievements. It is a reminder that people care about her, believe in her and want to see her succeed.

"Thank you to Coteccons for putting so much care and dedication into this meaningful scholarship program," Bảo Trân said. "Your support has given me greater confidence in myself. When I grow up, finish school and am financially able, I hope I can offer scholarships like this myself. I want to pass this warmth on, reach out to help and encourage other students like mine, so that kindness and learning can continue to spread."

Mỹ Nhung, a sixth-grade student at Tùng Thiện Vương School, carries the same sense of gratitude. For her, receiving the scholarship comes with a promise to herself: to keep trying, work harder and make the most of the opportunity she has been given. For Phương Nguyên, a fifth-grade student at Đinh Tiên Hoàng School, the scholarship is one small step toward a much bigger dream: becoming a teacher. One day, she hopes to stand in front of a classroom not only to share what she knows, but also to pass on the care she has received - supporting her family and helping another generation of children pursue their own dreams.

Students receive "Xây Nền Ước Mơ 2026" scholarships in HCMC.

SUPPORTING THE WORKERS BEHIND OUR CITIES

In its second year, "Xây Nền Ước Mơ" expanded to 615 scholarships. Previously open only to the children of construction workers at Coteccons sites nationwide, the program broadened its eligibility to include the children of environmental services and urban drainage workers across the country. Its expanded reach included major cities such as Ho Chi Minh City, Hanoi and Da Nang. This expansion carries a deeper social message: recognition of the quiet labor and sacrifices of those who help build and care for our cities. From the high-rises that shape our skylines to the clean streets we see each morning, the work of thousands of people often goes unnoticed.
Ms. Đinh Thị Hồng Thắm, Corporate Affairs Director, shared: “Behind every worker on our streets or construction sites is a family with its own worries and, above all, a deep hope for a brighter future for their children. The program was created not simply as a form of short-term support, but as a long-term social investment - where compassion and responsibility to the community come together.”

Echoing that view, journalist Lê Vũ Quý Hiền of Nhan Dan Newspaper emphasized the human significance of businesses, the media and social organizations joining forces. Supporting workers’ children not only helps ease some of the financial pressure on their families; more importantly, it helps strengthen society’s faith in kindness and care for others. As gratitude is nurtured and passed on, "Xây Nền Ước Mơ" becomes a bridge between the hardships of today and a future filled with aspiration.

Construction workers at the APEC Convention Center and Bai Dat Do Urban Area projects (An Giang) hold scholarship certificates awarded to their children through Coteccons’ "Xây Nền Ước Mơ" program.

"Xây Nền Ước Mơ"

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SCHOLARSHIP PROGRAM – EMPOWERING FUTURE GENERATIONS

"My wish is simple: to give children the wings to explore dreams of their own and a strong foundation for even bigger dreams in the future." These words from Coteccons Chairman Bolat Duisenov speak to a broader commitment: planting seeds for the next generation and nurturing dreams that will grow stronger over time.

At Coteccons, every project is built not only with concrete and steel, but also with human-hearted values. Education is one of the most enduring forms of social investment: an opportunity to learn today can open up greater possibilities for the next generation.

Building on the spirit of "Xây Tết 2026", Coteccons, in partnership with Saigon Times Foundation (STF), launched the "Xây Nền Ước Mơ" Scholarship Program to support workers' children as they pursue their education. The program focuses especially on workers' families facing hardship, particularly those whose parents spend long days at construction sites far from home, devoting much of their time and energy to building projects across the country.

In 2026, Coteccons awarded 615 scholarships to workers' children, with a total value of more than VND 600,000,000. The selection process was open and transparent, with scholarships awarded based on academic performance to workers' children across all Coteccons projects under construction nationwide.
In keeping with the support extended through "Xây Tết", Coteccons also expanded scholarship eligibility to the children of workers at urban sanitation and water supply and drainage companies across northern, central, and southern Vietnam.

From a sustainability perspective, the program forms part of Coteccons' commitment to the Social pillar: Improving the quality of life for workers and their families, promoting equitable access to education, and contributing to United Nations Sustainable Development Goal 4 (SDG 4): Quality Education.

More importantly, Coteccons believes that caring for workers should not end at the workplace. Behind every worker is a family. When that family feels supported, children have more opportunities to learn and their dreams have room to grow. Workers, in turn, gain greater peace of mind to stay committed and continue contributing. This is how a business creates sustainable value: building projects for today while creating a foundation for future generations.

3.

4.

1. Coteccons Chairman Bolat Duisenov attends the "Xây Nền Ước Mơ" scholarship event and speaks with students.

2. Students happily receive gifts through the "Xây Nền Ước Mơ 2026" program.

3. The "Xây Nền Ước Mơ" program supports not only the children of Coteccons employees but also the dreams of workers' children at Ho Chi Minh City Urban Drainage Company Limited and Ho Chi Minh City Urban Environment Company Limited.

4. Mr. Nguyễn Nhàn, an MEP subcontractor at the Eaton Park project, and his daughter Tâm Như at the "Xây Nền Ước Mơ 2026" scholarship ceremony.

For Coteccons, contributing to the community means more than building major projects. It also means coming together to care for those facing hardship and creating lasting value for the communities around us.

Mr. LÊ DUY TUẤN
Acting Project Director, Global City Project, Coteccons

Building with heart

FROM THE CONSTRUCTION SITE TO THE CLASSROOM

In Binh Trung Ward, Thu Duc City, Ho Chi Minh City, there is a small community classroom filled with children's chatter and laughter. At the heart of it is Ms. Trần Thị Thanh Thủy, whom the children affectionately call "Ngoại Thủy" (Grandma Thủy). Grandma Thủy does far more than teach them to read and write. She cares for and protects children living in difficult circumstances, many of whom are unable to attend school. Some cannot even count on regular meals, while others have lost both parents.

When Mr. Lê Duy Tuấn, Acting Project Director of Global City at Coteccons, first saw the cramped classroom, with its peeling, grime-stained walls, dim lighting and damp conditions, he was deeply moved.

"These children have already had a difficult start in life. But seeing Ms. Thủy's determination and the care shown by everyone here touched all of us on the site. They look after the children in every way, from their learning to their daily meals, and still find time to cook for others in need. What they do is truly admirable," Mr. Tuấn shared.

Coteccons employees use leftover paint and surplus materials from construction sites to renovate and repaint community facilities.

THE "NHÀ MÌNH" PROGRAM AT NGOẠI THỦY'S COMMUNITY CLASSROOM

Location:

Binh Trung Ward, Thu Duc City, HCM City.

Implemented by:

Global City Project Management Team and Coteccons volunteers, in coordination with the local residential group, Local Youth Union and Women's Union.

Scale and scope:

Leftover materials from the construction site were reused to repaint 200 m² of damp, mold-affected walls and upgrade the electrical and lighting systems.

Supporting activities:

Donations of essentials and financial support; Entertainment and other activities to bring joy and encouragement to children facing difficult circumstances.

What he saw stirred a simple wish: to get everyone on site involved in making things a little better for the children. Mr. Tuấn turned that wish into action by rallying his colleagues to carry out the "Nhà mình (Our Home)" program in Binh Trung Ward, with Ngoại Thủy's home chosen as its first project.

"The children deserve a safer, brighter and more comfortable place to learn, with proper lighting and better protection from damp and mold. Better living conditions will give them more opportunities to grow, while knowing that people care about them can also give them the strength to keep going," he said.

Around 50 Coteccons staff and engineers personally took part, despite their demanding workloads on site. Using surplus materials from the construction site, they gave the damp, mold-stained walls a fresh coat of paint, making the space brighter and more welcoming. The electrical system and lighting were also repaired and improved. The initiative soon drew support from the local residential group, Local Youth Union and Women's Union as well.

The effort did not stop with renovating the classroom. The team also organized games, singing and other activities for the children, bringing them moments of joy and encouragement. Mr. Tuấn called on colleagues at the construction site to donate essentials and financial support, with plans to sustain these efforts for months to come.

What meant the most to Mr. Tuấn and his colleagues was seeing how the children responded to the change around them. In the brighter, newly renovated classroom, their smiles filled the room and their faces lit up at the care and attention they received. These moments may seem small, but for children who have already faced so much, they can offer real encouragement for the road ahead.

> **"One of the realities of working in construction is that we often move from one project site to another. But I hope that once ESG becomes firmly embedded in our corporate culture, those who remain, especially the company's ESG Subcommittee, will continue this journey when my work takes me to another site."**
>
> Mr. **Lê Duy Tuấn**
> Acting Project Director, Global City Project, Coteccons

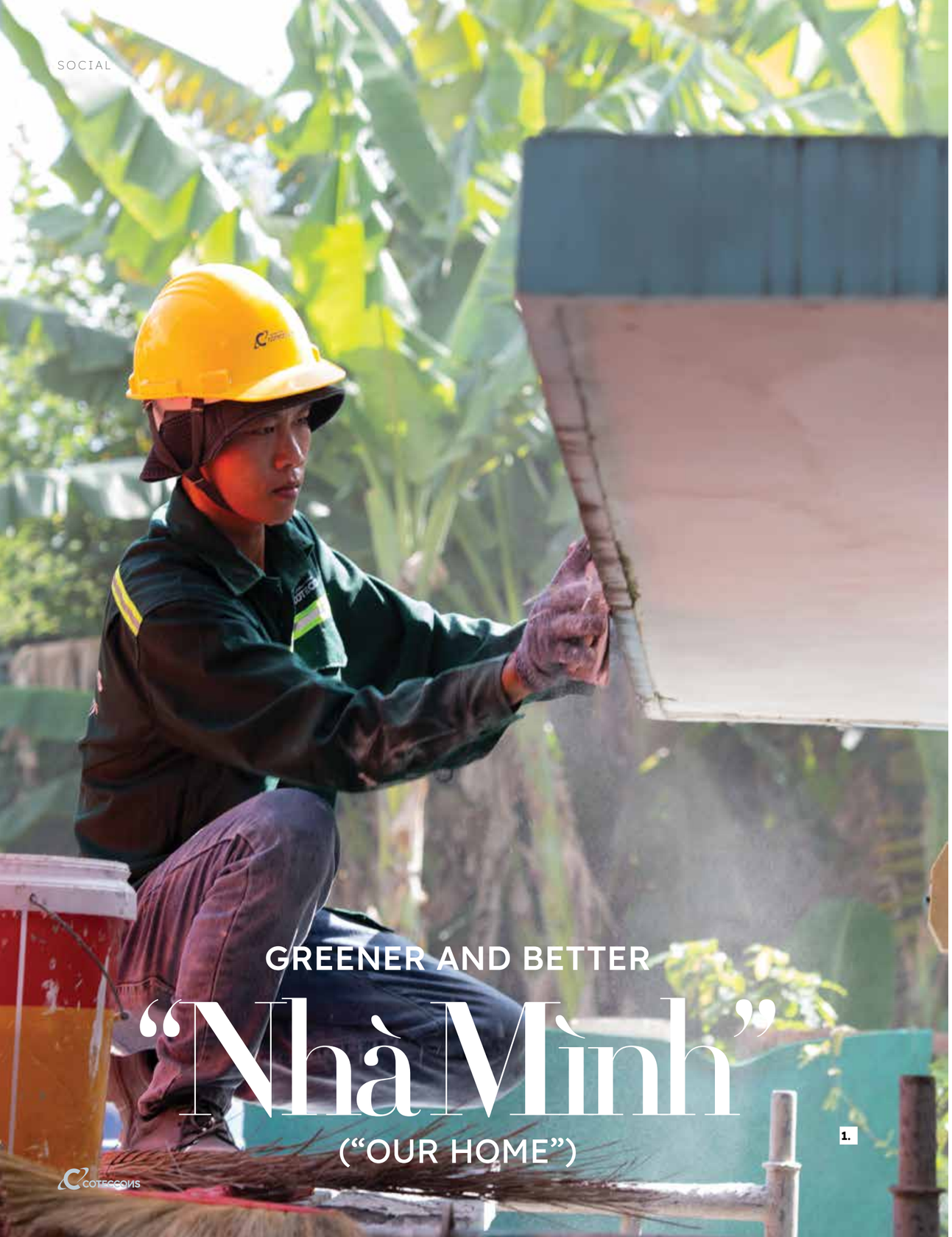
This is where ESG becomes real. It is often seen as something dry and complicated, buried in procedures, rules and requirements. Yet at this construction site, it begins with something much simpler: caring about the people around you and wanting to make their lives a little better. When that care leads to genuine, practical action, ESG begins to take root, creating real value for the community and contributing to a more sustainable future.

This first project is only the beginning. Mr. Tuấn hopes to carry out more projects under the "Nhà mình" program while continuing to support Ngoại Thủy's home over the long term.

"Putting ESG into practice is not that difficult for any of us. What matters is truly understanding why we are doing it and acting on that understanding, starting with the smallest things. More important still is finding a way to sustain those efforts over time. A commitment that comes from the heart is very different from doing something simply as part of a campaign, or stopping at one-off acts of charity," Mr. Tuấn said.

This is how Coteccons people bring social responsibility to life: through understanding, empathy and concrete action. These actions show that ESG is a choice worth making and a meaningful path for Coteccons to follow. Along that path, everyone can play a part in building a better future for communities and society.

Coteccons employees and Youth Union members take part in the "Nhà Mình" program, helping improve the surroundings and living space at the community classroom in Binh Trung Ward, HCMC.



GREENER AND BETTER "Nhà Mình" ("OUR HOME")

1.

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Nhà Mình is a Coteccons community program. At its core, however, it is also a practical application of the company's 3R principle, using leftover paint and surplus materials from construction sites to renovate and repaint community facilities.

Launched in 2022, the program has been implemented across **more than 162 projects, with approximately 348,307m² of walls repainted**, helping spread sustainable values and social responsibility. It is guided by the motto: *"Coteccons leaves a place greener and better than we found it."*

Beyond giving local areas a fresh new look, Nhà Mình also helps improve quality of life in the community, from apartment buildings and schools to charitable homes.

In 2026, Coteccons renovated and repainted 20 community facilities. A notable example was a charitable home in Binh Trung Ward, Ho Chi Minh City, where local youth and militia members, volunteers, and a large group of Coteccons staff and engineers joined forces to refurbish the home, creating a brighter, more comfortable place for the children.

By giving surplus materials a second life in community facilities near its projects, Coteccons turns a practical 3R approach into meaningful support for local communities. The program reflects the company's commitment to sustainable development alongside the communities where it works. As Nhà Mình has expanded across more construction sites, it has also created more ways to support people facing hardship, strengthen local connections, and bring a little more color and warmth to everyday life.

3.

1. Coteccons employees take part in "Nhà Mình" program, helping repaint and renovate a classroom.

2. Coteccons engineers spend time with children at the charitable home in Binh Trung Ward after completing renovation work as part of the "Nhà Mình" program.

3. Mr. Phạm Tấn Thuận Nhân, Deputy Site Manager of the Global City CT07 project, helps renovate a community space as part of the "Nhà Mình" program.

SOS CHILDREN'S VILLAGES
IN BEN TRE AND GO VAP

LIGHTING UP

"Skies of dreams"

BENEATH THE MID-AUTUMN MOON

Every Mid-Autumn Festival, as the streets begin to glow with lantern light, children at care centers eagerly await these warm moments.

Children take part in a lantern display competition at SOS Children's Village Ben Tre during Hái trăng về làng 2025.

Since 2023, Coteccons has stood alongside SOS Children's Village Ben Tre through three consecutive Mid-Autumn Festivals with the event series "Đêm hội trăng rằm - Hái trăng về làng" (Full Moon Festival Night – Harvesting the Moon for the Village).

Beyond financial support and scholarships, the core value of this partnership lies in the lasting connection it creates, which helps give vulnerable children a greater sense of stability and emotional support. Continuing this journey, preparations are now underway for the program's fourth season in September 2026.

Operating since December 21, 1999, SOS Children's Village Ben Tre is one of 17 villages in the SOS Children's Villages Vietnam network. Over 26 years of operation, it has taken in, cared for and raised nearly 500 children who are orphaned or in difficult circumstances, or at risk of losing family care. The Village currently cares for 83 children and young people aged 5–25, including those in the Semi-Independent Living Programme. Many generations have grown up, found stable employment and started families of their own, with around 55 sharing these happy milestones with the Village.

Mr. Nguyễn Văn Bảy, Director of SOS Children's Village Ben Tre, which is among the organizations supported by Coteccons, emphasized that the company's partnership has created tremendous value in nurturing the children's character, dignity and ability to integrate into society.

"Coteccons' support lies not only in gifts or scholarships, but also in natural interactions that help break down barriers between the children and people outside the Village, including Coteccons employees and other members of the community. Being welcomed, having opportunities to talk and being included as equals bring them the greatest joy, helping them enter adulthood with confidence," Mr. Nguyễn Văn Bảy added. He expressed hope that this connection would not end with the fourth season, but would continue through many Mid-Autumn Festivals to come.

The importance of such long-term support has become even more apparent as SOS Children's Villages International undergoes major changes to its funding strategy. As international resources are redirected to geopolitical hotspots such as Ukraine and the Middle East, 8 of the 17 SOS Children's Villages in Vietnam

1. Mr. Hoàng Long, Director of SOS Children's Village Go Vap.

2. Mr. Nguyễn Văn Bảy, Director of SOS Children's Village Ben Tre.

3. Coteccons representatives present scholarships and Mid-Autumn gifts to children at SOS Children's Village Go Vap during Hái trăng về làng program.

> "During this challenging transition period, the collective support of businesses helps the center optimize event costs, allowing more funding to be directed to the children's daily needs. The Mid-Autumn Festival program organized by Coteccons is an invaluable source of joy and emotional support, thoughtfully prepared for the children."
>
> Mr. **Hoàng Long**
> Director of SOS Children's Village Go Vap

are being transferred to full state management.

Mr. Hoàng Long, Director of SOS Children's Village Go Vap in HCM City, echoed this view, saying that during this challenging transition period, the collective support of businesses helps the center optimize event costs, allowing more funding to be directed to the children's daily needs. The Mid-Autumn Festival program organized by Coteccons is an invaluable source of joy and emotional support, thoughtfully prepared for the children.

The program's impact is best seen through small, deeply moving stories. Mr. Hoàng Long recalled one such story, about an eight-year-old girl who, before coming to the Village, had never celebrated a birthday or the Mid-Autumn Festival. After taking part in the Mid-Autumn Festival celebration organized by Coteccons, she told her foster mother, deeply moved, how joyful and complete her very first Mid-Autumn Festival had been. The memory, like a "sky of dreams," will stay with her for a lifetime.

Mr. Nguyễn Văn Bảy also pointed to the emotional significance of the Mid-Autumn Festival for children at SOS Children's Villages: while it is a time for family reunions, it can also make children feel the absence of their loved ones more deeply. The warm and sincere presence of volunteers and businesses helps them believe that they are always loved.

Amid the shared challenges facing the SOS network, the management teams of SOS Children's Villages Go Vap and Ben Tre share one aspiration: to strengthen their partnership with Coteccons and continue bringing joy and brighter prospects to younger generations.

For those who care for children in difficult circumstances every day, that connection carries a deeper meaning. They hope it will endure from one Mid-Autumn Festival to the next, helping children who have already been through so much regain hope and grow in confidence.

> "The Mid-Autumn Festival is a time for family reunions, yet it can make children at SOS Children's Villages feel the absence of their loved ones more deeply. The warm and sincere presence of volunteers and businesses helps them believe that they are always loved."
>
> Mr. **Nguyễn Văn Bảy**
> Director of SOS Children's Village Ben Tre

4. Coteccons brings Mid-Autumn joy to children at SOS Children's Village Ben Tre during Hái trăng về làng 2025.

1.

"Hái Trăng về làng" PROGRAM

A BOUNTIFUL HARVEST OF SMILES AND LOVE

In 2025, Coteccons' Hái trăng về làng ("Harvesting the Moon for the Village") program marked its fourth year, delivering a total of 2,440 gifts and 94 scholarships to communities from the mainland to remote islands.

As Mid-Autumn lanterns light up streets and neighborhoods, Coteccons' Hái trăng về làng continues to reach homes, hospitals and children's villages in need of support. Over four years, the program has become more than a Mid-Autumn charity initiative. The seeds of kindness sown along the way have brought people closer together, with every gift reflecting an enduring commitment and sense of responsibility toward the next generation.

Amid the bustle of Ho Chi Minh City, lanterns and games brought moments of joy and laughter to children. Warm meals, handed directly to children and patients facing hardship, offered something equally meaningful: a simple gesture of care and encouragement amid the struggles of everyday life.

That same spirit of giving extended to SOS Children's Village Go Vap, SOS Children's Village Ben Tre, and hospitals that Coteccons has supported over the years. There, even a warm meal or a small gift offered comfort and reassurance to people going through difficult times.

2.

The journey continued to Phu Quoc Island, where Mid-Autumn celebrations lit up the night with color and excitement. Alongside the festivities, scholarships brought hope to local children, helping nurture their dreams of going to school.

What sets Hái trăng về làng apart and gives it lasting impact is not its scale, but the power of an entire ecosystem coming together. Coteccons has done more than initiate the program: by working alongside partners throughout its value chain, the company has helped extend its positive impact on communities.

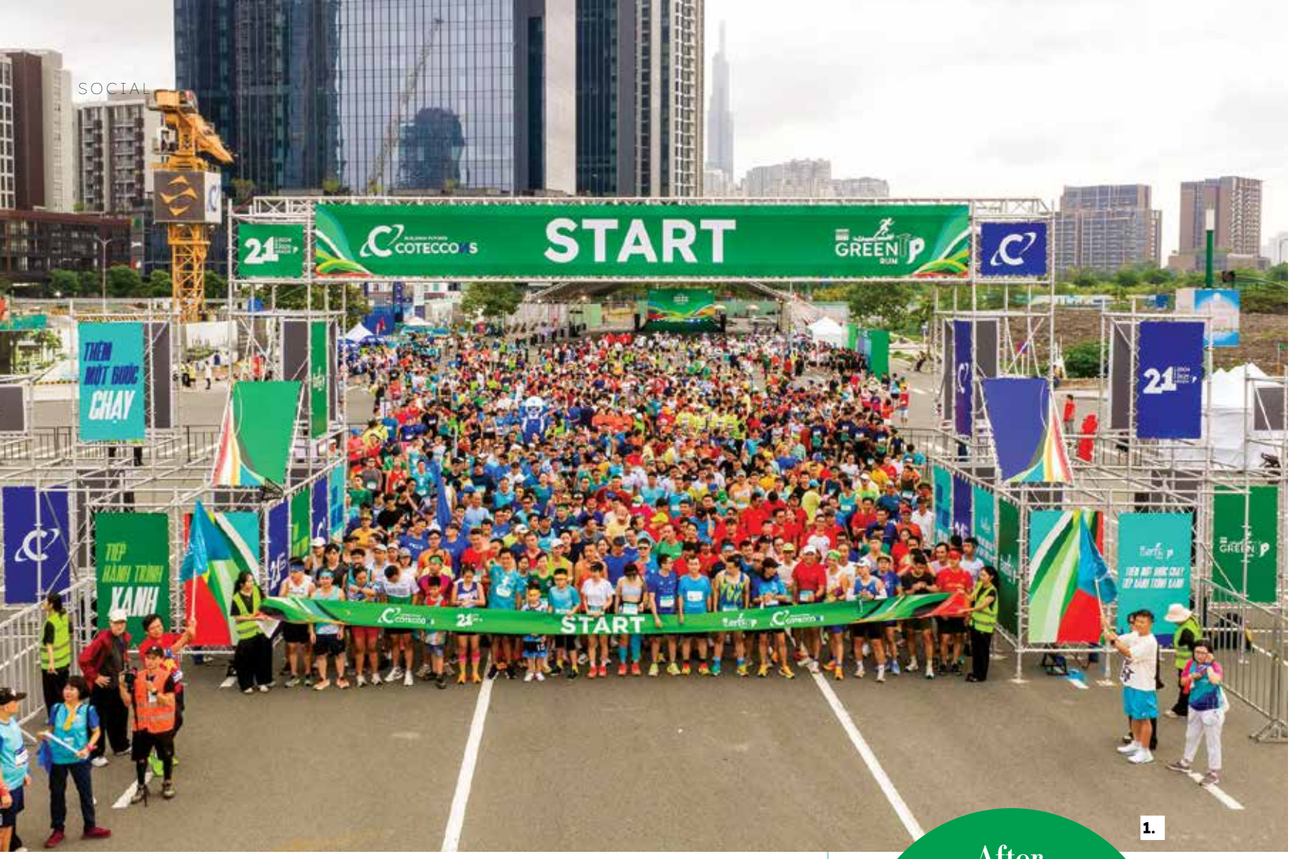
With volunteers taking an active part and 60 subcontractors and suppliers lending their support, the "Hoa chúc mừng hãy hóa thành yêu thương" ("Let Congratulatory Flowers Turn Into Love") campaign transformed each floral arrangement into a tangible act of care for the community. In doing so, Coteccons not only spread kindness but also brought its partners together and encouraged them to share social responsibility, creating positive value for the generations that follow.

3.

1, 2. Children taking part in "Coteccons' Hái Trăng về làng" program.

3. Mid-Autumn lanterns given to children as part of the "Hái Trăng về làng 2025" program.

4. Children enjoying "Hái Trăng về làng 2025" at An Thoi 2 Primary and Lower Secondary School, Quarter 4, Phu Quoc, An Giang Province.



1.

SUPPORTING PHYSICAL & MENTAL WELL-BEING THROUGH

The GreenUp Marathon

Coteccons' GreenUP Marathon 2025 was held at Metropole Thu Thiem in Ho Chi Minh City, with **1,800** participants and **5,000** additional trees planted after the race, contributing to the goal of planting one billion trees for a greener Vietnam.

Over the past few years, Coteccons has taken the GreenUP Marathon beyond Ho Chi Minh City to Quang Binh, Binh Duong, Long An and other localities, helping promote greener, healthier lifestyles.

After three seasons, GreenUP has attracted 8,000 runners and planted nearly 35,000 trees.

Compared with previous seasons, Coteccons' GreenUP Marathon this year marks notable advances in scale, participant experience, and sustainability impact:

- **Digitalization & technology-enabled experience**: Greater use of technology in race operations, including a digital system that measures each runner's individual carbon footprint.
- **Innovative routes & challenges**: Unique race routes incorporating fun construction-site obstacles and challenges that reflect the character of the construction industry while keeping the experience both athletic and enjoyable.
- **Broader community participation**: Attracting participation from engineers, workers, supply chain partners, and running enthusiasts.

2.

On the course, Coteccons finds teammates who share the same sense of purpose, encouraging one another and finding strength in moving forward together. It is the same mindset the company brings to its work: stay focused on the goal and give it everything. Every project, milestone and challenge brings new lessons, creates value and strengthens connections. And just as in a race, Coteccons does not run alone. It moves forward with colleagues, partners and others who share its aspirations, working together toward lasting, meaningful achievements for the company and the construction industry.

3.

1, 2. Runners take part in the GreenUP Marathon 2025 at Metropole Thu Thiem (HCMC).

2. Coteccons team members participate in GreenUP Marathon, spreading the message of healthy living and sustainable development.

Coasts & islands

RESPONDING TO CLIMATE CHANGE

Guided by the Vietnam Corporate Governance Code of Best Practices for Public Companies, international practices and Government priorities for APEC 2027, Coteccons is keeping its environmental (E) initiatives aligned with emerging priorities through a comprehensive, practical and systematic approach.

As climate change becomes one of the world's foremost concerns, Vietnam - with more than 3,200 kilometers of coastline - is among the countries most severely affected by sea-level rise, saltwater intrusion, and marine pollution. Coteccons understands that these challenges directly affect both the daily lives and livelihoods of local communities.

In implementing the Vietnam Corporate Governance Code of Best Practices (VNCG Code 2026), international climate change response practices, and the Government's policy on landscape improvements in preparation for APEC 2027, Coteccons has pursued two parallel tracks: action on construction sites and awareness-raising in its offices. This approach helps turn environmental commitments from policy into everyday practice across the company, its partners and local communities.

On June 5, 2026, Coteccons launched the Làm đẹp bãi biển – Kiến tạo đảo xanh ("A Cleaner Beach, A Greener Island") program at the APEC Convention Center project in Phu Quoc to mark World Environment Day and Vietnam Sea and Islands Week.

Coteccons engineers and border guards take part in the "A Cleaner Beach, A Greener Island" initiative.

Working with An Thoi Port Border Guard Station (An Giang), more than 100 border guards joined Coteccons and Unicons engineers, employees and workers to clean nearly 2 km of coastline. The joint effort not only improved the local landscape and environment, but also helped raise environmental awareness among residents and local personnel, supporting more regular and sustained environmental action.

In Coteccons office, Coteccons organized Thử thách kiến thức ESG ("ESG Knowledge Challenge"), an online mini-game open to all employees via a QR code shared company-wide. The timed quiz covered environmental topics and Coteccons' sustainability journey.

The initiative helps deepen awareness of ESG goals among employees and the wider community, bring environmental responsibility into everyday work, and contribute to a broader culture of sustainable development.

1. The APEC Convention Center project management team (An Giang) joins An Thoi Port Border Guard Station in the "A Cleaner Beach, A Greener Island" initiative, helping improve the coastal landscape and raise environmental awareness in the community.

2. Senior Lieutenant Colonel Lưu Quang Mười, Political Officer of An Thoi Port Border Guard Station, and Mr. Phạm Minh Tú, Site Manager of the APEC Bai Dat Do project, express their commitment ahead of the beach cleanup.

OTHER ACTIVITIES

+ Cook for Good.

Building on the success of earlier activities, Cook for Good mobilized employee volunteers over a weekend to support vulnerable groups. Working with Chu Anh Charity Kitchen in Ho Chi Minh City, the program provided 1,200 chicken meals, along with milk and drinking water, at Saigon Bao Dung Nursing Home, 115 Hospital, Pham Ngoc Thach Hospital, and several local charity kitchens. All costs were covered by Mr. Bolat Duisenov, Chairman of Coteccons, reflecting leadership from the highest level in advancing the company's social commitments and community-oriented values.

1, 2. Coteccons leaders personally prepare and serve meals to local residents as part of Cook for Good.

3. Coteccons leaders and employees share the joy of making a meaningful contribution through Cook for Good.

1. On November 19, 2025, local residents and students gathered to celebrate the inauguration of Kenh HN3 Bridge at an event jointly organized by Thanh Nien Newspaper and Coteccons

2. Coteccons leaders attend the inauguration of Kenh Lien Vung Bridge, linking Kenh Xa Tinh Road in Duc Hoa Commune, Tay Ninh Province, with Kenh Lien Vung Road in Binh Loi Commune, HCMC.

+ Supporting bridge construction.

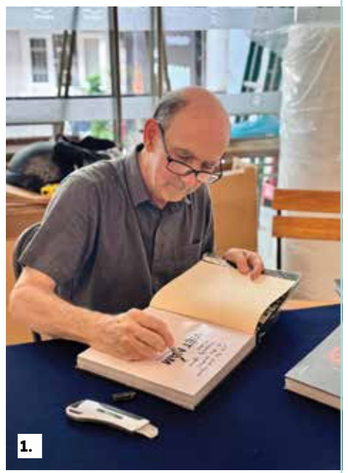
Funding bridge construction is a form of community contribution directly linked to Coteccons' professional expertise and aimed at improving transportation infrastructure. In 2025, Coteccons funded and carried out construction and repair work on two bridges - Kenh HN3 Bridge in An Giang and Kenh Lien Vung Bridge in Binh Loi, Ho Chi Minh City - helping people travel more conveniently and safely.

+ Supporting social programs with partners

Coteccons also actively sponsors and participates in Chạy Vì Trái Tim (Run For The Heart), an annual charity run organized by Gamuda Land in partnership with Heartbeat Vietnam, to raise funds for heart surgery for disadvantaged children with congenital heart defects. Over more than a decade, the program has raised VND 46 billion and supported more than 1,700 children, helping the children and their families return to normal lives. More than a sporting event, Chạy Vì Trái Tim also brings people together through compassion, spreads love, and inspires positive living in the community.

1. Coteccons and project owner Gamuda Land visit children whose heart surgeries were funded by Coteccons through the "Chạy Vì Trái Tim (Run for the Heart)" program.

2. Coteccons joins project owner Gamuda Land in the "Chạy Vì Trái Tim" program.



1. French photographer Nicolas Cornet signs copies of his book for Coteccons.

2, 3. Pagodas Vietnam (Chùa Việt Nam), a photography book published with financial support from Coteccons.

+ Sponsoring vietnam pagodas book

By sponsoring the publication of Vietnam Pagodas Book, Coteccons is honored to help promote and celebrate Vietnam's architectural heritage and spiritual values across generations. The publication captures the beauty of Vietnamese pagoda architecture from north to south.

TOTAL FUNDING FOR SOCIAL PROGRAMS:

VND 13,300,629,156

This is Coteccons' contribution to preserving and promoting cultural heritage. As a general contractor, the company's support helps celebrate Vietnam's architectural and spiritual values across generations while reinforcing the connection between its core business operations and its cultural responsibilities.